

To our partners :

PHILAKE METAL CORPORATION has the pleasure to reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

We will advance these principles and to continually integrate them in our company strategy, culture and practices. We also commit to share this values with our partners and to promote them within our area of influence.

As a key requirement of our participation in the United Nations Global Compact is the annual preparation and publication of a Communication on Progress (COP), we are pleased to submit our second Communication on Progress Report for the year 2013.

Yours sincerely,

Mr BILLY YANG
President

HUMAN RIGHTS

Declaration of Support / Implementation

Philake Metal Corporation actively supports the Universal Declaration of Human Rights as below principles :

Principle 1 : Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2 : make sure that they are not complicit in human rights abuses.

Philake Metal Corporation have implemented the Anti-Sexual Harassment Policy & Program as per Philippine Republic Act No. 7877.

If any abuse is detected, and after an internal investigation, the abuse is proven, it can result on the termination of the violator's employment contract.

Measurement of Outcomes

Philake Metal Corporation have taken active steps to devote human and time resources to ensure Human Rights are in any way compromised. PMC have not been complicit in any abuses and has not been subject to any investigations, legal cases or incidents involving Human rights.

LABOUR

Declaration of Support / Implementation

Philake Metal Corporation supports the International Labour Standards and against any forced and child labour as below principles :

Principle 3 : Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4 : the elimination of all forms of forced and compulsory labour;

Principle 5 : the effective abolition of child labour; and

Principle 6 : the elimination of discrimination in respect of employment and occupation.

Philake Metal Corporation complies with local Health and Safety legislation and provides safety training to staff as appropriate. PMC also complies with all local employment acts and regulations that prohibits forced and child labour. PMC have developed BCP (Business Continuity Plan) for the protection and safety of the facilities and employees.

Measurement of Outcomes

Philake Metal Corporation has not been subject to any investigations, legal cases, rulings, fines or other related labor or health and safety prosecutions.

ENVIRONMENT

Declaration of Support / Implementation

Philake Metal Corporation strives to ensure our facilities operate to the standards to protect our employees, contractors, neighbors and the environment as below principles :

Principle 7 : Businesses should support a precautionary approach to environmental challenges;

Principle 8 : undertake initiatives to promote greater environmental responsibility; and

Principle 9 : encourage the development and diffusion of environmentally friendly technologies.

Philake Metal Corporation accepts our responsibilities and recognizes our obligation to contribute to the resolution of local environment issues by reducing our environmental impact and by promoting environmental practice.

PMC have participated in local government campaign for “Clean a River Program”.



Measurement of Outcomes

PMC supports the environment protection activities and will continue to participate in local government environmental activities.

ANTI-CORRUPTION**Declaration of Support / Implementation**

Philake Metal Corporation is totally committed to anti-bribery and anti corruption practices as below principle :

Principle 10 : Businesses should work against corruption in all its forms, including extortion and bribery.

Philake Metal Corporations is transparent in all company transactions and operations and aim to create a culture where an ethical and moral code is upheld by all employees.

Measurement of outcomes

Philake Metal Corporation has not been implicated in any cases or incident of or related to extortion, corruption or bribery. PMC have external auditors that verified our financial reports to ensure transparency and accuracy of accounting practice.