

Statement of Continuing Support

Our public commitment to the ten principles of United Nations Global Compact underlines the way we have been doing business. The principles confirm our long-term approach and they encourage us to continue in this direction.

The protection of human rights, the fair treatment of employees and suppliers, the commitment to prevent corruption and the protection of the environment, are all important parts of the way we do business.

We will continue to provide our stakeholders and the interested public the information regarding our activities, progress and goals to uphold the principles of the United Nations Global compact.

Mr BILLY YANG

President

HUMAN RIGHTS	
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.

Declaration of support / implementation

PMC strives to be a socially responsible and we aim to contribute to improve quality of life and living standards for our employees.

Drug-Free Workplace

PMC conduct an annual drug test to all regular employees as well as newly hired employees to ensure that the aid policy is properly implemented and monitored. Employees who will be found with positive results will be referred to a drug rehabilitation and with full confidentiality.

MAGNA Carta for Women

PMC also implemented the said policy in order to protect women human rights that seek to eliminate discrimination through the recognition, protection, fulfillment and promotion of the rights of Filipino women.

Leave benefits of two (2) months with full pay based on gross monthly compensation for women employees who undergo surgery caused by gynecological disorders, provided that they have rendered continuous aggregate employment service of at least six (6) months for the last twelve (12) months.

Medical, Dental Missions and Blood Donations

PMC also joins and supports project of the local government such as Medical and Dental Mission through cash donation.

PMC also joins in the Red Cross Blood Donation Program by participation of our employees in donating blood for we believe that “Blood saves Lives”.

Measurement of Outcome

Healthier employees are less likely to call in sick. Companies can sometimes assess sick day use as the most direct measure to determine whether health programs are increasing worker productivity.

LABOUR	
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.

Declaration of support / implementation

PMC supports the International labor Standards and against any force and child labor.

PMC ensures the provision of such rights in the workplace, such as against workplace aggression, bullying, discrimination and gender inequality. On the other hand for working diversity, workplace democracy and empowerment.

Measurement of Outcome

We will continue to make sure we are not complicit in any labor abuses. Our employees enjoy personal benefits that give us confidence that we are promoting opportunities and empowerment in our company.

PMC has not been subject to any Labor related issues, complaints or investigation.

ENVIRONMENT	
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.

Declaration of support / implementation

PMC strives to ensure our facilities operate to the standard to protect our employees, contractors, neighbors and environment.

We accept the responsibility to contribute to the climate change which is the single biggest environmental and humanitarian crisis of our time. We must act now to spur the adoption of cleaner energy sources at home and in our factory as well.

The choices we make for where and how we live have enormous impacts on our well-being, economy, and natural environment.

PMC continues to seek ways on how to efficiently and effectively use its resources to contribute in this endeavor.

Our company quarterly participates in the local government campaign for “Clean-A-River Program”

PMC also is committing to continue helping the local government project in helping to protect marine life by donating in the “coral reef” project of the local government.

Measurement of Outcome

Environmental considerations are an integral part of PMC business practices and range of products. We will continue our commitment in reducing material consumption, ensure that any chemicals and hazardous materials are handled, stored and disposed in an environmentally safe way.

We will contribute to the recycling and reuse of materials and waste. To all possible extent to ensure with EC laws on chemicals and REACH compliance.

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

Declaration of support / implementation

PMC is committed to honesty, integrity and accountability. PMC encourages employees, suppliers and others who have contact about PMC business to come forward and voice their concerns about unlawful conduct, serious health and safety risks, this includes not only the welfare of the employees but also risks to the public. Also, other concerns such as damage to the environment, unauthorized use of funds and possible fraud and corruption.

Breach of this commitment will be regarded as a serious matter and may result in disciplinary or legal actions, regardless of whether the breach has been done by an employee, supplier or other working on behalf of PMC.

Measurement of Outcome

No breach in PMC commitment to honesty, integrity and accountability have been reported against any employees, suppliers or any concerned person with PMC.