

STATEMENT OF CONTINUING SUPPORT

I am pleased to confirm that Philake Metal Corporation is committed to continuing its support for the ten principles of the Global Compact in respect to human rights, labour rights, the protection of the environment and anticorruption and to advancing them within our sphere of influence.

We are committed to continuing to make the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company and undertake to continue to articulate our commitment - both to our employees, partners, clients and the public.

Learns more about the root causes of the challenges across the global value chain and strives to identify, test and implement solutions that can help achieve greater positive impacts.

Sincerely,

MR. BILLY YANG  
President

HUMAN RIGHTS	
Principle 1	Business should support and respect protection of internationally proclaimed human rights;
Principle 2	Make sure that they do not complicit in human abuses.

Declaration of support/Implementation

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

## SINGLE PARENT BENEFITS POLICY

PMC promote the family as a foundation of the nation, strengthen its solidarity and ensure its total development through granting of benefits and privileges to Solo Parents. The company is duty-bound to provide program of services, benefits, and privileges for solo parents and their children.

The company provides seven working days parental leave with pay per fiscal year to those eligible for the Solo Parent benefits.

## TUBERCULOSIS POLICY

Tuberculosis is caused by bacterium called *Mycobacterium tuberculosis* which is spread from person to person through air thus PMC established a policy to provide safe working environment and to promote and protect health and safety and well being of our workers.

PMC provides awareness program through information dissemination and seminars. PMC also provides assistance to those who have acquired the disease by setting a policy of nondiscrimination, work accommodation and restoration to work.

## MEDICAL, DENTAL MISSIONS AND BLOOD DONATIONS

PMC always joins and support projects of local government and the zone's project such as Medical, Dental Missions through Cash Donation and Blood Donation by encouraging employees to donate blood.

## Measurement of Outcome

A family can be considered resilient where it has encountered adversity and coped successfully with the challenge. This has led to a focus on family strengths - those qualities that allow single parent and their children to cope successfully with challenges to their wellbeing.

It balances our respect for individuals with the need to maintain a safe, productive and healthy environment.

<b>LABOUR</b>	
Principle 3	Business 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 maintains the link between social progress and economic growth, the guarantee of fundamental principles and rights at work is of particular significance in that it enables the persons concerned, to claim freely and on the basis of equality of opportunity, which they have helped to generate, and to achieve fully their human potential.

### Measurement of Outcome

PMC conducts training need analysis every third quarter of the year to identify training requirements as per needed by every department.

PMC will continue to follow Labor Standards and equal rights and opportunity and that the company has not been subject to any Labor related issues, complaints or investigation.

ENVIRONMENT	
Principle 7	Business should support a precautionary approach to environmental challenges;
Principle 8	Undertake initiatives to promote greater environmental responsibility;
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, neighbours and environment.

PMC's waste water analysis is being monitored and treated to keep it to a minimum by doing everything we reasonably can to meet the requirements of ecological authorities and local government regulations as well.

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

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

### Measurement of Outcome

PMC’s waste water analysis is being done on a yearly basis to keep it to a minimum by doing everything we reasonably can to meet the requirements of ecological authorities and local government regulations as well.



<b>ANTI-CORRUPTION</b>	
Principle 10	Business should work against corruption in all its forms, including extortion and bribery.

Declaration of support/implementation

PMC is committed in conducting its business in accordance with all applicable laws, rules and regulations and the highest ethical standards. The purpose of this commitment is to prevent the use of power for private profit, or the misuse of entrusted power for private gain. Bribery is the offer, promise, or payment of cash, gifts, or even excessive entertainment, or an inducement of any kind offered or given to a person in a position of trust to influence that person’s views or conduct or to obtain an improper advantage. The company support accountability.

Measurement of Outcome

Every individual committed his/her self to hold accountable and answerable for performance/conducts. PMC has no breach in its commitment and no accountability has been reported.

