



Subic International Management & Consultancy, Inc.

February 10, 2016

To Our Stakeholders:

Team, I am pleased to confirm that Subic International Management and Consultancy, Inc. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Ma. Fhiel L. Wilson
Co-Founder, President/CEO



Subic International Management & Consultancy, Inc.

February 10, 2016

H.E. Michael Moller
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Subic International Management and Consultancy, Inc. continues to support the ten principles of the Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our continued effort to implement those principles. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. Subic International Management and Consultancy, Inc. will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for continued participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore submit our annual report on progress for the Global Compact, and will continue to report *annually* thereafter according to the Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the Global Compact and renewing our ongoing commitment to the initiative and its principles.
- A description of our practical actions
- A measurement of our outcomes

1. DESCRIPTION OF ACTIONS

Human Rights

- We ensure workers are provided safe, suitable and sanitary work facilities.
- We protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.

Labour

- We ensure that the company does not participate in any form of forced or bonded labour.
- We ensure compliance with minimum wage standards
- We ensure that employment-related decisions are based on relevant and objective criteria



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Environment

- We avoid environmental damage via regular maintenance of our processes and environmental protection system (air pollution control, waste, water treatment systems, etc.)
- We ensure emergency procedures to prevent and address accidents affecting the environment and human health
- We minimize the use and ensure safe handling and storage of chemical and other dangerous substances

Anti-Corruption

- We assess the risk of corruption in accordance with United States FAR when doing business.
- We address “anti-corruption” and/or “ethical behavior” in contracts with business partners.
- We ensure that internal procedures support the company’s anti-corruption commitment.

2. MEASUREMENT OF OUTCOMES

- Demographics of management and employees broken down by diversity factors (e.g., gender, ethnicity, age, etc.)
- Rate of occupational diseases, injuries, and absenteeism
- Percentage of recycled materials

Sincerely Yours,

Don J. Wilson, SAME
Co-Founder, Chairman of The Board
Director Operations and Construction

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