

2018 COMMUNICATION IN PROGRESS
PHILAKE METAL CORPORATION

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.

While protecting what has made Philake Metal Corporation successful for so long, we must continue to look forward. Our purpose and aspirations are clear and relevant to our current and future stakeholders. We are doing our best and highlights the hugely positive impact we have and hopefully It will help us build a stronger presence in our markets, connect with more customers worldwide and attract and retain our top customers all of which are vital to sustain our business.

We believe that developing new technologies is essential. These things take time and realization needs to be for and always on the positive side.

Our commitment to health and safety has been solid during the year.

Our objective is to extend the scope of our skills and capabilities for the benefit of our customers, providing them with solutions to their challenges.

Our employees are our most powerful resource. We encourage our employees to reach their full potential, whatever their role.

Sincerely,



MR. BILLY YANG
President

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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.

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 and Goods Donation.

PMC also joins the Philippine Economic Zone and Philippine National Red Cross Blood Donation Program by the participation of our employees by encouraging employees to donate blood.

Have an opportunity for honest employment that provides salary at least at a minimum to cover basic needs for themselves and their families.

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Measurement of Outcome

It intends to carry this out and provide assistance to all our employees in protection of their rights against abuse and domestic violence and protect their value and dignity and respect for human rights.

The company do have no intention to give salary to hired employees below minimum wage as prescribed by Law.

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LABOUR	
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 giving equal gender opportunity and all employees have the free will to join any support group which can enhance, develop and uplift their full potential as a human being.

PMC recognise social dialogue in respect to these rights in practice, operating with social responsibility and being prepared to negotiate agreements. Operating with social responsibility also means that businesses should exercise due diligence in seeking responsible supply chains according to partnership and mutual respect.

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Measurement of Outcome

Being free from discrimination based on a person's race, color, sex, sexual orientation, religious or other personal beliefs, nationality or social origin.

PMC do hire employees based on their capability and not base on their religion, gender or nationality.

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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 air and noise analysis is being conducted annually as well as its waste water and see to it that it passes government standard for the safety of all our employees.

PMC strives to instil in our employees our objectives to help the environment by let them be aware and know of the problems or effect of not caring will be and participate in our effort to conserve and protect mother earth.

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

CLEAN-A-RIVER PROJECT Connecting People to Nature: " I'm With Nature"



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PMC is also committing to continue to help to protect marine life by donating in the “coral-reef” project of the local government which aim is to give more seed-bed for abundant and continuous supply of fish for fishermen of Rosario to help them and their families.

CORAL REEF-FORESTRATION PROJECT & CREATION MARINE LIFE SUNCTUARY



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We also implementing waste segregation to all sections of our company and supporting the government sector in their advocacy to reduce waste.

Less and less land is available to deposit trash, but the volume of waste is growing. As a result, segregating waste is not just of environmental importance, but also of economic concern.



Generating waste is almost unavoidable. Conducting awareness and trainings to properly segregating and disposing of waste not only reduces the amount of toxins that can cause air pollution but it may also may save our or someone else life. Not all wastes are equal and some are so dangerous that can fall into hazardous waste category. We taught our employees we can easily reduce all types of waste with changes in your habits, and even save some money in the process.

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Measurement of Outcome

PMC's air and noise as well as 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.

We are also continuously conducting awareness seminar and training to all our employees with regards to our commitment to pollution control and conservation.

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ANTI-CORRUPTION

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 and bribery. The company support accountability and that we will not tolerate any corruption by, on behalf of or against our company.

Measurement of Outcome

Every individual committed his/her self to hold accountable and answerable for performance/conducts.

Transparency in all transaction is always been a practice and will continue to uphold to ensure that there will be no room for corruption. The services of external auditor was engaged to ensure transactions are always in mandate.

There were no incident of corruption being reported.