



2015 Annual Report



UN Global Compact Initiatives

2015 Communications on Progress Report

As one of the pioneer signatories in the Philippines and supporter of the UN Global Compact principles, Mabuhay Vinyl Corporation (MVC) continues to uphold its commitment to support initiatives of the UN Global Compact.

Mr. Edwin Ll. Umali, MVC President and Chief Operating Officer, reiterates the Company's support to further strengthen the UN Global principles through the Company's various programs and activities, as contained in the following Progress Reports / Updates for 2015:

Principles	Policies, Actions and Performance Indicators
HUMAN RIGHTS Principle 1: Support and respect the protection of International Human Rights within MVC's sphere of influence	<i>In keeping with this principle, the following activities were undertaken:</i> <ul style="list-style-type: none">• Donation of used drums as garbage receptacles and used pipes as drainage pipes to Ditucalan High School in Iligan on February 25, 2015.• Participated in Philippine Business for Social Progress (PBSP) CSR project on Brigada Eskwela conducted on May 19, 2015 at Manila High School located in Intramuros, Manila. MVC employee volunteers coming from different COS Committees shared their precious time by covering 227 text books. The Company likewise donated Php13,500.00 cash for the materials.• MVC Iligan employees likewise participated in the yearly Brigada Eskwela by painting exterior walls, doors, and windows of 10 school buildings with more or less 40 classrooms in Maria Cristina National High School, Sawali, Fuentes on May 9, 2015 and Maria Cristina National High School – Ditucalan Annex on May 23, 2015.• Donation of repair and maintenance materials (construction and painting supplies) to the following schools – Maria Cristina National High School, Sawali Fuentes and Ditucalan Annex, Maria Cristina Falls Elementary School and Francisca Paradela Elementary School.
Principle 2: Make sure MVC is not complicit in human rights abuses	<ul style="list-style-type: none">• Collaborated with Department of Labor and Employment & other FFWC member companies regarding school supplies donation to Hinterland Elementary schools in Hindang, Mandulog & Mibolo Iligan City.• Conducted Medical Mission – Free Clinic and circumcision at Tonggo, Buru-un, Iligan City in partnership with Barangay Buruun Health Center, MSU College of Medicine, Philippine Occupational Medicine – Northern Mindanao on May 17, 2015. A total of 42 male children availed of the circumcision while 241 children and adults benefited from Free Clinic.• Another Medical and Dental Mission activity was undertaken by MVC Luzon employees on November 24, 2015 at Barangay San Miguel, Bauan, Batangas. A total of 156 residents of Barangay San Miguel (adult and children) were able to receive free doctors' consultation and medicines while 200 children received free dental check-up, fluoride treatment, and dental kits (toothbrush and toothpaste) courtesy of Peerless Products, Inc.• Conducted Summer Basic Cooking Workshop to twenty five (25) kids from neighbor Community in Tonggo and Purok Trese, Iligan City on May 16 and May 23, 2015.• Sponsored Flores de Mayo at Tonggo, Iligan City and as part of its culmination activity distributed school supplies to ninety nine children on May 29, 2015.• Participated in the "Run for Humanity 2015" for Philippine Red Cross, Iligan City chapter.• Facilitated Dangerous Drug Awareness and Health Education Seminar conducted by the Federation of Family Welfare Committee, Iligan City, Lanao del Norte Chapter.• As part of MVC's 50th Anniversary celebration, the Company donated Day Care Center for the residents of Barangay Buru-un Iligan City.• In celebration of the Nutrition Month, MVC Iligan conducted feeding program to 200 indigent children from Buru-un Day Care held on August 24, 2015 at Buru-un Auditorium, Iligan City.• Participated in the Health and Safety Fun Run organized by Toshiba at Laguna Technopark on September 26, 2015.• Facilitated Candle Making and Dishwashing/Liquid Hand Soap Making for the residents of Bo. San Miguel, Bauan, Batangas.• In celebration of the International Coastal Clean-up, MVC Iligan and Luzon employees participated in a coastal clean-up drive in September 2015 in coordination with the City Environment Management Office.• Conducted Tree Planting Activity on October 25, 2014 at Ipo Dam, Norzagaray, Bulacan. A total of 200 seedlings were planted by MVC Luzon employee volunteers.• School supplies donation for Lower Mainit Elementary School, Rebucon Elementary School, and Pudog Elementary School in Iligan City during the visit of the Head of Schools Mr. Severo C. Sumortin on October 7, 2015 per recommendation from the Department of Labor and Employment.• Donation of used & scrap plastic drums to be used as waste/garbage bins and/or water container to the following institutions & LGU's – Corpus Christi Parish, Tubod, Iligan City; Barangay Poblacion, Iligan City and Barangay Poblacion, Municipality of Lugait.

LABOR Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining	<ul style="list-style-type: none">• Strategic planning sessions for Industrial Peace Council (IPC) and Corporate Council on Quality, Security, Safety, Health, and Environment were conducted in February 2015 to maintain positive and harmonious relationship between labor and management.• Through the Industrial Peace Council and the Plant Central Safety Council in Iligan and the Council of Solidarity (COS) in Makati, MVC management and employees continually address issues and concerns, and collaborate in forging solutions on health and over-all plant safety concerns, employee and family welfare, solutions to work problems, and means towards process improvements.• Employee complaints and grievances are addressed via the Company's established Grievance Procedures and bound by the Company's Handbook on Discipline.• MVC supports the active participation of Union Officers in various labor-related organizations and activities such as DOLE, TIPC, LMC-VAA, Inc., NCMB programs, etc.• To further strengthen teamwork between labor and management, an IPC Fellowship was conducted in December 2015.
Principle 4: Elimination of all forms of forced and compulsory labor	<ul style="list-style-type: none">• MVC ensures to accredit only suppliers and contractors who are implementing non-hiring of minors or children.• MVC submitted to Self-Assessment and Joint-Assessment Audit on Labor Standards and Occupational, Safety and Health Standards with the Department of Labor and Employment and jointly conducted with Management and Union representatives. "No Violation" on General Labor Standards and "Compliant" in OSH Standards were given to MVC per Notice of Results.
Principle 5: Effective abolition of child labor	<ul style="list-style-type: none">• Reinforced the policy and procedures on Recruitment and Placement with regard to child labor.• MVC continually inspects and ensures that contractors and suppliers do not engage in forced labor and hiring of minors.
Principle 6: Elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none">• MVC ensures that individuals are not being discriminated nor treated any less favorably because of a 'protected characteristic':- age, disability, marital or civil partner status, pregnancy or maternity, race, (including color, nationality and ethnic or national origins) religion or belief, gender or sexual orientation.• Job opportunities are circulated as widely as reasonably possible and recruitment advertisements do not use wording that implies a preference against any one of the above mentioned protected characteristics.• Health Talk and Awareness Information Drive on HIV/AIDS, Pulmonary Tuberculosis, Hepatitis B, and Lifestyle diseases were conducted with emphasis on non-discrimination policy in the workplace.
ENVIRONMENT Principle 7: Support a precautionary approach to environmental challenges	<ul style="list-style-type: none">• Tree Planting activities were conducted both in Luzon and Iligan. A total of 150 seedlings were planted inside the plant premises in Iligan and 200 trees were planted at the Ipo Dam Watershed.• In celebration of the International Coastal Clean-up, MVC Iligan and Luzon employees participated in a coastal clean-up drive in September 2015 in coordination with the City Environment Management Office.• A climate change awareness campaign was conducted to make MVC employees aware on how climate change becomes world's primary environmental threat today.• Disaster/ emergency preparedness drills were conducted as precautionary approach to environmental challenges.
Principle 8: Undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none">• MVC continuously implements environmentally-aligned programs such as No Plastic Policy Program in the canteen.• "Lakbay Linis" (Company-wide Clean-up Campaign) was sustained every quarter as part of the Good Housekeeping (GH) program of the Company to promote environmental responsibility among employees and contractors. The program included GH & safety audits in all plant areas.• The Mabuhay Premium Bleach Plant's (MPBP) Environmental Management System was certified as compliant to ISO 14001:2004 by TUV-SUD. While maintenance of certificates was recommended by TUV-SUD for the Corporate Quality Management System and MVC Iligan Plant's Integrated Quality, Environment and Occupational Safety and Health Management Systems. The management systems cover the manufacture and distribution of caustic soda, hydrochloric acid, liquid chlorine and sodium hypochlorite.
Principle 9: Encourage the development and diffusion of environmentally friendly technology	<ul style="list-style-type: none">• Certification of MVC's Bleach plant in Laguna (MPBP) to the ISO14001: 2004 standard attests the Company's commitment to continually develop its processes and methods related to environmental management.
ANTI-CORRUPTION Principle 10: Work against corruption in all its forms, including extortion and bribery	<ul style="list-style-type: none">• MVC's Code of Business Conduct provides that every employee is expected to faithfully comply with and perform his tasks and shall not allow himself to be placed in a situation that will cast doubt upon his loyalty to the company or invite any opportunity to compromise his fidelity.• Contracts and purchase orders entered into by MVC contains provision on anti-corruption. Suppliers and contractors warrant that no consideration or compensation was offered to any MVC employee, nor did he/she exert any corrupt or unlawful influence to secure the purchase order or contract; and that he/she will comply with government laws and regulations in the conduct of business.