

PMC Philake Metal Corporation
2020 COMMUNICATION ON PROGRESS (COP)


STATEMENT OF CONTINUED SUPPORT

To our stakeholders:

I am pleased to confirm that PHILAKE METAL CORPORATION support the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we will advance these principles and to continually integrate them in our company strategy, culture and practices. We also commit to share this values with our partners and to promote them within our area of influence.

Truly yours,



Mr BILLY YANG
President

DESCRIPTION OF ACTIONS and MEASUREMENT OF OUTCOMES

Philake Metal Corporation actively supports the 10 principles.

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.*

Philake Metal Corporation implements the Anti-Sexual Harassment Policy and Program, that states it policy to value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights and uphold the dignity of workers, employees, applicants for employments and others. With Philake Metal Corporation commitment and responsibility, accomplishing this goal of having a desired environment greatly depends on a mutual respect, cooperation and understanding among fellow workers. Any attitudes and behavior that will determine this goal should not be tolerated. Keeping this commitment, Philake Metal Corporation will not tolerate harassment of employees by anyone including its supervisors, co-workers, vendor, and client or against another individual.

In order to make sure that every employee is aware of our policies regarding Human rights violations, all in-coming employees are oriented on the Human rights policies and programs prior to their work deployment.

Philake Metal Corporation also have established a committee on decorum and investigation which closely monitors company activities and proactively promote a healthy work environment free from those abuses. With the latest report submitted for the previous year, there have not had any Human Rights violations.

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.*

Philake Metal Corporation never discriminate against anyone on the basis of race, religion, gender, sexual orientation, pregnancy, or disability when it comes to recruitment, promotions, and compensation.

The company respect the legal rights of our employees regarding freedom of association and collective bargaining as long as participation is voluntary and does not violate any local laws.

The company prohibit the use of forced and bonded labour, and have detailed policies and regulations that cover employee's recruitment, employment, and exit. The company also prohibit the use of child labour, and have effective policies and measures in place to prevent the recruitment and use of child labour. Policies and regulations are stated in details under document number PMC-HR2-002.

No incidents of forced and child labour have ever taken place in Philake Metal Corporation as also reported in the governmental audit conducted routinely.

ENVIRONMENT

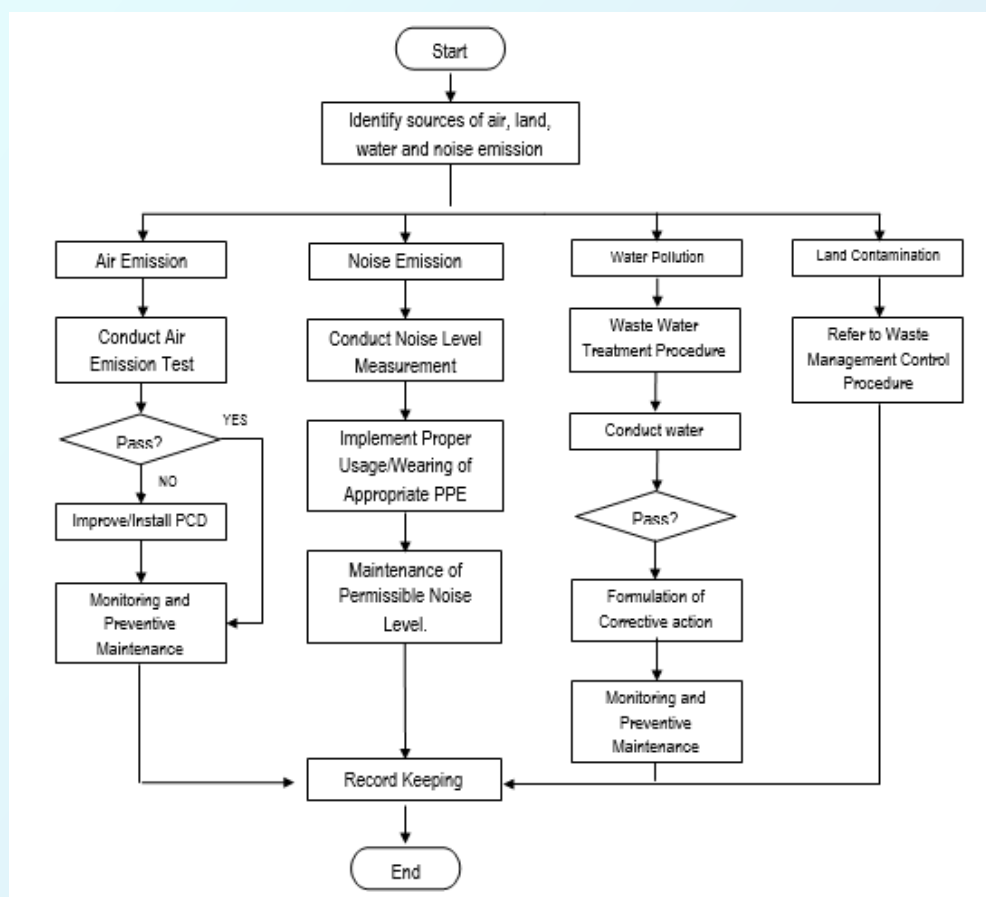
Principle 7: *Businesses should support a precautionary approach to environmental challenges;*

Principle 8: *undertake initiatives to promote greater environmental responsibility; and*

Principle 9: *encourage the development and diffusion of environmentally friendly technologies.*

Philake Metal Corporation is committed to support environmental protection activities and will participate in local government environmental activities.

Philake Metal Corporation implements a clear procedure on pollution control and this is discussed in details in the company's Pollution Control Procedure under document number PMC-IM2-005. Summary of which can be seen on below flowchart.



Philake Metal Corporation also undergoes annual governmental inspection on health and safety, and on the recent inspection done, the company have passed and with positive comments in regards with the implementation of health protocols for the Covid-19 pandemic.

ANTI-CORRUPTION

Principle 10: *Businesses should work against corruption in all its forms, including extortion and bribery.*

Philake Metal Corporation values honesty, integrity and works hard to create a culture of accountability. All employees are oriented on the company's Code of Ethics and Business Conduct policies under document number PMC-HR2-006.

The company continually communicate with our stakeholders, including industry peers, consultants, partners, about compliance, specifying our views on anti-bribery and anti-corruption. This helps ensure that all concerned have a clear understanding of Philake Metal Corporation compliance on regulations and policies.

Philake Metal Corporation have established complaint channels through the committee on decorum and investigation which employees and other parties can report violations. On the latest report submitted by the committee, there is no reported violations.