

**STATEMENT OF CONTINUED SUPPORT**


(Period covered by our Communication on Progress from: January 2021 to January 2022)

To our stakeholders:

I am pleased that PHILAKE METAL CORPORATION has been a participant in the United Nations Global Compact since May 2012 and we continually support the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

We commit to making Global Compact and its principles part of the strategy, culture and day-to-day operations of our company and undertake to make a clear statement of this commitment – both to our employees, partners, and to promote them within our area of influence.

Truly yours,



Mr BILLY YANG  
President

PMC 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 have a clear policy for our Code of Ethics and Business Conduct under our Human Resources ISO 9001 Procedure.

The success of PMC is dependent on the trust and confidence that it earn from the employees, customers and shareholders. Credibility is gained by adhering to PMC commitments, displaying honesty and integrity and reaching company goals through honorable conduct.

PMC's commitment to integrity begins with complying with laws, rules and regulations where its business is being done. Every employee must have an understanding of the company policies, laws, rules and regulations that apply to their specific roles.

All employees need to observe the highest standards of ethics and integrity in their conduct and we expect our business partners to respect our commitment for Human rights protection.

## **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.*

All deserve to work in an environment where employees are treated with dignity and respect. PMC is committed in creating such an environment that brings out the full potential of its employees which contributes to its business success.

Employee grievance if ever in regards with human rights and labour principles are handled with outmost sincerity and care as this may result to disturbance of peace in the organization and severe misunderstanding between the employee and the company.

Counseling shall be conducted in private place in order to respect the right of privacy of every employee. It shall be conducted to eliminate possible misunderstanding and to explain what constitutes proper conduct or behavior of an employee.

Constant and open communication to employee is necessary to avoid lack of understanding of certain matters about the company.

Compliance with these principles are essential in PMC business. Day to day responsibility is delegated to all management members who are responsible for implementing these principles.

For the past year no violation have been recorded as below graph:



## 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.*

PMC have an established procedure as guidelines to ensure that the workplace is, and as practicable, safe and without risk to health and well-being of employees, clients and visitors that work or do business herein.

This procedure covers the establishment and maintenance of a safe, secured and healthy working conditions and environment that protect every employee from risks of injury and sickness. Also this procedure covers all the identified aspect related to the safety of employees and the working environment of the company. Safety is everyone's concern and all employees are enjoined to cooperate and get involve in maintaining an appropriate work environment.

PMC Pollution Control Officer (PCO) ensures the compliance and monitoring of the company with government and non-government related rules and regulations. PCO recommend controls needed for the elimination or mitigation of any incident that may cause pollution to the environment and also responsible in proper storage and disposal of hazardous wastes generated within the company premises.

Corresponding documents are maintained to provide records of environmental aspects and impacts that PMC are working on.

## ANTI-CORRUPTION

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

PMC employees should not feel any entitlement to accept and keep a business courtesy due to most business courtesies offered in the course of employment are offered because of the employees position at PMC. Employees who award contracts or who can influence the allocation of contracts must be particularly careful to avoid actions that create the appearance of favoritism or that may adversely affect the company's reputation for impartiality and fair dealing. Employees should refuse a courtesy from a supplier when he is involved in choosing or reconfirming a supplier or under circumstances that would create an impression that offering courtesies is the way to obtain PMC business.

Every employee is responsible for knowing and adhering to the values and standards set forth in the company. The standards will be taken seriously and violations are cause for disciplinary action up to and including termination of employment. No incidents of corruption, extortion and bribery have been reported in Philake Metal Corporation for the year covered.