

## UN GLOBAL COMPACT INITIATIVES

### 2021 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. Steve S.C. Pangilinan, 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 2021:

Principles	Policies, Actions and Performance Indicators
<b>HUMAN RIGHTS</b>  <b>Principle 1:</b> Support and respect the protection of International Human Rights within MVC's sphere of influence	<p><i>In keeping with this principle, the following activities were undertaken:</i></p> <ul style="list-style-type: none"> <li>Cash donation coursed through PBSP for extending help to the communities affected by the Typhoon Odette</li> <li>Giving of 206 A4 Reams to three (3) public elementary schools – Francisca Paradel Memorial Elementary School (Brgy. Ditucalan), Napocor Elementary School (Brgy. Ma. Cristina), and Sgt. Miguel Canoy Memorial Elementary School (Brgy. Buru-un) through the Papel Ng Module Mo, Sagot Ko! Project, wherein each regular employees were asked to solicit at least two (2) A4 reams.</li> <li>Scholarship for selected eight (8) indigent schoolchildren in Iligan adopted community</li> <li>Distribution of 145 packs Vitamin C and Multivitamins to 0 to 3 years old Infants/Kids of Purok 13-Timoga, and Prk.1 &amp; Prk. 2 of Tonggo, in line with the 2021 Nutrition Month Celebration, with the theme "Malnutrisyon ay Patuloy na Labanan, First 1000 Days Tutukan!"</li> <li>Renovation roofing, ceiling, division, electrical wiring &amp; jalousie frames of the 2-Room Building at Francisca Paradel Memorial Elementary School.</li> <li>Construction Of One (1) ALS Classroom @ Mimbalut Elementary School.</li> <li>Donation of used polyplex jugs to be used in the Urban Gardening of Iligan City National High School TLE Teachers.</li> </ul>
<b>Principle 2:</b> Make sure MVC is not complicit in human rights abuses	<ul style="list-style-type: none"> <li>Repair of roofing, ceiling, CR door, sink and repainting of the Prk. 13 Timoga Day Care Center</li> <li>Repair of front and rear doors, and grass cutting at Mimbalut Day Care Center.</li> <li>Donation of disinfection solution to prevent the spread of COVID-19 to various local government offices and quarantine/isolation facilities</li> <li>Donation of bond papers to DepEd – Bauan, DepEd – Biñan City to be used for printing learning modules for DepEd's distance learning program for school year 2021-2022</li> <li>Donation of school supplies, face masks, alcohol and spray bottles, and sodium hypochlorite to Cesar M. Cabahug Elementary School Looc, Mandaue City</li> <li>Donation to Sta. Maria Goretti Parish to support their "Isang Kanin Isang Ulam" Feeding Program</li> <li>Distribution of packed-meals to Women Frontliners, in line with the 2021 Women's Month Celebration, with the theme, "Juana Laban sa Pandemya, Kaya!"</li> <li>Donation of medicines and vitamins to Barangay San Miguel, Bauan Batangas in lieu of the annual medical mission</li> <li>Quarterly Mobile Blood Donation – 2021 Awardee from the Philippine National Red Cross Iligan Chapter with the Highest Number of MBD organized, Bloodiest Company and Blood Services Platinum Award.</li> <li>Relief Goods distribution (rice and grocery packs) to Brgy. Ma. Cristina Fisherfolks as assistance during the implementation of the 7-Day Fishing Ban Ordinance of the local government of Iligan City.</li> </ul>
<b>LABOR</b>  <b>Principle 3:</b> Uphold the freedom of association and the effective recognition of the right to collective bargaining	<ul style="list-style-type: none"> <li>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.</li> <li>Employee complaints and grievances are addressed via the Company's established Grievance Procedures and bound by the Company's Handbook on Discipline.</li> </ul>

	<ul style="list-style-type: none"> <li>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.</li> </ul>
<b>Principle 4:</b> Elimination of all forms of forced and compulsory labor	<ul style="list-style-type: none"> <li>Participated in the DOLE Assessment/ Compliance Audit. No Violation on General Labor Standards was given to MVC per Notice of Results.</li> </ul>
<b>Principle 5:</b> Effective abolition of child labor	<ul style="list-style-type: none"> <li>Reinforced the policy and procedures on Recruitment and Placement with regard to child labor.</li> <li>MVC regularly inspects and ensures that contractors and suppliers do not engage in forced labor and hiring of minors.</li> </ul>
<b>Principle 6:</b> Elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> </ul>
<b>ENVIRONMENT</b> <b>Principle 7:</b> Support a precautionary approach to environmental challenges	<ul style="list-style-type: none"> <li>Provision for trash/garbage bins in support to the solid waste segregation program of schools and local government offices</li> <li>Donation to Haribon Foundation's Adopt-A-Seedling Program for 100 native tree seedlings at the Mt. Banahaw and San Cristobal Landscape in San Pablo Laguna</li> <li>Disaster/ emergency preparedness drills were conducted as precautionary approach to environmental challenges</li> </ul>
<b>Principle 8:</b> Undertake initiatives to promote greater environmental responsibility  <b>Principle 9:</b> Encourage the development and diffusion of environmentally friendly technology	<ul style="list-style-type: none"> <li>The Iligan Plant and Mabuhay Premium Bleach Plant's (MPBP) Environmental Management System were certified as compliant to ISO 14001:2015 by TUV-SUD as well as the issuance of certificates were recommended by TUV-SUD for the Corporate Quality Management System and Iligan Plant's Occupational Safety and Health Management Systems.</li> <li>Implements environmentally-aligned programs such as a No Plastic Policy Program in the canteen.</li> <li>"Lakbay Linis "(Company-wide Clean-up Campaign) was sustained every quarter as part of MVC's Good Housekeeping (GH) program to promote environmental responsibility among employees and contractors. The program included GH &amp; safety audits in all plant areas.</li> </ul>
<b>ANTI-CORRUPTION</b>  <b>Principle 10:</b> Work against corruption in all its forms, including extortion and bribery	<ul style="list-style-type: none"> <li>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.</li> <li>Contracts and Purchase Orders entered into by MVC contain a 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.</li> </ul>