

VOLUNTARY CODE OF GOOD PRACTICES
IN SHIPBUILDING AND SHIPREPAIR INDUSTRY

Introduction

This code is a collaborative effort developed in various stages from the deliberations of the Board of Trustees and members of the Shipbuilding and Shiprepair Industry Tripartite Council (SSITC) until its presentation and approval by the general assembly. This is a "living document" which will continually be updated to be relevant to the changes of times.

Even if this code had been agreed by a number of SSITC members, this does not set a binding effect on members which have adopted or joined the code. The commitment to this code is voluntary. This is however crafted to provide practical benchmark and best practice guidance among members of the SSITC to meet our moral, social and environmental obligations and maintain a high standard of effectiveness in addition to our commitment to adhere to law, good customs, morals and public policy.

Monitoring mechanisms thru self-regulation, best practice/s recognition and benchmarking shall be regularly observed by our members.

The SSITC therefore encourages all those in the industry as well as our stakeholders extend your voluntary support to this Code.

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OBJECTIVES OF THE CODE

1. To encourage institutionalizing the culture of OSH thru the Big Brother-Small Brother concept;
2. To promote effective social dialogue between labor and management so as to meet the common goal of the company;
3. To promote continuous inter-action between the team leaders and team members thru TBM in order to close the gaps;
4. To establish better understanding between the main contractors and sub-contractors through dialogue and channel communication;
5. To create a positive atmosphere between workers and management in order to increase productivity which include meeting job-schedules and zero accident;
6. To establish regular dialogue among co-industries in order to sustain and strengthen the industry;
7. To create a manual of best practices and prohibited practices in the ship building and ship repair industry;
8. To have a world class shipbuilding construction industry anchored on efficiency and competitiveness, high quality standard, effective public relation, and reputable CSR; and
9. To strengthen our collaboration and partnership with Department of Labor and Employment (DOLE), National Conciliation and Mediation Board (NCMB), Regional Tripartite Wage and Productivity Board (RTWPB), Occupational Safety Health Center (OSHC), Technical Education and Skills Development Authority (TESDA) and other government agencies for unified strategies, approaches, interventions, and programs in the advancement of the shipbuilding and shiprepair industry.

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VOLUNTARY CODE OF GOOD PRACTICES

I. ON LABOR STANDARDS/COMPENSATION AND BENEFITS

1. We shall implement the uniform salary rate structure in the industry for skilled workers and team leaders;
2. We shall implement the Insurance benefits to the workers; and
3. Incentives for skilled workers.

II. ON OCCUPATIONAL SAFETY AND HEALTH STANDARDS

1. We shall promote management-labor and public-private partnership in the effective implementation of Occupational Safety and Health (OSH);
2. We shall provide Personal Protective Equipment (PPE) free of charge to all employees;
3. We shall instill the habit of wearing the appropriate PPEs for safety and health depends on us.
4. We shall designate competent (trained and committed in Safety & Health) Safety Officers;
5. We agree to provide workers with Medical Health or Accident Insurance;
6. We will continuously improve the safety and health practices inside the shipyard, by conducting education to workers on the ill-effects of smoking and drug addiction;
7. We shall adopt strict implementation on drug-testing;
8. We embrace customer satisfaction without sacrificing the safety and health of the workers;
9. We agree to facilitate medical check up annually to all workers; and

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- Middle: "me" (part of a signature)
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- Bottom-most: "Rizal" (part of a signature)

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10. The safety officer shall take the lead with their co-employees in the spontaneous observance of safety rules in the workplace.

11. We shall encourage all workers to be safety conscious at all times.

III. ON EDUCATION AND TRAINING

1. Establish and implement training program for all workers including safety, security, environmental, skills upgrading, values education and motivational trainings.
2. In coordination with DOLE, RTWPB and NCMB, we shall assist in the conduct of Labor Relations, Human Relations and Productivity (LHP) and Continuous Labor and Employment Education Program (CLEEP) for the workers;
3. In coordination with DOLE and OSHC , we shall assist in the conduct Basic Occupational Safety and Health (BOSH) Training for shipbuilding and shiprepair industry;
4. We shall facilitate the conduct of safety training and seminars for shipbuilding and shiprepair industry (for every work such as: welding, fitting, grinding, scaffolding, confined space, etc.); and
5. We shall disseminate learnings we got from seminars and trainings attended to other workers.

IV. ON LABOR RELATIONS

1. We shall promote and maintain good relation between management and workers;
2. We shall adopt and encourage open line of communication between and among the employees, supervisors and management, as such we shall implement Workplace Relationship Enhancement Programs to enhance consultation and consensus building at the enterprise level;
3. We shall address labor grievances through the Grievance Machinery and resolve issues, problems and concerns with dispatch

4. We shall obey the laws especially the Labor Code;
5. We shall refer and submit unresolved conflict/labor disputes for conciliation-mediation to DOLE via the Single Entry Approach (SENA)

V. ON PRODUCTIVITY

1. We shall provide unified list of conduct of discipline to workers in order to improve their efficiency; and
2. We shall implement good motivation to improve productivity.

VI. COLLABORATION OF GOVERNMENT PARTNERS

We in the government agencies – DOLE and its attached agencies, (NCMB, RTWPB, OSHC, TESDA) and other government agencies shall establish collaboration and partnership sharing a common roadmap to provide the shipbuilding and shiprepair industry the support and commitment to achieve the objectives of this code.

VII. ON MONITORING OF THE CODE

The Shipbuilding and Shiprepair Industry Tripartite Council (SSITC) shall institutionalize monitoring mechanism of this code to include recognition and awards, benchmarking, and self-regulating strategies in keeping up with this code. We shall continue to upgrade this code to keep its dynamism and relevance to the industry.

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We, members of the Board of Trustees of SSITC in behalf of our members extend our full support to achieve the noble objectives of this code.


IN WITNESS WHEREOF, we have hereunto affixed our signature this 14th day of November 2012 at THII, Balamban, Cebu, Philippines.

Management Representatives


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GRACE GO
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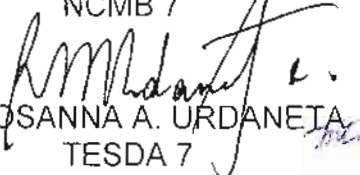

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Metaphil International Inc.

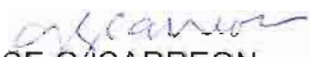

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