

Property of Pacific Union Insurance Company (PUIC)

www.PUICInsurance.com

C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected.	Y/ N	Reference / Source document
<i>Does the company disclose a policy that :</i>			
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' welfare?	Y	Page 31 of 2019 Annual Report & Page 2, No. IV of the Code of Ethics and Conducts http://www.puicinsurance.com/wp-content/uploads/2019/06/2019-PUIC-Minutes-of-Annual-Meeting-2019.pdf http://www.puicinsurance.com/wp-content/uploads/2015/06/Code-of-Ethics-Conduct1.pdf
C.1.2	Explains supplier/contractor selection practice?	Y	Pages 1 & 2 of the Suppliers' Business Conduct (PUIC) http://www.puicinsurance.com/wp-content/uploads/2017/10/Business-Conduct-of-Suppliers.pdf
C.1.3	Describes the company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	Y	Company website (Company's policy on Corporate Social Responsibility) www.puicinsurance.com
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Y	Company website (Company policy on Corporate Social Responsibility) and Pages 6 & 7 (no. 8, letter f) of the Minutes of AGM 2019 www.puicinsurance.com http://www.puicinsurance.com/wp-content/uploads/2019/06/2019-PUIC-Minutes-of-Annual-Meeting-2019.pdf
C.1.5	Describe the company's anti-corruption programmes and procedures?	Y	Page 2 of the Supplier's Business Conduct http://www.puicinsurance.com/wp-content/uploads/2017/10/Business-Conduct-of-Suppliers.pdf
C.1.6	Describes how creditors' rights are safeguarded?	Y	Page 31 of the 2019 Annual Report & Page 21 (Letter D) of the Corporate Governance Principles & Leading Practices http://www.puicinsurance.com/wp-content/uploads/2019/06/2019-PUIC-2019-Annual-Report.pdf http://www.puicinsurance.com/wp-content/uploads/2015/06/Corporate-Governance-Principles-Leading-Practices.pdf
<i>Does the company disclose the activities that it has undertaken to implement the above mentioned policies?</i>			
C.1.7	Customer health and safety	Y	Page 31 of the 2019 Annual Report http://www.puicinsurance.com/wp-content/uploads/2019/06/2019-PUIC-2019-Annual-Report.pdf
C.1.8	Supplier/Contractor selection and criteria	Y	Page 2 of the Suppliers' Business Conduct (PUIC) http://www.puicinsurance.com/wp-content/uploads/2017/10/Business-Conduct-of-Suppliers.pdf
C.1.9	Environmentally-friendly value chain	Y	Recycling of used office papers (scratch); "Tree Planting" Activity held last September 2015. http://www.puicinsurance.com/wp-content/uploads/2016/06/Memo_Tree-Planting-001.jpg
C.1.10	Interaction with the communities	Y	Sponsorship of various activities which are beneficial to public and giving free personal accident insurance http://www.puicinsurance.com/wp-content/uploads/2015/06/Sponsorship.pdf
C.1.11	Anti-corruption programmes and procedures	Y	Letter addressed to Atty. Melanie T. Soriano-Malaya http://www.puicinsurance.com/wp-content/uploads/2015/06/Letter-addressed-to-Atty-Malaya.pdf
C.1.12	Creditors' rights	Y	PUIC had made accessible all necessary information thru website and during special meetings of the Board (Company website) www.puicinsurance.com

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C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	<p>OECD Principle V (A): Disclosure should include, but not be limited to, material information on: (7) Issues regarding employees and other stakeholders.</p> <p>Companies are encouraged to provide information on key issues relevant to employees and other stakeholders that may materially affect the long term sustainability of the company.</p>	Y	<p>Company website (Company policy on Corporate Social Responsibility) and Pages 6 & 7 (letter g) of the Minutes of AGM 2019 http://www.puicinsurance.com/wp-content/uploads/2019/06/2019-PUIC-Minutes-of-Annual-Meeting-2019.pdf www.puicinsurance.com</p>
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C.2	Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.		Y/ N	Reference / Source document
C.2.1	Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights?	<p>OECD Principle IV (B): Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.</p> <p>The governance framework and processes should be transparent and not impede the ability of stakeholders to communicate and to obtain redress for the violation</p>	Y	<p>Company's official website www.puicinsurance.com</p>

C.3	Performance-enhancing mechanisms for employee participation should be permitted to develop.		Y/ N	Reference / Source document
C.3.1	Does the company explicitly disclose the health, safety, and welfare policy for its employees?	<p>OECD Principle IV (C): Performance-enhancing mechanisms for employee participation should be permitted to develop. In the context of corporate governance, performance enhancing mechanisms for participation may benefit companies directly as well as indirectly through the readiness by employees to invest in firm specific skills.</p> <p>Firm specific skills are those skills/competencies that are related to production technology and/or organizational aspects that are unique to a firm.</p> <p>Examples of mechanisms for employee participation include: employee representation on boards; and governance processes such as works councils that consider employee viewpoints in certain key decisions. With respect to performance enhancing mechanisms, employee stock ownership plans or other profit sharing mechanisms are to be found in many countries.</p>	Y	<p>Company Manual (RMD 011, 015 & 017); Policy relating to Health, Safety and Welfare of the Employees incl. Trainings http://www.puicinsurance.com/wp-content/uploads/2015/06/RMD-011.pdf http://www.puicinsurance.com/wp-content/uploads/2015/06/RMD-015.pdf http://www.puicinsurance.com/wp-content/uploads/2019/06/RMD-017.pdf</p>
C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?		Y	<p>Company Manual (RMD 011, 015 & 017); Company website re: Policy on Health, Safety and Welfare of the Employees) http://www.puicinsurance.com/wp-content/uploads/2015/06/RMD-011.pdf http://www.puicinsurance.com/wp-content/uploads/2015/06/RMD-015.pdf http://www.puicinsurance.com/wp-content/uploads/2019/06/RMD-017.pdf</p>
C.3.3	Does the company have training and development programmes for its employees?		Y	<p>Certificates of officers relative to their attended seminars/training; Policy on Health, Safety and Welfare of the Employee) http://www.puicinsurance.com/wp-content/uploads/2016/06/Policy-Relating-to-Employees-Health-Safety-Welfare.pdf</p>
C.3.4	Does the company publish relevant information on training and development programmes for its employees?		Y	<p>Company's official website (for posting to website the training sched. offered by PIRA for employees) www.puicinsurance.com</p>
C.3.5	Does the company have a reward/compensation policy that accounts for the performance of the		Y	<p>Company Manual (RMD-013) http://www.puicinsurance.com/wp-content/uploads/2015/06/RMD-013.pdf</p>

C.4	Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.		Y/ N	Reference / Source document
C.4.1	Does the company have procedures for complaints by employees concerning illegal (including corruption) and unethical behaviour?	OECD Principle IV (E): Stakeholders, including individual employees and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.	Y	Company Manual (RMD 002 & 013); Company http://www.puicinsurance.com/wp-content/uploads/2019/06/RMD-002.pdf http://www.puicinsurance.com/wp-content/uploads/2015/06/RMD-013.pdf
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?		N	Page 3 Sec. VII of the Code of Ethics & Conduct; Company Website (Company's Policy on Whistle Blowing) http://www.puicinsurance.com/wp-content/uploads/2015/06/Code-of-Ethics-Conduct1.pdf