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Role of Stakeholders

C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected.	Y/ N	Reference / Source document	Remarks
Does the company disclose a policy that :				
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' welfare?	Y	Amended Articles of Incorporation: Article 2; Revised CGM: Stakeholders - item 4.6 Customer's Welfare P. 35	
C.1.2	Explains supplier/contractor selection practice?	Y	Revised CGM: Stakeholders - item 4.2 Procurement Policy P. 30; 2016 Annual Report - P. 26	
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	Revised CGM: Stakeholders - item 4.9 Policy on the Environment P. 37; 2016 Annual Report-Environment Friendly Value Chain P.27	
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Y	Revised CGM: Stakeholders - item 4.1.5 Community of Operations P. 29	
C.1.5	Describe the company's anti-corruption programmes and procedures?	Y	Revised CGM: Stakeholders - item 4.4 Anti-Corruption, Feedback and Grievance, Complainant Protection Policy P. 31-32	item 4.4.1 Procedures for Handling Complaints and item 4.4.4 Communicating Policy on Anti-Corruption
C.1.6	Describes how creditors' rights are safeguarded?	N/A		KMBA does not engage in any lending activity
Does the company disclose the activities that it has undertaken to implement the above mentioned policies?				

C.1.7	Customer health and safety	OECD Principle IV (A) & Global Reporting Initiative	Y	Revised CGM: Stakeholders - item 4.7, Employee Health, Safety and Welfare Policy P. 35-36	item 4.7.1, Initiatives and Processes
C.1.8	Supplier/Contractor selection and criteria		Y	2016 KMBA Annual Report: Supplier P. 26	
C.1.9	Environmentally-friendly value chain		Y	2016 KMBA Annual Report: Environment-friendly value chain P. 27	
C.1.10	Interaction with the communities		Y	Revised CGM: Stakeholders - item 4.1.5 Community of Operations P. 29	
C.1.11	Anti-corruption programmes and procedures		Y	Revised CGM: Stakeholders - item 4.4 Anti-Corruption, Feedback and Grievance, Complainant Protection Policy P. 31-33	item 4.4.1 Procedures for Handling Complaints and item 4.4.4 Communicating Policy on Anti-Corruption
C.1.12	Creditors' rights		N/A		KMBA has no financial obligation/credit to other company
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	Revised CGM: Stakeholders - item 4.12 Corporate Social Responsibility or Sustainability Report P. 38	

C.2	Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.				
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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 of rights.</p>	Y	KMBA website; Events & Features-2016 Board of Trustees; 2016 Annual Report P. 30	kmba.org.ph
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C.3	Performance-enhancing mechanisms for employee participation should be permitted to develop.				
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.</p> <p>With respect to performance enhancing mechanisms, employee stock ownership plans or other profit sharing mechanisms are to be found in many countries.</p>	Y	Revised CGM: Stakeholders - item 4.7 Employee Health, Safety and Welfare Policy P. 35-36	item 4.7.1, Initiatives and Processes
C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?		Y	Health Advisory on Shingles: KMBA website - Gallery	Information Campaign Materials on Health are being posted at all Field Offices via Tarpaulin or fliers
C.3.3	Does the company have training and development programmes for its employees?		Y	2016 Annual Report: Capacity Development- P. 28-29	
C.3.4	Does the company publish relevant information on training and development programmes for its employees?		Y	2017 Plan of Activities	
C.3.5	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?		Y	Employees handbook: Article 13-14 Evaluation & Performance Management System; Incentive Programs	

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.				
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	Revised CGM: Stakeholders - item 4.4.1 Procedures for Handling Complaints P. 32	
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?		Y	Revised CGM: Stakeholders - item 4.4.1 Procedures for Handling Complaints P. 32; 2016 KMBA Annual Report: Retaliation and Harrassment P. 27	