

Philippines
Company Name
StockCode
Expert Name 0
Sector Non-Life Insurance
Year 2013
Date of Financial Year End 31/12/2013

		Source Document/Location of Information	Yes / No	Point	REMARKS
C	Role of Stakeholders				
C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected.				
	Does the company disclose a policy that :				
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' health and safety?	Code of Ethics and Conduct / Company Website	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf http://plaridelsurety.com.ph/
C.1.2	Explains supplier/contractor selection practice?	Code of Ethics and Conduct / Company Website	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf http://plaridelsurety.com.ph/
C.1.3	Describes the company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	Code of Ethics and Conduct / Company Website	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf http://plaridelsurety.com.ph/
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Code of Ethics and Conduct / Company Website	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf http://plaridelsurety.com.ph/
C.1.5	Directs the company's anti-corruption programmes and procedures?	Code of Ethics and Conduct / Company Website	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf http://plaridelsurety.com.ph/
C.1.6	Describes how creditors' rights are safeguarded?	Code of Ethics and Conduct / Company Website	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf http://plaridelsurety.com.ph/

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C	Role of Stakeholders				
	Does the company disclose the activities that it has undertaken to implement the above mentioned policies?				
C.1.7	Customer health and safety	Corporate Governance Manual / Code of Ethics and Conduct / Manual of Operations / various directives and instructions issued by the Management	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36756-d4n.pdf
C.1.8	Supplier/Contractor selection and criteria	Corporate Governance Manual / Code of Ethics and Conduct / Manual of Operations / various directives and instructions issued by the Management	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36756-d4n.pdf
C.1.9	Environmentally-friendly value chain	Corporate Governance Manual / Code of Ethics and Conduct / Manual of Operations / various directives and instructions issued by the Management	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf
C.1.10	Interaction with the communities	Corporate Governance Manual / Code of Ethics and Conduct / Manual of Operations / various directives and instructions issued by the Management	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/34577-PSIC%20Manual%20of%20Operations%20FOR%20C%20(1).pdf
C.1.11	Anti-corruption programmes and procedures	Corporate Governance Manual / Code of Ethics and Conduct / Manual of Operations / various directives and instructions issued by the Management	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/34577-PSIC%20Manual%20of%20Operations%20FOR%20C%20(1).pdf
C.1.12	Creditors' rights	Code of Ethics and Conduct (Art. I, IX, X)	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf
C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	Code of Ethics and Conduct has a separate section on Corporate Social Responsibility to emphasize its importance (Art. XIII)	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf

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C	Role of Stakeholders				
C.2	Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.				
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?	Company Website / Letterheads / Directory	Y	1	http://plaridelsurety.com.ph/
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?	Manual of Operations / Code of Ethics and Conduct	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/34577-PSIC%20Manual%20of%20Operations%20FOR%20IC%20(1).pdf http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf
C.3.2	Does the company publish data relating to health, safety and welfare of its employees?	No adverse incident occurred during the period covered. There are provisions on the health, safety, and welfare of employees in the Manual of Operations and Code of Ethics	N/A	0	http://plaridel.powersites.ph/var/m_0/07/070/1460/34577-PSIC%20Manual%20of%20Operations%20FOR%20IC%20(1).pdf http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf
C.3.3	Does the company have training and development programmes for its employees?	Code of Ethics and Conduct. The Company sends employees to IIAP seminars, hosts lectures by resource speakers for employees, and sends them on out-of-town official business trips	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf

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C Role of Stakeholders					
C.3.4	Does the company publish data on training and development programmes for its employees?	Substantial compliance. There are records of disbursements for seminars, lectures, and organization memberships but not published.	N/A	0	
C.3.5	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	Code of Ethics and Conduct has a provision on employee compensation and rewards (Art. V)	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf http://plaridelsurety.com.ph/
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?	Code of Ethics and Conduct (Art. II) / Company Website	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf http://plaridelsurety.com.ph/
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?	Code of Ethics and Conduct (Art. III) / Company Website	Y	1	http://plaridel.powersites.ph/var/m_0/07/070/1460/36754-d2n.pdf http://plaridelsurety.com.ph/