

C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected.		Y/N	Reference/Source Document
	Does the company disclose a policy that:			
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' welfare?	OECD Principle IV (A): The rights of stakeholders that are established by law or through mutual agreements are to be respected. In all OECD countries, the rights of stakeholders are established by law (e.g. labour, business, commercial and insolvency laws) or by contractual relations. Even in areas where stakeholder interests are not legislated, many firms make additional commitments to stakeholders, and concern over corporate reputation and corporate performance often requires the recognition of broader interests. Global Reporting Initiative: Sustainability Report (C1.1 - C.15) International Accounting Standards 1: Presentation of Financial Statements	Y	In 2014, FWD brand promise was shown in its website which is "to celebrate life and remove worries away so that customer's lifestyle can continue no matter what comes along".
C.1.2	Explains supplier/contractor selection practice?		N/A	Since Company started its operations last 15 September 2014, the Procurement Policy was still pending approval.
C.1.3	Describes the company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?		N	
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?		N	
C.1.5	Describe the company's anti-corruption programmes and procedures?		N/A	The Company strictly adheres to Philippine laws on Anti-Bribery and Anti-Corruption.
C.1.6	Describes how creditors' rights are safeguarded?		N/A	Since the Company started operations last 15 September 2014, the Procurement Policy was still pending approval.

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	N/A	Since the Company started operations last 15 September 2014, the Customer Charter was still pending approval.
C.1.8	Supplier/Contractor selection and criteria		N/A	Since the Company started operations last 15 September 2014, the Procurement Policy was still pending approval.
C.1.9	Environmentally-friendly value chain		Y	Customer Portal providing paperless transactions to Customer was made available in September 2014.
C.1.10	Interaction with the communities		N/A	Since Company started its operations last 15 September 2014, this item is not yet applicable.
C.1.11	Anti-corruption programmes and procedures		Y	The Company strictly adheres to Philippine laws on Anti-Bribery and Anti-Corruption.
C.1.12	Creditors' rights		N/A	Since the Company started operations last 15 September 2014, the Procurement Policy was still pending approval.
C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	OECD Principle V (A): Disclosure should include, but not be limited to, material information on: (7) Issues regarding employees and other stakeholders. 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.	Y	The Company requires that a well-defined monitoring and evaluation mechanism must be in place to check all CR programs. Reports are done by and released to the CR committee and to the Senior Management.

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?	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. 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.	Y	Company's contact details are found on the website.

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?	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. Firm specific skills are those skills/competencies that are related to production technology and/or organizational aspects that are unique to a firm. 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.	Y	Company follows all social legislation obligations. These policies were codified in the People Book as follows: a. Drug-Free Workplace (p.20); b. Non-harassment Policy (p.20); c. Violence in the Workplace (p.21).
C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?		Y	refer to C.3.1
C.3.3	Does the company have training and development programmes for its employees?		Y	Refer to the Learning & Development provision in People Book (p. 34)
C.3.4	Does the company publish relevant information on training and development programmes for its employees?		Y	refer to C.3.3
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	Refer to the Performance Rewards provision in People Book (p. 23)

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	Refer to the Employee Discipline and Employee Review provisions in the People Book (p. 22)
C.4.2	Does the company have a policy or procedures to protect an employee/ person who reveals illegal/unethical behavior from retaliation?		Y	refer to C.4.1