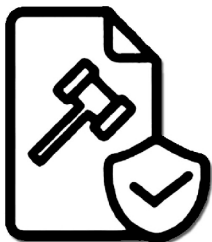


Code of
Ethics and Conduct

Corporate Governance Committee
January 26, 2021



CONTENTS

Page 3

Message from the President

Page 4

Praxis Fides MBAI Code of Ethics and Conduct

Vision Statement

Mission Statement

Core Values

Page 5

Commitment to Ethical Practices

Fairness

Accountability

Transparency

Page 6

Ethical Practices

Record-Keeping and Disclosures of Financial and Non-Financial Data

Confidentiality

Employees' Health, Safety and Welfare Policy

Page 7

Diversity Policy

Anti-Corruption Policy

Review of Related Party Transactions

Protection and Proper Use of Resources

Feedback, Grievance, Whistleblowing Policy

Page 8

Acknowledgement

Pledge to Praxis Fides MBAI Code of Ethics and Conduct

MESSAGE FROM THE PRESIDENT

“Our commitment to ethics will always remain steadfast.”

A code of conduct defines how a company's employees should act on a day-to-day basis. It reflects the association's daily operations, core values and overall company culture. Every code of conduct is unique to the organization it represents, and as a mutual benefit association, for PRAXIS FIDES our Corporate Governance Committee and Members of the Board of Trustees have put in writing our ethical standards and are publishing them to promote awareness and understanding of our official Code of Ethics.

Tailored to our association's needs, this Code of Ethics aims to give our employees guidelines on our business ethics and stance on various challenges. Life is full of grey areas where right and wrong aren't so apparent. Some professional ethics also correspond to laws that we absolutely must know to do our job properly.

I trust you to use your better judgement but we want to provide you with this concrete guide you can fall back on if you're unsure about how you should act. Additionally, always keep in mind our organization's mission. We all work together to achieve specific outcomes. Our behaviour should contribute to our goals, whether financial or organizational, essential to maintaining the legality of business and a healthy workforce, truly a corporate success.



Gener C. Luciano
GENER C. LUCIANO
President

THE CODE OF ETHICS AND CONDUCT

The Code of Ethics and Conduct of Praxis Fides MBI is established to promote high standard of ethics to the Association. Board of Trustees and Praxis Fides Workforce shall discharge their duties and official function with utmost honesty, integrity and uphold members' interest over and above personal interest.

VISION STATEMENT

By 2022, Praxis Fides MBI is a leading Bulacan church based financial intermediary in pursuit of total human development that is guided by the principles of faith and social entrepreneurship.

MISSION STATEMENT

Praxis Fides MBI will be inclusive of Basic Ecclesial Community programs and strategies throughout Bulacan and nearby provinces for membership expansions and initiatives.

Praxis Fides MBI adheres to the following **CORE VALUES**:

Faith

Accountability

Initiatives

Transparency

Human Development

COMMITMENT TO ETHICAL PRACTICES

Praxis Fides MBI binds itself to "promote fairness, accountability and transparency" in all its corporate endeavors.

FAIRNESS

Provides assurance that all members have their rights protected and are treated equitably. Promoting long term shareholder value is important. Praxis Fides MBI must ensure that the company's goals, strategies, policies and practices are right, good, proper and legal.

ACCOUNTABILITY

Praxis Fides MBI's Board of Trustees is answerable to members who own the company. They are responsible for the actions of management who implements the policies and strategic directions emanating from the Board. It involves assigning responsibility and measuring results and the use of policies, plans, risk management systems and other systems of internal controls.

TRANSPARENCY

Requires that Praxis Fides MBI ensure timely and accurate disclosure on all material matter, such as financial situation performance. Including disclosure of any material foreseeable risks.

ETHICAL PRACTICES

1. Record-Keeping and Disclosures of Financial and Non-Financial Data

The Association's all corporate records require honest, accurate, timely recording and reposting of information. These should also be maintained in accordance with established record-keeping policies and procedures.

2. Confidentiality

All workforce of Praxis Fides MBI must maintain the confidentiality of confidential information entrusted to them, except when disclosure is authorized in writing by the Board of Trustees or required by laws or regulations. Confidential information includes all non-public information that might be harmful to Praxis Fides members if disclosed. The obligation to preserved confidential information continues even after employment ends.

3. Employees' Health, Safety and Welfare Policy

Praxis Fides MBI has policies and programs which includes working condition, health and safety, skills training, career opportunity and balanced work-life.

3.1 Provision for medical assistance, sick leave, annual medical and dental check-ups.

3.2 Provision for annual accident and life insurance.

3.3 Provision for skills training and career opportunity.

3.4 Provision for annual company outing and vacation leave.

3.5 Provision for Fides aspects, the association provides Lenten/Advent Recollections.

4. Diversity Policy

The Association is committed to encouraging equality and diversity among workforce and eliminating unlawful discrimination. Provide equality, fairness and respect for all employee whether temporary, part-time or full time.

5. Anti-Corruption Program

Praxis Fides MBAI prohibits the workforce to give and receive gifts in any kind of form, monetary or things in exchange of favors and decisions that may affect or compromise the Association's integrity or may have negative impact to the association.

6. Review of Related Party Transactions

Praxis Fides MBAI's Independent Trustee shall review the materials and significant related party transactions to determine whether they are in best interest of the association and its members.

7. Protection and Proper Use of Resources

All workforce of the Association should protect both tangible and intangible assets of Praxis Fides MBAI. The obligation of workforce to protect the resources of the Association should include the confidential information such as database, records, salary information and any unpublished data and reports. All of the Association's tangible assets are to be used for official or legitimate purposes. Any suspected incident of fraud or theft should be immediately reported for investigation.

8. Feedback, Grievance and Whistle Blowing Policy

The Association encourages all stakeholders to communicate freely their concerns and complaints about unethical or illegal practices and transactions. It shall ensure that the rights of the complainant will not be compromised and protected. Praxis Fides shall review and resolve all feedbacks and complaints. A yearly employee orientation shall be conducted for them to be aware of illegal practices and know what they should do if they encounter such.

ACKNOWLEDGEMENT

To ensure compliance with this Code of Ethics and Conduct, the Association requires that all workforce review the code and acknowledge their understanding in writing by signing on the space provided below.

Pledge to the PRAXIS FIDES CODE OF ETHICS AND CONDUCT

I acknowledge that I have received a copy of the Praxis Fides MBAI Code of Ethics and Conduct, and that I have read the code and understand it. I do solemnly swear to protect and uphold the principles and ideals of the code and to conduct myself accordingly.

Signature over printed name

Date