

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?	Y	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf
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.		
C.1.2 Explains supplier/contractor selection practice?	Y	https://praxisfidembai4.webs.com/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf
Global Reporting Initiative: Sustainability Report (C1.1 - C.15) International Accounting Standards 1: Presentation of Financial Statements		
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	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf
ANNUAL REPORT 2019 (Page) Policy on Environment The association declares that it's business do not negatively affect the environment and commit to promote environmental sustainability through various programs and activities within the office and the community. 4.9.1 Praxis Fides joins the local government on its annual tree planting activity within the community 4.9.2 Implements the 5s program in the workplace. 4.9.3 Recycle materials that can be recycled for office use.		
C.1.4 Elaborates the company's efforts to interact with the communities in which they operate?	Y	https://praxisfidembai4.webs.com/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf
PFMBAI Manual on Corporate Governance Revised 2017 Page 16 4.1.5 Community of Operations These are the social group to which Praxis Fides MBI members belong or to which the Praxis Fides MBI provide services. Praxis Fides MBI gives continuous support to the community where it operates. The association gives scholarship to the deserving children of Area Representatives and Employees, yearly donations to Fast to Feed Program of the Church and Balik Eskwela Brigada		
C.1.5 Describe the company's anti-corruption programmes and procedures?	Y	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf
ANNUAL REPORT 2019 (Page 23) Anti-Corruption Program The Association prohibits the Board of Trustees, Employees and 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 Praxis Fides MBI's integrity or may have a negative impact to the associations.		
C.1.6 Describes how creditors' rights are safeguarded?	Y	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf
ANNUAL REPORT (Page 6) Loans <i>Creditor's Right</i>		
Does the company disclose the activities that it has undertaken to implement the above mentioned policies?		
C.1.7 Customer health and safety	Y	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf
OECD Principle IV (A) & Global Reporting Initiative		
ANNUAL REPORT 2019 (Page 23) Customer's Welfare a. Praxis Fides MBI is committed to give its members an affordable life insurance and retirement savings. b. The association also provides equity and business loans with low interest rates for members. c. Yearly seminar of customer service, values and formation are being given to employees and workforce to ensure that quality service was given to the customer.		

C.1.8	Supplier/Contractor selection and criteria		Y	https://praxisfidembai4.webs.com/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf	PFMBAI Manual on Corporate Governance Revised 2017 Page 16 4.1.4 Suppliers / Contractors Suppliers and contractors are those individuals and organization engage by the association for providing services needed for the operations.
C.1.9	Environmentally-friendly value chain		Y	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf	ANNUAL REPORT 2019 (Page 24) Farming Activities in Dona Remedios Trinidad and Hydroponics Trainings for Acs and Ars.
C.1.10	Interaction with the communities		Y	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf	ANNUAL REPORT (Page 25.1- 25.2) Corporate Social Responsibility Seminar and Product Knowledge in Obando Bulacan and Childrens Christmas Party
C.1.11	Anti-corruption programmes and procedures		Y	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf	ANNUAL REPORT 2019 (Page 23) Anti-Corruption Program The Association prohibits the Board of Trustees, Employees and 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 Praxis Fides MBAI's integrity or may have a negative impact to the associations.
C.1.12	Creditors' rights		Y	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf	ANNUAL REPORT 2019 (Page 6)
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	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf	ANNUAL REPORT 2019 (Page 25.1 -25.2)

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	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf	ANNUAL REPORT 2019 (Page 95)

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.	Y	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf	ANNUAL REPORT 2019 (page 24) Employees' Health, Safety and Welfare Policy Praxis Fides MBAI has policies and program which includes working conditions, health and safety, skills training and career opportunity and balance work-life.
C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?	Firm specific skills are those skills/competencies that are related to production technology and/or organizational aspects that are unique to a firm.	Y	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf	ANNUAL REPORT 2019 (Page 24) Annual Bonding of the Employees to have a work life balance. Leadership trainings to staff and collectors.
C.3.3	Does the company have training and development programmes for its employees?	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	https://praxisfidembai4.webs.com/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf	PFMBAI Manual on Corporate Governance Revised 2017 Page 17 4.6 Training and Development
C.3.4	Does the company publish relevant information on training and development programmes for its employees?		Y	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf	Annual Report 2019 (Page 9) Leadership Trainings to Staff and Agents May 2019
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	https://praxisfidembai4.webs.com/Annual%20Report%202019.pdf	ANNUAL REPORT 2019 (Page 12) Compensation Meeting: on Reward System Workshop

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	https://praxisfidembai4.webs.com/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf	PFMBAI Manual on Corporate Governance Revised 2017 Page 17 4.5 Feedback and Grievance, Whistle Blowing Policy
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?		Y	https://praxisfidembai4.webs.com/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf	PFMBAI Manual on Corporate Governance Revised 2017 Page 17 4.5 Feedback and Grievance, Whistle Blowing Policy The committee shall ensure that the rights of the complainant will not be compromised and the association shall take all proper measures to ensure the stakeholders who reported the feedback or complaint are protected.