C.1	The rights of stakeholders that are established by law or through mutual		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	Y	https://praxisfidembai4.webs.co m/PFMBAI%20CORPORATE%20 GOVERNANCE%20MANUAL%20 REVISED%202017.pdf	PFMBAI Manual on Corporate GovernanceRevised 2017 Page 17 4.7 Customer's Welfare Prax Fides MBAI is committed to give its members an affordable life insurance and retirement savings. The association also provide equity and business loans with low interest rates for members. 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.1.2	Explains supplier/contractor selection practice?	requires the recognition of broader interests. Global Reporting Initiative: Sustainability Report (C1.1 - C.15) International Accounting Standards 1: Presentation of Financial Statements	Y	https://praxisfidembai4.webs.co m/PFMBAI%20CORPORATE%20 GOVERNANCE%20MANUAL%20 REVISED%202017.pdf	PFMBAI Manual on Corporate Governance Revised 2017 Page 17 4.2 Procurement Policy To purpose of procurement policy is that to ensu that the association gets the highest quality of desired goods and services at the best price possible. Praxis Fides MBAI shall conduct a bidding process for projects or procurements supplies. A minimum of three (3) suppliers to submit their respective proposals and compar profiles to the association for each bidding process. Selected suppliers or contractors sha be issued duly notarize contracts. The bidding and selection process will be headed by the General Manager and the Operations Treasurer. All decisions and selections shall be approved by the Board of Trustees	ure of ny all g

C.1.3	Describes the company's efforts	1			PFMBAI Manual on Corporate Governance
	to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?		Y	https://praxisfidembai4.webs.co m/PFMBAI%20CORPORATE%20 GOVERNANCE%20MANUAL%20 REVISED%202017.pdf	Revised 2017 Page 184.2Policy on EnvironmentTheassociation declares that it's business do notnegatively affect the environment and committo promote environmental sustainabilitythrough various programs and activities withinthe office and the community.4.9.1 Praxis Fides joins the local governmenton its annual tree planting activity within thecommunity4.9.2 Implements the 5s program in theworkplace.4.9.3 Recycle materials that can be recycledfor office use .
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?		Y	https://praxisfidembai4.webs.co m/PFMBAI%20CORPORATE%20 GOVERNANCE%20MANUAL%20 REVISED%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 MBAI members belong or to which the Praxis Fides MBAI provide services. Praxis Fides MBAI 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.co m/PFMBAI%20CORPORATE%20 GOVERNANCE%20MANUAL%20 REVISED%202017.pdf	PFMBAI Manual on Corporate Governance Revised 2017 Page 17 4.4 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.1.6	Describes how creditors' rights are safeguarded?		Y	https://praxisfidembai4.webs.co m/Annual%20Report%202018.p df	ANNUAL REPORT PAGE 13 Loans Creditor's Right

	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	https://praxisfidembai4.webs.co m/PFMBAI%20CORPORATE%20 GOVERNANCE%20MANUAL%20 REVISED%202017.pdf	PFMBAI Manual on Corporate GovernanceRevised 2017 Page 174.8Employees' Health, Safety and Welfare Policy
C.1.8	Supplier/Contractor selection and criteria		Y	<u>https://praxisfidembai4.webs.co</u> <u>m/Annual%20Report%202018.p</u> <u>df</u>	Annual Report Page 11-12 Risk Management and Related Party Transaction Committee The committee supervised the bidding of Praxis Fides MBAI Souvenir Book and awarded the project to the bidder with good quality sample at a reasonable price. The committee also reviews the supplier of stationeries and supplies, official receipts and other forms if the quality and price is still competitive in the market.
C.1.9	Environmentally-friendly value chain		Y	https://praxisfidembai4.webs.co m/Annual%20Report%202018.p df	Annual Report Page 16,17 &20 Corporate Social Responsibility Feeding Program, Gift Giving and Tree Planting in Doña Remedios Trinidad
C.1.10	Interaction with the communities	*	Y	https://praxisfidembai4.webs.co m/Annual%20Report%202018.p df	Annual Report Page 16,17 &20 Corporate Social Responsibility Feeding Program, Gift Giving and Tree Planting in Doña Remedios Trinidad
C.1.11	Anti-corruption programmes and procedures		Y	https://praxisfidembai4.webs.co m/Annual%20Report%202018.p df	Annual Report Page 12 Risk Management and Related Party Transaction Committee The anti-corruption program of the association includes the protection of the association from bribery, extortion and nepotism. The risk committee reviews all collateralized loans to check if all the requirements and standards are met.
C.1.12	Creditors' rights	•	Y	https://praxisfidembai4.webs.co m/Annual%20Report%202018.p df	Annual Report Page 13 Credit Committee Creditors' Rights

C.1.13	Does the company have a	OECD Principle V (A):			
	separate corporate responsibility	Disclosure should include, but not be limited			
	(CR) report/section or	to, material information on:			
	sustainability report/section?	(7) Issues regarding employees and other			
		stakeholders.		https://praxisfidembai4.webs.co	
			Y	m/Annual%20Report%202018.p	
		Companies are encouraged to provide		<u>df</u>	
		information on key issues relevant to			Annual Report Page 16,17 &20
		employees and other stakeholders that may			Corporate Social Responsibility
		materially affect the long term sustainability of			Feeding Program, Gift Giving and Tree Planting
		the company			in Doña Remedios Trinidad

Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.					
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	<u>https://praxisfidembai4.webs.co</u> <u>m/Annual%20Report%202018.p</u> <u>df</u>	Annual Report Page 30 Information MBAI website Contact us pag	Corporate & Praxis Fides ge

C.3	Performance-enhancing mechanisms for employee participation should be permitted to develop.				
	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	Y	m/PFMBAI%20CORPORATE%20	PFMBAI Manual on Corporate GovernanceRevised 2017 Page 174.8Employees' Health, Safety and Welfare Policy

C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?	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.co m/Annual%20Report%202018.p df	Annual Report Page 6D.PeopleAnnualStaff outing to refresh the body and mind of the employees.
C.3.3	Does the company have training and development programmes for 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.co m/PFMBAI%20CORPORATE%20 GOVERNANCE%20MANUAL%20 REVISED%202017.pdf	PFMBAI Manual on Corporate GovernanceRevised 2017 Page 174.6Training and Development
C.3.4	Does the company publish relevant information on 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.	Y	https://praxisfidembai4.webs.co m/Annual%20Report%202018.p df	Annual Report Page 18 Leadership Seminar October 22, 2018
C.3.5	accounts for the performance of	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.co m/PFMBAI%20CORPORATE%20 GOVERNANCE%20MANUAL%20 REVISED%202017.pdf	PF MBAI MANUAL PAGE 29 ARTCLE VI: Wages/ Benefits Any increase intended shall be subject to the determining factors which will be established by the Board of Trustees, hence, such increase shall be upon the approval of the Board of Trustees.

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	Y	https://praxisfidembai4.webs.co m/PFMBAI%20CORPORATE%20 GOVERNANCE%20MANUAL%20	PFMBAI Manual on Corporate Governance Revised 2017 Page 17 4.5 Feedback and Grievance, Whistle Blowing Policy

	board and their rights should not be			PFMBAI Manual on Corporate Go	overnance
or procedures to protect an	compromised for doing this.			Revised 2017 Page 17	4.5
employee/person who reveals				Feedback and Grievance, Whistle	e Blowing
illegal/unethical behavior from			https://praxisfidembai4.webs.co	Policy	The
retaliation?		Y		committee shall ensure that the r	
		•		20 complainant will not be compror	nised and the
			REVISED%202017.pdf	association shall take all proper n	neasures to
				ensure the stakeholders who rep	orted the
				feedback or complaint are protec	cted.