

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/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf	<p>PFMBAI Manual on Corporate Governance Revised 2017 Page 18 4.2</p> <p><i>Policy on Environment</i> 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.</p> <p>4.9.1 Praxis Fides joins the local government on its annual tree planting activity within the community</p> <p>4.9.2 Implements the 5s program in the workplace.</p> <p>4.9.3 Recycle materials that can be recycled for office use .</p>
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	<p>PFMBAI Manual on Corporate Governance Revised 2017 Page 16 4.1.5</p> <p><i>Community of Operations</i> 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</p>
C.1.5	Describe the company's anti-corruption programmes and procedures?	Y	https://praxisfidembai4.webs.com/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf	<p>PFMBAI Manual on Corporate Governance Revised 2017 Page 17</p> <p>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.</p>
C.1.6	Describes how creditors' rights are safeguarded?	Y	https://praxisfidembai4.webs.com/Annual%20Report%202018.pdf	<p>ANNUAL REPORT PAGE 13 Loans</p> <p>Creditor's Right</p>

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.com/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf	PFMBAI Manual on Corporate Governance Revised 2017 Page 17 4.8 Employees' Health, Safety and Welfare Policy
C.1.8	Supplier/Contractor selection and criteria		Y	https://praxisfidembai4.webs.com/Annual%20Report%202018.pdf	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.com/Annual%20Report%202018.pdf	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.com/Annual%20Report%202018.pdf	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.com/Annual%20Report%202018.pdf	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.com/Annual%20Report%202018.pdf	Annual Report Page 13 Credit Committee Creditors' Rights

C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	<p>OECD Principle V (A): Disclosure should include, but not be limited to, material information on: (7) Issues regarding employees and other stakeholders.</p> <p>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.</p>	Y	https://praxisfidembai4.webs.com/Annual%20Report%202018.pdf	<p>Annual Report Page 16,17 &20 Corporate Social Responsibility Feeding Program, Gift Giving and Tree Planting in Doña Remedios Trinidad</p>
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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?	<p>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.</p> <p>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.</p>	Y	https://praxisfidembai4.webs.com/Annual%20Report%202018.pdf	<p>Annual Report Page 30 Corporate Information & Praxis Fides MBAI website Contact us page</p>
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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?	<p>OECD Principle IV (C): Performance-enhancing mechanisms for employee participation should be permitted to develop. In the context of corporate governance performance enhancing</p>	Y	https://praxisfidembai4.webs.com/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf	<p>PFMBAI Manual on Corporate Governance Revised 2017 Page 17 4.8 Employees' Health, Safety and Welfare Policy</p>
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C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?	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%202018.pdf	Annual Report Page 6 People Staff outing to refresh the body and mind of the employees.	D. Annual
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.com/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf	PFMBAI Manual on Corporate Governance Revised 2017 Page 17 Training and Development	4.6
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.com/Annual%20Report%202018.pdf	Annual Report Page 18 Leadership Seminar October 22, 2018	
C.3.5	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	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	PF M B A I M A N U A L P A G E 29 ARTCLE VI: Wages/ Benefits 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.	Any

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.com/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf	PFMBAI Manual on Corporate Governance Revised 2017 Page 17 Feedback and Grievance, Whistle Blowing Policy	4.5
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C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?	board and their rights should not be compromised for doing this.	Y	https://praxisfidembai4.webs.com/PFMBAI%20CORPORATE%20GOVERNANCE%20MANUAL%20REVISED%202017.pdf	<p><i>PFMBAI Manual on Corporate Governance Revised 2017 Page 17</i> 4.5</p> <p>Feedback and Grievance, Whistle Blowing Policy</p> <p>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.</p>
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