

C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected.	Y/ N	Reference / Source document
<b>Does the company disclose a policy that :</b>			
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' welfare?	Y	CODE OF ETHICS <a href="#">CLICK HERE</a>
C.1.2	Explains supplier/contractor selection practice?	Y	MC 015-2015 V.C AND E.
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	MC NO. 018-2015
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Y	SSC CHARTER VIII 1-3
C.1.5	Describe the company's anti-corruption programmes and procedures?	Y	CODE OF ETHICS <a href="#">Click Here</a>
C.1.6	Describes how creditors' rights are safeguarded?	Y	MC 027-2014 VIII.A.12 PAGE 17
<b>Does the company disclose the activities that it has undertaken to implement the above mentioned policies?</b>			
C.1.7	Customer health and safety	Y	H.O.P.E. PROGRAM
C.1.8	Supplier/Contractor selection and criteria	Y	PROCUREMENT POLICY
C.1.9	Environmentally-friendly value chain	Y	DAVAO TREE PLANTING
C.1.10	Interaction with the communities	Y	ANNUAL REPORT <a href="#">CLICK HERE</a>
C.1.11	Anti-corruption programmes and procedures	Y	CODE OF ETHICS
C.1.12	Creditors' rights	Y	CONTRACTS/MOA WITH SUPPLIERS, CONTRACTORS
C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	Y	2015 ANNUAL REPORT <a href="#">CLICK HERE</a>

<b>C.2</b>	<b>Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights</b>			
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><b>OECD Principle IV (B):</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	<p>CONTACT US IN THE WEBSITE</p> <p>CLICK HERE</p>

<b>C.3</b>	<b>Performance-enhancing mechanisms for employee participation should be permitted to develop.</b>			
C.3.1	Does the company explicitly disclose the health, safety, and welfare policy for its employees?	<p><b>OECD Principle IV (C):</b> 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.</p> <p>Firm specific skills are those skills/competencies that are related to production technology and/or organizational aspects that are unique to a firm.</p> <p>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</p>	Y	ANNUAL REPORT
C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?		Y	<p>MBAI NEWS</p> <p>CLICK HERE</p>
C.3.3	Does the company have training and development programmes for its employees?		Y	TRAINING PROGRAMS FOR 2015
C.3.4	Does the company publish relevant information on training and development programmes for its employees?		Y	MBAI NEWS
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	MEMBERSHIP TO EMPLOYEE RETIREMENT PLAN COMMITTEE AND INVESTIGATION BOARD

<b>C.4</b>	<b>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.</b>			
C.4.1	Does the company have procedures for complaints by employees concerning illegal (including corruption) and unethical behaviour?	<b>OECD Principle IV (E):</b> 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	CODE OF ETHICS PAGE 6
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?		Y	CODE OF ETHICS PAGE 6