

C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected.	Y/ N	Remarks	Reference / Source document
<i>Does the company disclose a policy that :</i>				
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' welfare?	Y	Whistleblower	HR Policy Manual
C.1.2	Explains supplier/contractor selection practice?	Y	Draft policy on supplier selection criteria for review and approval	
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		TSPI's website
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Y		TSPI's website
C.1.5	Describe the company's anti-corruption programmes and procedures?	Y		Anti-Fraud Manual submitted to IC.
C.1.6	Describes how creditors' rights are safeguarded?	Y	Credit terms are strictly observed and implemented.	
<i>Does the company disclose the activities that it has undertaken to implement the above mentioned policies?</i>				
C.1.7	Customer health and safety	Y	Refer to TSPIs Occupational Health Program Manual	Occupational Health Program Manual
C.1.8	Supplier/Contractor selection and criteria	Y	Draft policy on supplier selection criteria for review and approval	
C.1.9	Environmentally-friendly value chain	Y	As part of TSPI's activities in celebration of its Anniversary, environmental awareness is always included in the programme.	
C.1.10	Interaction with the communities	Y	Activities: Livelihood Programs; Health Care; Annual Ugnayan; Skills Training	TSPI's website: www.tspi.org/category/news/
C.1.11	Anti-corruption programmes and procedures	Y		Anti-Fraud Manual submitted to IC and Code of Business Ethics
C.1.12	Creditors' rights	Y	Credit terms are strictly observed and implemented.	

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	IC's approval on the allocation on free and unassigned surplus for member's benefits	
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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		TSPI's website

C.3	Performance-enhancing mechanisms for employee participation should be permitted to				
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 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 mechanisms are to be found in many countries.</p>	Y	Refer to HR policies on Medical Insurance Benefit; Occupational Health Program; Medical Bulletin	TSPI website: www/tspi.org/tspi-mutual-benefit-association-inc/
C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?		Y	Refer to HR policies on Medical Insurance Benefit; Occupational Health Program; Medical Bulletin	TSPI website: www/tspi.org/tspi-mutual-benefit-association-inc/
C.3.3	Does the company have training and development programmes for its employees?		Y	Refer to Performance Management System of HR Manual	HR Manual
C.3.4	Does the company publish relevant information on training and development programmes for its employees?		Y		HR Memos

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	Based on Performance of Employees	HR Manual-Performance Incentive
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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	Anti-Fraud Manual	HR Manual/Anti-Fraud Manual
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?		Y	Whistleblower	HR Policy Manual