

C. Role of Stakeholders			
C.1 The rights of stakeholders that are established by law or through mutual agreements are to be respected.			
Does the company disclose a policy that :			
Question	Answer	Remarks	
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' health and safety?	Y	<p>Source: RSIC Corporate Website, Risk Management</p> <p>We at RSIC acknowledge that insurance is not the sole solution for the management of our clients' risks. In order to do more than issue insurance policies that any other insurer can do, we endeavored to provide a service that will address the total risks that our customers are exposed to. We start by making our customers more aware of their exposures (identification), after which our Risk Management Services Team makes the necessary profiling and analysis of these risk exposures (evaluation) and offer established risk management techniques as well as our own-developed strategies and solutions in eliminating, minimizing and controlling these risk exposures which are then complemented with advanced and cost-efficient insurance programs designed not only to protect our clients from uncertain financial losses brought about by perilous event/s, but at the same time provide improved value creation for their stakeholders (Total Risk Solution). http://republic-insurance.ph/our-services/risk-management/</p>
C.1.2	Explains supplier/contractor selection practice?	Y	<p>Source: Supplier Accounting Manual, Purchasing Policy, Page 2 SELECTION OF SUPPLIER</p> <p>3.2.1 Once the requisition is approved, the Purchasing Officer shall canvass from at least 2 or 3 suppliers depending on the amount and request for formal quotations .</p> <p>3.2.2 A supplier shall be selected /approved and assessed in accordance with the following: Price Quality Delivery Time Terms</p> <p>3.2.3 Canvass sheet shall be prepared by the Purchasing Officer summarizing the quotations of the suppliers. Fax, email or original copy of the quotations must be attached. Purchasing Officer shall evaluate and recommend the best quality and price. http://republic-insurance.ph/wp-content/uploads/2013/07/Purchasing-Policy.pdf</p>
			<p>Source: Code of Ethics, Page 7 - 8</p>

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	<p>VIII. Community Relations</p> <ol style="list-style-type: none"> 1. We support socio-economic projects that improve the lives of the people we serve, especially projects within our competence for our franchise area. 2. We conduct our business and maintain our workplace in accordance with applicable health, safety and environmental laws. 3. We consider the impact of our operations, projects and transactions on the environment and the communities we serve and ensure compliance with environmental, safety and health regulations and standards. 4. We render immediate assistance in times of natural calamities and accidents to ensure that any danger to life or property is minimized and our operations, installations or facilities are restored as soon as possible. 5. We provide timely and adequate information on matters that affect the general public. <p>http://republic-insurance.ph/wp-content/uploads/2013/04/RSIC-Code-of-Ethics.pdf</p>
			<p>Source: Annual Report, Corporate Social Responsibility, Page 41 Yolanda Relief Republic joined Meralco in its relief efforts for the victims of Super Typhoon Yolanda. On November 15, 2013, several of our employees participated in the Meralco Group-wide event...</p> <p>http://republic-insurance.ph/wp-content/uploads/2015/01/Republic-2013-Annual-Report-Evolving.pdf</p>
			<p>Code of Ethics, Page 7 - 8</p>

C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Y	<p>VIII. Community Relations</p> <ol style="list-style-type: none"> 1. We support socio-economic projects that improve the lives of the people we serve, especially projects within our competence for our franchise area. 2. We conduct our business and maintain our workplace in accordance with applicable health, safety and environmental laws. 3. We consider the impact of our operations, projects and transactions on the environment and the communities we serve and ensure compliance with environmental, safety and health regulations and standards. 4. We render immediate assistance in times of natural calamities and accidents to ensure that any danger to life or property is minimized and our operations, installations or facilities are restored as soon as possible. 5. We provide timely and adequate information on matters that affect the general public. <p>http://republic-insurance.ph/wp-content/uploads/2013/04/RSIC-Code-of-Ethics.pdf</p>
			<p>Source: Code of Ethics, Page 5 - 6</p>

C.1.5	Directs the company's anti-corruption programmes and procedures?	Y	<p>II. Fair Dealing</p> <p>1. We commit to deliver adequate, reliable and efficient service mindful of our company's mandate as insurance company using the rates set by the regulators.</p> <p>2. We give our employees and applicants for employment fair treatment and will not discriminate on account of gender, religion, age, nationality, family status, or any other reasons prohibited by law. We hire, develop, and compensate employees, officers, based on qualification, merit and performance.</p> <p>3. We choose, engage and compensate consultants, contractors and other service providers based on qualification and labor and performance standards.</p> <p>4. Our Company shall encourage harmonious relations among its employees based on mutual understanding, trust and respect.</p> <p>5. We prevent taking undue advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other form of deceptive practice.</p> <p>6. We treat everyone with respect and shall be guided by professionalism, integrity, and good faith in transactions with and obligations to our Company's customers, suppliers, business partners, government, regulators, creditors, competitors and employees.</p> <p>http://republic-insurance.ph/wp-content/uploads/2013/04/RSIC-Code-of-Ethics.pdf</p>
C.1.6	Describes how creditors' rights are safeguarded?	N	
Does the company disclose the activities that it has undertaken to implement the above mentioned policies?			
C.1.7	Customer health and safety	Y	
C.1.8	Supplier/Contractor selection and criteria	N	
			Source: Annual Report, Corporate Social Responsibility, Page 41

C.1.9	Environmentally-friendly value chain	Y	<p>Yolanda Relief Republic joined Meralco in its relief efforts for the victims of Super Typhoon Yolanda. On November 15, 2013, several of our employees participated in the Meralco Group-wide event</p> <p>http://republic-insurance.ph/wp-content/uploads/2015/01/Republic-2013-Annual-Report-Evolving.pdf</p>
C.1.10	Interaction with the communities	Y	<p>Source: Annual Report, Corporate Social Responsibility, Page 41 Yolanda Relief Republic joined Meralco in its relief efforts for the victims of Super Typhoon Yolanda. On November 15, 2013, several of our employees participated in the Meralco Group-wide event</p> <p>http://republic-insurance.ph/wp-content/uploads/2015/01/Republic-2013-Annual-Report-Evolving.pdf</p>
C.1.11	Anti-corruption programmes and procedures	N	
C.1.12	Creditors' rights	N	
C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	Y	<p>Source: Annual Report, Corporate Social Responsibility, Page 41 http://republic-insurance.ph/wp-content/uploads/2015/01/Republic-2013-Annual-Report-Evolving.pdf</p> <p>Corporate Social Responsibility (CSR) Website http://republic-insurance.ph/the-company/csr/</p>

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?	Y	Source: Website "Contact Us" and Annual Report, Last Page Ortigas Avenue, Pasig City Philippines Telephone Number: 470-77-42 Fax Number: 470-30-27 www.republic-insurance.ph http://republic-insurance.ph/contact-us/
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?	Y	Source: Health and Safety Policy http://republic-insurance.ph/wp-content/uploads/2013/04/Employee-Safety-and-Wellness.pdf
C.3.2	Does the company publish data relating to health, safety and welfare of its employees?	Y	Source: Health and Safety Policy http://republic-insurance.ph/wp-content/uploads/2013/04/Employee-Safety-and-Wellness.pdf
C.3.3	Does the company have training and development programmes for its employees?	Y	Source: 2013 Training and Services http://rsicevents.wordpress.com/safety-at-work-and-at-home/ http://rsicevents.wordpress.com/professional-development/ http://republic-insurance.ph/wp-content/uploads/2013/04/2013-training-metrics.pdf
C.3.4	Does the company publish data on training and development programmes for its employees?	Y	Source: Training Metrics http://republic-insurance.ph/wp-content/uploads/2013/04/2013-training-metrics.pdf
C.3.5	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	N	

<p>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.</p>			
C.4			<p>Source: Code of Ethics, Page 8-9</p>
C.4.1	Does the company have procedures for complaints by employees concerning illegal (including corruption) and unethical behaviour?	Y	<p>"IX. Implementation and Monitoring</p> <p>1. Human Resources Office has the specific task of implementing and monitoring corporate policies throughout the organization and the definition of the process by which such policies are implemented and monitored.</p> <p>2. Each employee is encouraged to consult with the HR Office to enforce specific Code guidelines issued pursuant to this Code when in doubt about the best course of action in a particular situation relating to a subject matter of this Code.</p> <p>3. Organization Heads have the responsibility for the monitoring, ensuring, and enforcing compliance with this Code within their area of jurisdiction. The Organization Heads shall also be responsible for reporting noncompliance with this Code to their hierarchy whenever appropriate, including taking or implementing disciplinary actions after proper exercise of due process..."</p> <p>http://republic-insurance.ph/wp-content/uploads/2013/04/RSIC-Code-of-Ethics.pdf</p>
			<p>Source: Code of Ethics, Page 8-9</p>

C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?	Y	<p>"4. Our Company's directors, officers and employees have the duty to Report any observed violations of this Code and to communicate the same to our supervisors and immediate Heads, when appropriate. Our Company shall take steps to ensure the protection of those who report violations in good faith. On the other hand, our Company shall impose sanctions on those who attempt to conceal or hamper the investigation of any violation of this Code.</p> <p>Our Company shall take all reports of potential violations of this Code seriously and are committed to confidentiality and exercise of due process for the investigation of allegations. Employees who are under investigation for potential violation of this Code will have an opportunity to be heard prior to any final decision of our Company."</p> <p>http://republic-insurance.ph/wp-content/uploads/2013/04/RSIC-Code-of-Ethics.pdf</p>
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