

Company Name:	Philippine AXA Life Insurance Corporation			
Financial Year End:	2015			
Sector:	Insurance			
	OECD Principle	Yes / No	Reference/Source Document	Links
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 :			
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' health and safety?	Y	In 2014, AXA Philippines launched its market-starting products as part of an overall health campaign in conjunction with the Department of Health. This health campaign aims to build awareness of how critical illness can hit anyone, anywhere and anytime and to make sure that its customers are prepared for it, both in terms of lifestyle and from financial perspective. AXA Philippines continues to create and provide products to address present and future needs of its customers (in terms of health and safety). AXA Website	https://www.axa.com.ph/health-protection?atck=menu_PRODUCTS-MENU-health-protection
			AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
C.1.2	Explains supplier/contractor selection practice?	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
			AXA Group Compliance and Ethics Guide: Item 2.6 (page 13)	https://cdn.axa.com/www-axa-com%2F89e0031e-0614-420f-86db-e188017b82da_axa_complianceguide_2011.pdf
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	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
			AXA joined the United Nations' Global Compact in February 2003 and made formal commitments to adhere to and promote ten guiding principles which include the area of environment. AXA Group Compliance and Ethics Guide: Item 4.1 (pages 15-16)	https://cdn.axa.com/www-axa-com%2F89e0031e-0614-420f-86db-e188017b82da_axa_complianceguide_2011.pdf
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
C.1.5	Directs the company's anti-corruption programmes and procedures?	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
			AXA Group Compliance and Ethics Guide: Page 16; Item 9 and 10 (pages 7-8); Item 2.5 (page 12)	https://cdn.axa.com/www-axa-com%2F89e0031e-0614-420f-86db-e188017b82da_axa_complianceguide_2011.pdf
C.1.6	Describes how creditors' rights are safeguarded?	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
	Does the company disclose the activities that it has undertaken to implement the above mentioned policies?			
C.1.7	Customer health and safety	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
C.1.8	Supplier/Contractor selection and criteria	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
			AXA Group Compliance and Ethics Guide: Item 2.6 (page 13)	https://cdn.axa.com/www-axa-com%2F89e0031e-0614-420f-86db-e188017b82da_axa_complianceguide_2011.pdf
C.1.9	Environmentally-friendly value chain	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
C.1.10	Interaction with the communities	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
C.1.11	Anti-corruption programmes and procedures	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
			AXA Group Compliance and Ethics Guide: Page 16; Item 9 and 10 (pages 7-8); Item 2.5 (page 12)	https://cdn.axa.com/www-axa-com%2F89e0031e-0614-420f-86db-e188017b82da_axa_complianceguide_2011.pdf
C.1.12	Creditors' rights	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
			OECD Principle V (A): Disclosure should include, but not be limited to, material information on: (7) Issues regarding employees and other stakeholders. 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	
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	The Annual Report and company's website contain contact details which stakeholders can use.	https://www.axa.com.ph/contact-us
			2015 Annual Report: Page 19	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
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	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
C.3.2	Does the company publish data relating to health, safety and welfare of its employees?	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
			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.	

		OECD Principle	Yes / No	Reference/Source Document	Links
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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	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
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. With respect to performance enhancing mechanisms, employee stock ownership plans or other profit sharing mechanisms are to be found in many countries.	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.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?	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.	Y	AXA Philippines 2015 Corporate Governance Report	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2F79819eb-2f39-4ea6-a37d-3166808034bf_xkc3ngf053.pdf
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	2015 Annual Report: Page 19	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2Ffad0b5b-f37c-4062-95e3-f3d90e3ec6ae_2015annualreport.pdf
				AXA Group Compliance and Ethics Guide: Item 6 Reporting Misconduct (page 19)	https://cdn.axa.com/www-axa-com%2F89e0031e-0614-420f-86db-e188017b82da_axa_complianceguide_2011.pdf
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?		Y	2015 Annual Report: Page 19	https://new-axa-prod.s3.amazonaws.com/axa-com-ph%2Ffad0b5b-f37c-4062-95e3-f3d90e3ec6ae_2015annualreport.pdf
				AXA Group Compliance and Ethics Guide: Item 6 Reporting Misconduct (page 19)	https://cdn.axa.com/www-axa-com%2F89e0031e-0614-420f-86db-e188017b82da_axa_complianceguide_2011.pdf