

Company Name: Financial Year End: Sector:		Philippine AXA Life Insurance Corporation 2014 Insurance	Class 3	OECD Principle	Yes / No	Reference/Source Document	Links
<b>C</b>							
<b>Role of Stakeholders</b>							
<b>C1</b>							
<b>The rights of stakeholders that are established by law or through mutual agreements are to be respected.</b>							
Does the company disclose a policy that :							
C1.1	Stipulates the existence and scope of the company's efforts to address customers' health and safety?	OECD Principle IV (A): The rights of stakeholders that are established by law or through mutual agreements are to be respected. In all OECD countries, the rights of stakeholders are established by law (e.g. labour, business, commercial and insolvency laws) or by contractual relations. Even in areas where stakeholder interests are not legislated, many firms make additional commitments to stakeholders, and concern over corporate reputation and corporate performance often requires the recognition of broader interests.		Y	• Company Website • Company Facebook page	<a href="https://www.axa.com.ph">https://www.axa.com.ph</a>	
C1.2	Explains supplier/contractor selection practice?			N		<a href="https://www.facebook.com/AXA-Philippines">https://www.facebook.com/AXA-Philippines</a>	
C1.3	Describes the company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?			Y	• Email blasts from the Procurement Team and HR Team • Company Facebook Page • Company Website • Company Facebook page	<a href="https://www.facebook.com/AXA-Philippines">https://www.facebook.com/AXA-Philippines</a>	
C1.4	Elaborates the company's efforts to interact with the communities in which they operate?					<a href="https://www.axa.com.ph">https://www.axa.com.ph</a>	
C1.5	Directs the company's anti-corruption programmes and procedures?	Global Reporting Initiative: Sustainability Report (C1.1 - C.15) International Accounting Standards 1: Presentation of Financial Statements		Y	• Corporate Governance Manual (Appendix 4, page 15) • Anti-Bribery and Gifts and Entertainment Policy	<a href="https://new.axa-prod.s3.amazonaws.com/axa-com-ph%2F7154964-04a4-4d46-b630-8efc541646b7_xfy2wcm9c.pdf">https://new.axa-prod.s3.amazonaws.com/axa-com-ph%2F7154964-04a4-4d46-b630-8efc541646b7_xfy2wcm9c.pdf</a>	
C1.6	Describes how creditors' rights are safeguarded?				• Corporate Governance Manual (Appendix 3)	<a href="https://new.axa-prod.s3.amazonaws.com/axa-com-ph%2F7154964-04a4-4d46-b630-8efc541646b7_xfy2wcm9c.pdf">https://new.axa-prod.s3.amazonaws.com/axa-com-ph%2F7154964-04a4-4d46-b630-8efc541646b7_xfy2wcm9c.pdf</a>	
Does the company disclose the activities that it has undertaken to implement the above mentioned policies?							
C1.7	Customer health and safety			Y	• Company website • Company Facebook page	<a href="https://www.axa.com.ph">https://www.axa.com.ph</a>	
C1.8	Supplier/Contractor selection and criteria			N		<a href="https://www.facebook.com/AXA-Philippines">https://www.facebook.com/AXA-Philippines</a>	
C1.9	Environmentally-friendly value chain	OECD Principle IV (A) & Global Reporting Initiative		Y	• Company website • Company Facebook page		
C1.10	Interaction with the communities			Y	• Company website • Company Facebook page		
C1.11	Anti-corruption programmes and procedures			Y	• Company website • Email blasts		
C1.12	Creditors' rights			N			
<b>C</b>							
<b>Role of Stakeholders</b>							
C1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	OECD Principle IV (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		Y	AXA website	<a href="https://www.axa.com.ph">https://www.axa.com.ph</a>	
<b>C2</b>							
<b>Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.</b>							
C2.1	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?	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.  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.		Y	AXA website	<a href="https://www.axa.com.ph">https://www.axa.com.ph</a>	
<b>C3</b>							
<b>Performance-enhancing mechanisms for employee participation should be permitted to develop.</b>							
C3.1	Does the company explicitly disclose the health, safety, and welfare policy for its employees?			Y	• Company Intranet Facility		
C3.2	Does the company publish data relating to health, safety and welfare of its employees?	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.		Y	• Company Intranet Facility		
C3.3	Does the company have training and development programmes for its employees?			Y	• Company Intranet Facility • Company Learning Management System		
C3.4	Does the company publish relevant information on 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	• Company Intranet Facility • Company Learning Management System		
C3.5	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short term financial measures?	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		Y	• Corporate Governance Manual (Appendix 5, page 19)	<a href="https://new.axa-prod.s3.amazonaws.com/axa-com-ph%2F7154964-04a4-4d46-b630-8efc541646b7_xfy2wcm9c.pdf">https://new.axa-prod.s3.amazonaws.com/axa-com-ph%2F7154964-04a4-4d46-b630-8efc541646b7_xfy2wcm9c.pdf</a>	
<b>C4</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>							
<b>C</b>							
<b>Role of Stakeholders</b>							
C4.1	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	• Corporate Governance Manual (Appendix 4, page 15; page 27)	<a href="https://new.axa-prod.s3.amazonaws.com/axa-com-ph%2F7154964-04a4-4d46-b630-8efc541646b7_xfy2wcm9c.pdf">https://new.axa-prod.s3.amazonaws.com/axa-com-ph%2F7154964-04a4-4d46-b630-8efc541646b7_xfy2wcm9c.pdf</a>	
C4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?			Y	• Corporate Governance Manual (Appendix 4, page 27)	<a href="https://new.axa-prod.s3.amazonaws.com/axa-com-ph%2F7154964-04a4-4d46-b630-8efc541646b7_xfy2wcm9c.pdf">https://new.axa-prod.s3.amazonaws.com/axa-com-ph%2F7154964-04a4-4d46-b630-8efc541646b7_xfy2wcm9c.pdf</a>	