

Company Name:
Financial Yearend:
Sector:

Philippine AXA Life Insurance Corporation
2014
Insurance

Class 3

	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	<ul style="list-style-type: none"> Company Website Company Facebook page 	https://www.axa.com.ph
C.1.2	Explains supplier/contractor selection practice?	N		https://www.facebook.com/AXA.Philippines
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	<ul style="list-style-type: none"> Email blasts from the Procurement Team and HR Team Company Facebook Page 	https://www.facebook.com/AXA.Philippines
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Y	<ul style="list-style-type: none"> Company Website Company Facebook page 	https://www.axa.com.ph
C.1.5	Directs the company's anti-corruption programmes and procedures?	Y	<ul style="list-style-type: none"> Corporate Governance Manual (Appendix 4, page 15) Anti-Bribery and Gifts and Entertainment Policy 	https://axa-com-ph.cdn.axa-contento-118412.eu/axa-com-ph%2Fe9aa3475-8999-4df2-91be-69a39093d72b_3.pdf
C.1.6	Describes how creditors' rights are safeguarded?	Y	<ul style="list-style-type: none"> Corporate Governance Manual (Appendix 3) 	https://axa-com-ph.cdn.axa-contento-118412.eu/axa-com-ph%2Fe9aa3475-8999-4df2-91be-69a39093d72b_3.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	<ul style="list-style-type: none"> Company website Company Facebook page 	https://www.axa.com.ph
C.1.8	Supplier/Contractor selection and criteria	N		https://www.facebook.com/AXA.Philippines
C.1.9	Environmentally-friendly value chain	Y	<ul style="list-style-type: none"> Company website Company Facebook page 	
C.1.10	Interaction with the communities	Y	<ul style="list-style-type: none"> Company website Company Facebook page 	
C.1.11	Anti-corruption programmes and procedures	Y	<ul style="list-style-type: none"> Company website Email blasts 	
C.1.12	Creditors' rights	Y		
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C Role of Stakeholders				
C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	Y	<ul style="list-style-type: none"> AXA website 	https://www.axa.com.ph
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	<ul style="list-style-type: none"> AXA website 	https://www.axa.com.ph

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C	Role of Stakeholders				
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?	<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	• Company Intranet Facility	
C.3.2	Does the company publish data relating to health, safety and welfare of its employees?		Y	• Company Intranet Facility	
C.3.3	Does the company have training and development programmes for its employees?		Y	• Company Intranet Facility • Company Learning Management System	
C.3.4	Does the company publish relevant information on training and development programmes for its employees?		Y	• Company Intranet Facility • Company Learning Management System	
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	• Corporate Governance Manual (Appendix 5, page 19)	
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	Role of Stakeholders				
C.4.1	Does the company have procedures for complaints by employees concerning illegal (including corruption) and unethical behaviour?	<p>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.</p>	Y	• Corporate Governance Manual (Appendix 4, page 15; page 27)	https://axa-com-ph.cdn.axa-contento-118412.eu/axa-com-ph%2Fe9aa3475-8999-4df2-91be-69a39093d72b_3.pdf
C.4.2	protect an employee/person who reveals illegal/unethical behavior from retaliation?		Y	• Corporate Governance Manual (Appendix 4; page 27)	https://axa-com-ph.cdn.axa-contento-118412.eu/axa-com-ph%2Fe9aa3475-8999-4df2-91be-69a39093d72b_3.pdf