

<b>COMPANY NAME:</b>	CENTER FOR AGRICULTURE AND RURAL DEVELOPMENT (CARD) MUTUAL BENEFIT ASSOCIATION, INC.	<b>COMPANY STRUCTURE:</b>	<input type="radio"/> Class 1	<input type="radio"/> Class 3	<input checked="" type="radio"/> Class 5
<b>FINANCIAL YEAR END</b>	2019		<input type="radio"/> Class 2	<input type="radio"/> Class 4	
<b>SECTOR</b>	<input type="checkbox"/> Insurance <input checked="" type="checkbox"/> MBA				

<b>C. Role of Stakeholders</b>	<b>Y/ N</b>	<b>Reference/Source document</b>
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<b>C.1 The rights of stakeholders that are established by law or through mutual agreements are to be respected.</b>
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<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?	<b>OECD Principle IV (A):</b> 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.  <b>Global Reporting Initiative: Sustainability Report (C1.1 - C.15)</b> <b>International Accounting Standards 1: Presentation of Financial Statements</b>	Y	Please see CARD MBA, Inc. Governance Manual page 28 Chapter 6, Section 1.1 discloses that the Association's programs for its members welfare.  <a href="#">CARD MBA, Inc. Corporate Governance Manual.</a>
C.1.2	Explains supplier/contractor selection practice?		Y	Please see CARD MBA, Inc. Governance Manual page 30 Chapter 6, Section 1.5 discloses that the Association shall leverage upon effective and efficient third-party products and services through a standard selection and contracting process where objective evaluation of vendors and solutions shall be driven by the Association's business goals.  <a href="#">CARD MBA, Inc. Corporate Governance Manual.</a>
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	Please see CARD MBA, Inc. Governance Manual page 31 Chapter 6, Section 1.8 which states that the Association is committed to do its part in promoting environmental sustainability through various initiatives within the office, among its directors and employees and with its stakeholders by adopting the 5Cs in the workplace organization. The Association is likewise implementing a solid-waste management program intended to contribute to the international call to address climate change, pollution and order/cleanliness in the workplace.  <a href="#">CARD MBA, Inc. Corporate Governance Manual.</a>
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?		Y	Please see CARD MBA, Inc. Governance Manual page 31 Chapter 6, Section 1.7 which states that the Association is engage in community development such as joining in fun run activities initiated by the community, having a medical mission and establishing community clinic which is open to members and non-members.  <a href="#">CARD MBA, Inc. Corporate Governance Manual.</a>
C.1.5	Describe the company's anti-corruption programmes and procedures?		Y	Please see the 2019 Annual Report page 22 under Stakeholders' Interest which describes CARD MBA, Inc.'s programs and policies to anti-corruption.  <a href="#">2019 Annual Report</a>

C.1.6	Describes how creditors' rights are safeguarded?		Y	Please see CARD MBA, Inc. Governance Manual page 30 Chapter 6, Section 1.6 which states that the Association is committed to meet its obligations to the members, suppliers and 3rd party service providers by monthly monitoring of the liquidity ratio and by matching of asset versus the liabilities to ensure enough liquidity to meet the Association's obligations.  <a href="#">CARD MBA, Inc. Corporate Governance Manual.</a>
<b>Does the company disclose the activities that it has undertaken to implement the above mentioned policies?</b>				
C.1.7	Customer health and safety	<b>OECD Principle IV (A) &amp; Global Reporting Initiative</b>	Y	Please see the 2019 Annual Report pages 21-22 under the Stakeholders' Interest which shows that there are several Community Health Days conducted in 2019 wherein 289,360 individuals benefited the free medical and dental services for the members and non-members of the association.  CARD MBA, Inc. also posted in its Facebook page some Seguro Tips on health and safety. <a href="#">2019 Annual Report</a>
C.1.8	Supplier/Contractor selection and criteria		Y	Please see the 2019 Annual Report page 22 under the Stakeholders' Interest which shows that selection of the supplier/contractor was conducted on 16 September 2019.  <a href="#">2019 Annual Report</a>
C.1.9	Environmentally-friendly value chain		Y	Please see the 2019 Annual Report page 22 under the Stakeholders' Interest which shows the activities conducted to have and observed environment friendly value chain. 2019 Annual Report
C.1.10	Interaction with the communities		Y	<a href="#">CARD MBA Facebook page shows the Associations's interaction with the communities.</a>  Please see Dagli Newsletter Tomo 2 Bilang 3 which shows CARD MBA, Inc.'s efforts to interact with the communities. <a href="#">Dagli Newsletter Tomo 2 Bilang 3</a>
C.1.11	Anti-corruption programmes and procedures		Y	Please see the 2019 Annual Report page 22 under the Stakeholders' Interest which shows the activities conducted by the Association to implement anti-corruption programs.  <a href="#">2019 Annual Report</a>

C.1.12	Creditors' rights		Y	Please see the 2019 Annual Report pages 22-23 under the Stakeholders' Interest which shows the activities conducted for the creditors' right. <a href="#">2019 Annual Report</a>
C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	<b>OECD Principle V (A):</b> 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	Please see CARD MBA, Inc. website which shows the community development program conducted by CARD MRI and participated by CARD MBA and other CARD institutions. Kaunlaran Caravan is a quarterly activity of CARD MRI that brings community development programs to different provinces in the Philippines. The program offers free medical, optical, dental and pre-natal check-ups. A mass wedding held along with a livelihood training and microinsurance orientation were part of the sponsored programs of CARD MBA, Inc..  <a href="#">CARD MBA, Inc. website</a>

**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?	<b>OECD Principle IV (B):</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	CARD MBA website and Facebook page provides contact details as well as the 2019 Annual Report so that concerns, inquiries and complaints of any individual will be immediately addressed.  <a href="#">CARD MBA, Inc. website</a>
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**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?	<b>OECD Principle IV (C):</b> 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.  Firm specific skills are those skills/competencies that are related to	Y	Please see CARD MBA, Inc. Governance Manual pages 28-29 Chapter 6, Section 1.2 which states that aside from implementing 5Cs, another means of protecting the health and safety of the employees is thru Annual Flu Vaccines, Annual Physical Exam and/or Executive Check-up conducted.  <a href="#">CARD MBA, Inc. Corporate Governance Manual.</a>
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C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?	<p>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	<p>Please see the 2019 Annual Report page 23 under the Employees' Development Program which shows that Annual Physical Examination/Executive Check Up for staff were conducted.</p> <p><a href="#">2019 Annual Report</a></p>
C.3.3	Does the company have training and development programmes for its employees?		Y	<p>Please see CARD MBA, Inc. Governance Manual page 29 Chapter 6 Section 1.2 which states that the employees shall be given trainings in the form of (i) formal –undergraduate course and/ or Masters degree; (ii) on the job training or coaching; (iii) In house lectures; and, (iv) local or international courses, seminars, study tours, workshops and conferences.</p> <p><a href="#">CARD MBA, Inc. Corporate Governance Manual.</a></p>
C.3.4	Does the company publish relevant information on training and development programmes for its employees?		Y	<p>Please see the 2019 Annual Report page 23 under the Employees' Development Program which shows the trainings and development attended by the employees locally and internationally.</p> <p><a href="#">2019 Annual Report</a></p>
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	<p>Please see the 2019 Annual Report page 23, 2nd paragraph under the Employees' Development Program which shows several employees were enrolled in short courses in a distinguished universities here in the Philippines and abroad.</p> <p><a href="#">2019 Annual Report</a></p>

**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?	<p><b>OECD Principle IV (E):</b> 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	<p>Please see CARD MBA, Inc. Governance Manual Annex E discussed the details and procedures to report any unethical behavior.</p> <p><a href="#">Annex E: Whistle Blowing Policy</a></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>Please see CARD MBA, Inc. Governance Manual Annex E item 3 which states that The institution ensures that the employee who submitted duly signed "Bantay-Integridad" written report is protected. As such, strict observance of "Confidentiality" rule, including confidential information on "Bantay-Integridad" reporting employee must be observed.</p> <p><a href="#">Annex E: Whistle Blowing Policy</a></p>