

C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected.	Y/ N	Reference / Source document
<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?	Y	CCT MBA's Articles of Incorporation page 1 - Purpose of the Company.
C.1.2	Explains supplier/contractor selection practice?	Y	CCT MBA Corporate Governance Manual, Part IV - Stakeholders, Number 3 - Suppliers/Contrators and Part V - Disclosure and Transparency.
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	CCT MBA Corporate Governance Manual, Part IV - Stakeholders, Number 5 - Environmental Sustainability.
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Y	CCT MBA Corporate Governance Manual, Part I - Introduction, Letter E - Commitment to Good Corporate Governance, Letter F - Good Governance and Part IV - Stakeholders, Number 4 - Community of Operations.
C.1.5	Describe the company's anti-corruption programmes and procedures?	Y	CCT MBA's Anti-Fraud Manual.
C.1.6	Describes how creditors' rights are safeguarded?	N/A	

<i>Does the company disclose the activities that it has undertaken to implement the above mentioned policies?</i>				
C.1.7	Customer health and safety	OECD Principle IV (A) & Global Reporting Initiative	N/A	
C.1.8	Supplier/Contractor selection and criteria		Y	CCT MBA Corporate Governance Manual, Part IV - Stakeholders, Number 3 - Suppliers/Contrators and Part V - Disclosure and Transparency.
C.1.9	Environmentally-friendly value chain		Y	CCT MBA Corporate Governance Manual, Part IV - Stakeholders, Number 5 - Environmental Sustainability.
C.1.10	Interaction with the communities		Y	CCT MBA Corporate Governance Manual, Part I - Introduction, Letter E - Commitment to Good Corporate Governance, Letter F - Good Governance and Part IV - Stakeholders, Number 4 - Community of Operations.
C.1.11	Anti-corruption programmes and procedures		Y	CCT MBA's Anti-Fraud Manual.
C.1.12	Creditors' rights		N/A	

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C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	<p>OECD Principle V (A): Disclosure should include, but not be limited to, material information on: (7) Issues regarding employees and other stakeholders.</p> <p>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.</p>	Y	CCT MBA Corporate Governance Manual, Part V - disclosure and Transparency, Number 3 - Publication of timely corporate information.
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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?	<p>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.</p> <p>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.</p>	Y	CCT Group of Ministries' website at www.cct.org.ph

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</p>	Y	CCT Group of Ministries' Employee Handbook

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C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?	<p>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</p>	Y	CCT Group of Ministries' Employee Handbook
C.3.3	Does the company have training and development programmes for its employees?		Y	CCT Group of Ministries' Employee Handbook
C.3.4	Does the company publish relevant information on training and development programmes for its employees?		Y	CCT Group of Ministries' Employee Handbook
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	CCT Group of Ministries' Employee Handbook

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>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	CCT MBA's Anti-Fraud Manual.
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?		Y	CCT MBA's Anti-Fraud Manual.