

Country PHILIPPINES
PLCName COUNTRY BANKERS LIFE INSURANCE CORPORATION
Sector LIFE INSURANCE
Year 2023
Date of Financial Year End For the Year Ended December 31, 2023
Class 4

C Role of Stakeholders		Yes/No	Reference/Source Document
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	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.
C.1.2	Explains supplier/contractor selection practice?	Y	
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	
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Y	
C.1.5	Directs the company's anti-corruption programmes and procedures?	Y	
C.1.6	Describes how creditors' rights are safeguarded?	Y	
			Global Reporting Initiative: Sustainability Report (C1.1-C15) International Accounting Standards 1: Presentation of Financial Statements.
			Hi Buhay! Quarterly Newsletter Issues No. 32, 33 & 34 Operations Manual Hi Buhay! Quarterly Newsletter Issues No. 32, 33 & 34, CBIG Participates in Brigada Eskwela organized by Philippine Business for Social Programs(PBSP) and Organized Kasalang Bayan. Hi Buhay! Quarterly Newsletter Issues No. 32, 33 & 34, CBIG Participates in Brigada Eskwela organized by Philippine Business for Social Programs(PBSP) and Organized Kasalang Bayan. Internal Audit Manual Classification of Financial Instruments between Debt and Equity on page 14-22 of 2023 Financial Statement

C Role of Stakeholders		Yes/No		Reference/Source Document
Does the company disclose the activities that it has undertaken to implement the above mentioned policies?				
C.1.7	Customer health and safety	Y	OECD Principle IV (A) & Global Reporting Initiative	Hi Buhay! Quarterly Newsletter Issues No. 32, 33 & 34
C.1.8	Supplier/Contractor selection and criteria	Y		Operations Manual
C.1.9	Environmentally-friendly value chain	Y		Hi Buhay! Quarterly Newsletter Issues No. 32, 33 & 34
C.1.10	Interaction with the communities	Y		Hi Buhay! Quarterly Newsletter Issues No. 32, 33 & 34
C.1.11	Anti-corruption programmes and procedures	Y		Internal Audit Manual
C.1.12	Creditors' rights	Y		2023 Audited Financial Statements
C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	Y	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.	Hi Buhay! Quarterly Newsletter Issues No. 32, 33 & 34, CBIG Participates in Brigada Eskwela organized by Philippine Business for Social Programs(PBSP) and Organized Kasalang Bayan.
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	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 government framework and processes should be transparent and not impede the ability of stakeholders to communicate and to obtain redress for the violation of rights.	Company website https://life.countrybankers.com/ https://www.facebook.com/CBLIC.CBIC

C	Role of Stakeholders	Yes/No	Reference/Source Document
---	----------------------	--------	---------------------------

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	<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>Example of mechanism for employee participation include: employee representation on boards, and governance processes suchs as works councils that consider employee viewpoints in certain in 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>	Employee's Health Policy and Wellness Program
C.3.2	Does the company publish data relating to health, safety and welfare of its employees?	Y		Employee's Health Policy and Wellness Program
C.3.3	Does the company have training and development programmes for its employees?	Y		Employee's Health Policy and Wellness Program
C.3.4	Does the company publish data on training and development programmes for its employees?	Y		Employee's Manual
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		Employee's Manual

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?	Y	<p>OECD Principle IV (E): Stakeholders, including individual employees and their respective bodies. should be able to freely</p>	Attached "Anti-Fraud Plan Nos. 7 & 8" IC Circular No. 2016-50 dated September 6, 2016.
-------	---	---	---	--

C	Role of Stakeholders	Yes/No		Reference/Source Document
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?	Y	...reporting issues, ensure those who report, communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.	Attached "Anti-Fraud Plan Nos. 7 & 8" IC Circular No. 2016-50 dated September 6, 2016.