

C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected	Y/ N	Reference / Source document
Does the company disclose a policy that :			
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' welfare?	Y	Company Corporate Governance page 2
C.1.2	Explains supplier/contractor selection practice?	Y	Company Corporate Governance page 2
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	Recycling of paper & conscious minimization of electricity usage during noon breaks.Reduce use of paper by electronic communication
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Y	Corporate Governance. Management sees to it that dealing with stakeholders are above Board. Sensitive Matters are presented to the Board or taken up with Legal Council
C.1.5	Describe the company's anti-corruption programmes and procedures?	Y	Company Rules and Regulations
C.1.6	Describes how creditors' rights are safeguarded?	Y	Company Corporate Governance page 2
Does the company disclose the activities that it has undertaken to implement the above mentioned policies?			EIC Corporate Governance 2018-2019 Supplemental Report
C.1.7	Customer health and safety	Y	The company has Comprehensive Gen. Liability Insurance Policy to address Customer health and safety
C.1.8	Supplier/Contractor selection and criteria	Y	Close bidding of at least 3 quotations, Company Profile, SEC/DTI Reg. Papers, Business Permit, Clients & Performance evaluation. Performance Bond required
C.1.9	Environmentally-friendly value chain	Y	Recycling of paper and conscious minimization of electricity during noon breaks. Reduce use of paper by electronic communication
C.1.10	Interaction with the communities	Y	Vision and Mission Statement

C.1.11	Anti-corruption programmes and procedures		Y	Company Rules & Regulations
C.1.12	Creditors' rights		Y	Company Corporate Governance Policy Statement page 2. Audited Financial Statement
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	Company Corporate Governance Policy Statement page 2. Audited Financial Statement. Statement Management Responsibility (SMR) and Annual Statement to IC.

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	empireinsurance.co

C.3	Performance-enhancing mechanisms for employee participation should be permitted to develop.		EIC Corporate Governance 2018 & 2019 Supplement	
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	Healthcare Contract and Life Ins. Fire & Earthquake Contingency plans and yearly drills

C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?	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	Healthcare Contract and Life Ins. Fire & Earthquake Contingency plans; yearly drills. WEBSITE
C.3.3	Does the company have 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	In house trainings & sends employees to Insurance Institute for Asia & the Pacific
C.3.4	Does the company publish relevant information on training and development programmes for its employees?	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.	Y	Company provides Insurance Development Programs through Insurance Institute for Asia & the Pacific
C.3.5	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	With respect to performance enhancing mechanisms, employee stock ownership plans or other profit sharing	Y	Company Benefits: Professional Incentive Bonus; Years of Service Award; Christmas Bonus; Profit Sharing.

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			EIC Corporate Governance 2018-2019 Supplemental Report
C.4.1	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	Company Rules & Regulations. Code of Ethics. Management is discreet in addressing such reports. Informants' names confidential
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?		Y	Company Rules & Regulations. Code of Ethics. Management is discreet in addressing such reports. Informants' names confidential