

PDIC WHISTLEBLOWING POLICY

1. Statement of Policy

The Corporation shall be governed with integrity, honesty, transparency and accountability in the pursuit of its public service mandate towards nation building. As such, its operations shall be in adherence to all applicable laws, rules, regulations, ethical standards, and corporate policies.

The Corporation, acting through its governing Board and duly authorized officers and employees, shall promote and strengthen public partnership by providing an accessible, efficient and reliable feedback mechanism.

2. Background and Purpose

This whistleblowing policy shall provide feedback channels for any individual to report, anonymously if he/she wishes, and testify on matters involving the actions or omissions, of all covered personnel¹, that are illegal, unethical, violate good governance principles, are against public policy and morals, and promote unsound and unhealthy business practices, that are grossly disadvantageous to the Corporation and/or the government.

3. Coverage

This Policy shall cover all whistleblowing reports received by the Corporation against covered personnel from the general public, PDIC personnel and those referred by the Governance Commission for GOCCs (GCG) for appropriate action.

4. Definition of Terms

- a) Reportable Conditions – matters that may be brought to the attention of the Corporation through this Policy as enumerated in item #5.
- b) Reporting Channels – can be any of the following: 1) GCG Website; 2) Face-to-face meetings; 3) Email; 4) Mail; 5) telephone; and 6) fax.
- c) Respondent – the person who is the subject of the report filed with the Corporation pursuant to this Policy;
- d) Retaliation Actions – actions carried out by a Respondent in retaliation against a Whistleblower, such as, but not limited to, discrimination or harassment in the workplace carried out by a respondent officer against a whistleblowing employee;

¹ Covered personnel include employees, officers, and directors of the Corporation including its agents, external counsels, and outsourced personnel.

- e) Whistleblower- a person who reports a Reportable Condition to the Corporation through this Policy.
- f) Whistleblowing Report (WR) – a complaint filed by a Whistleblower about a Reportable Condition.

5. Reportable Conditions

Whistleblowers may report to the Corporation such acts or omissions that are illegal, unethical, violate good morals, promote unsound and unhealthy business practices, are grossly disadvantageous to the Corporation and/or the Government, such as, but not limited to:

- a) Abuse of Authority
- b) Bribery
- c) Conflict of Interest
- d) Destruction/Manipulation of Records
- e) Fixing
- f) Inefficiency
- g) Making False Statements
- h) Malversation
- i) Misappropriation of Assets
- j) Misconduct
- k) Money Laundering
- l) Negligence of Duty
- m) Nepotism
- n) Plunder
- o) Receiving a Commission
- p) Solicitation of Gifts
- q) Taking advantage of Corporate Opportunities
- r) Undue Delay in Rendition of Service
- s) Undue influence
- t) Violation of Procurement Laws

Whistleblowers may also report such other acts or omissions that otherwise involve violations of the following laws, rules, and regulations;

- a) R.A. No. 6713, "Code of Conduct and Ethical Standards for Public Officials and Employees"
- b) R.A. No. 3019, "Anti-Graft and Corrupt Practices Act"
- c) R.A. No. 7080, as amended, "The Plunder Law"
- d) Book II, Title VII, Crimes Committed by Public Officers, The Revised Penal Code
- e) Executive Order (E.O) No. 292, s. 1987, "Administrative Code of 1987"
- f) R.A. No. 10149, the "GOCC Governance Act of 2011"
- g) GCG M.C. No. 212-05, "Fit and Proper Rule"
- h) GCG M.C. No. 2012-06, "Ownership and Operations Manual Governing the GOCC Sector;

