

**FPH GENDER
EQUALITY AND
DIVERSITY POLICY**



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12/19/2018

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FPH GENDER EQUALITY AND DIVERSITY POLICY

I. Policy Statement

Grounded on the distinct Lopez values, we recognize the value of gender equality and diversity in building a sustainable organization. The Company commits to incorporate diversity and gender equality in our operations, programs, and strategies. The Company believes that in doing so, it contributes to the Company's economic performance and long-term success, to the realization of the full potential of our employees and stakeholders, and to a more inclusive society.

II. Purpose

This policy is being issued in compliance with international guidelines on Business and Human Rights¹, which uphold the fundamental rights of directors, officers, employees, and stakeholders independent of gender, race, culture, religion, ethnic background, and other affiliations.

Beyond its fundamental responsibilities, the Company recognizes that gender equality and diversity contribute to improved employee engagement and performance, and a richer and more robust learning environment, leading to more innovation and creativity. This in turn improves the company's ability to attract and retain employees, as well as its, economic performance, competitive edge and overall sustainability.

¹ The UN Guiding Principles on Business and Human Rights of 2011 states that it is the responsibility of the company to respect human rights. The ILO Declaration on Fundamental Principles and Rights at Work of 1998 states that all Members have the obligation to respect, promote and realize fundamental rights, including the elimination of discrimination with respect to employment and occupation.

III. Scope

The Gender Equality and Diversity Policy covers all units of the Company, its directors, officers and employees, inclusive of all its subsidiaries where it has management and operational control.

IV. Principles

The Company resolves to uphold the principles of inclusion, fairness, diversity, equality, and non-discrimination, consistent with 1) the Lopez Values of integrity, employee welfare and wellness, and social justice, and 2) international declarations of principles on human rights.

V. Implementation

A. Target Sectors

1. Corporate Governance
2. Operational procedures across the value chain
3. Competencies and capacity development
4. Resource allocation, accessibility, and budgeting
5. Knowledge generation and communication

B. Approach

The Company shall strive to reduce gaps and inequality by incorporating and strengthening gender equality and diversity in its governance, day-to-day operations, competencies and performance measurements and resource allocation:

i. Identification, Analysis and Monitoring of Diversity-related and Gender-differentiated Risks, Opportunities and Impacts

The Company shall strive to minimize gender-differentiated and diversity-related risks, avoid and

address adverse impacts and reduce inequality by ensuring equal rights, responsibilities, mobility, access and control to assets, opportunities and resources.

ii. Hiring and Recruitment

The Company shall ensure that equal opportunity is given to all potential members of the company and that there is no discrimination in hiring and recruitment

iii. Promotion and Leadership Roles

The Company shall ensure that employees are given equal opportunity and that there is no discrimination in occupying leadership positions.

iv. Employee Engagement and Retention

The Company shall strive to achieve a diverse and balanced representation of men and women in our consultation and engagement activities and give equal consideration of their interests, needs and priorities with special attention to vulnerable groups (eg. indigenous people, women, and children).

The Company shall continue our practice of that there is no discrimination in the determination of remuneration.

v. Workplace Practices

The Company holds zero tolerance to all forms of workplace discrimination, including verbal and/or physical abuse. It shall foster a workplace that is open, inclusive, and respectful of human dignity.

vi. Communication

The Company shall ensure that the policy is communicated at all levels, progress is reported and that periodic feedback for improvement is facilitated.

vii. Grievance Redress Mechanism

The Company shall facilitate access to a grievance redress mechanism for corrective and remedial action.

viii. Monitoring and Evaluation

The Company shall collect sex-aggregated data at the project level.

ix. Networks and Partners

The Company shall communicate this commitment within the institution and encourage the involvement of our networks, partners, contractors, and accredited entities.

VI. Performance Appraisal

The Human Resource Groups shall ensure that diversity and gender concerns are included as performance appraisal parameters for employees and FPH subsidiaries.

VII. Responsibility

The various units of FPH and its subsidiaries shall ensure the implementation of this policy.

VIII. References

A. International Agreements and Conventions Adopted by the Philippines

- i. International Bill of Human Rights
- ii. UN Convention on the Elimination of All Forms of Discrimination against Women

B. International Frameworks and Protocols

- i. UN Guiding Principles on Business and Human Rights
- ii. The World Bank Gender and Development Policy Framework
- iii. UN Office at Geneva Policy for Gender Equality and the Empowerment of Women
- iv. UN Women Guidance on the development of gender equality and the empowerment of women policies

C. National Laws, Regulations and Action Plans

- i. R.A. 9710 Magna Carta of Women
- ii. Philippine Plan for Gender-Responsive Development (PPGD) 1995-2025
- iii. Philippine Development Plan 2017-2022