

against contingent claims and liabilities that may arise from, as well as expenses that may be incurred when the Authority and/or Members of the Board and Management are sued before tribunals on matters that are within their official functions and capacity and on matters where business judgment has been exercised in good faith.

ARTICLE X - CORPORATE SOCIAL RESPONSIBILITY AND RELATIONSHIP WITH STAKEHOLDERS

Section 32. Relationship with Stakeholders - All Members of the Governing Board and Officers accept their positions fully aware that they shall assume responsibilities to the PCA and to its stakeholders, who, in turn, have the right to expect that the PCA is being run in a prudent manner. Consequently, all Members of the Governing Board and Officers shall deal fairly with PCA employees, coconut and oil palm farmers, dealers and processors of coconut and oil palm products, business partners and suppliers and other Stakeholders.

They shall affirm and covenant the following:

- A. To have a working knowledge of the statutory and regulatory requirements affecting the Authority, including its Charter, GCG issuances and requirements, and requirements of its Supervising Agency; and
- B. To always keep oneself informed of industry developments and business trends in order to safeguard the Authority's interests and preserve its competitiveness.

No Director or Officer may take unfair advantage of PCA employees, coconut and oil palm farmers and farm workers, coconut and oil palm traders and processors, suppliers and business partners and other Stakeholders through manipulation, concealment, abuse of confidential or privileged information, misrepresentation of material facts, or any other unfair dealing practices.

Section 33. Corporate Social Responsibility - As an integral part of the National Government, the PCA is inherently mandated to act and operate as a good corporate citizen. The PCA recognizes and performs the obligations the PCA has towards the coconut and oil palm farmers and farm workers, the National Government, its employees, suppliers and other Stakeholders and communities in which it operates.

The protection of the reputation and goodwill of the PCA is of fundamental importance such that Directors, Officers and employees should be aware of the disciplinary implications of breaches of ethical policies mandated by the GCG. Every employee of PCA is encouraged to promptly report any potentially illegal, improper and/or unethical conduct that he or she may become aware of at the workplace or in connection with work.

The PCA shall create an environment that enables its people to raise genuine and legitimate concerns internally. In addition, the PCA shall enact policies providing for regular employee development discussions and the creation of structured training programs for continuing personal and professional development. The PCA shall also endeavor to provide health and insurance coverage to its Directors, Officers and employees as may be allowed by the Insurance Code and the rules and regulations prescribed by GCG, Department of Budget and Management and Commission on Audit, and such other rules and regulations as may be applicable.

Section 34. Responsibility of Directors, Officers and Employees - Reciprocally, every Director, Officer or employee shall:

1. Remember that the biggest stakeholder is the Government;
2. Share the vision of PCA;
3. Be accountable to the public;
4. Listen and learn from co-employees;
5. Think and act as a team;
6. Focus on stakeholders and strive for stakeholders' satisfaction;
7. Respect others;
8. Communicate with stakeholders;
9. Deliver results and celebrate success; and
10. Protect the reputation of PCA

Section 35. - Alternative Dispute Resolution - The PCA adopts the ADR Policy as the primary means of settling or adjudicating conflicting rights and claims between the Government Agencies and other GOCCs.

Section 36. Formal Recognition of Stakeholders - The following are the stakeholders of PCA:

1. Coconut farmers, coconut farm workers, oil palm farmers, oil palm farm workers
2. The State, Government and Supervising Agency
3. PCA employees
4. Registered traders, processors and industrial users of coconut and oil