

C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected.	Y/ N	Reference / Source document	
<b>Does the company disclose a policy that :</b>		EIC Asean Corporate Governance 2016-2017 Supplement		
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' welfare?	<b>OECD Principle IV (A):</b> 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.  <b>Global Reporting Initiative: Sustainability Report (C1.1-C.15) International Accounting Standards 1: Presentation of Financial Statements</b>	Y	Corporate Governance. The Mgt. ensures adequate reinsurance with solvent and reputable reinsurers.
C.1.2	Explains supplier/contractor selection practice?		Y	Corporate Governance Manual
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	By its nature, our business has limited impact on the environment. Recycling of paper & conscious minimization of electricity usage during noon breaks.
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 Counsel.
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 4 D.
<b>Does the company disclose the activities that it has undertaken to implement the above mentioned policies?</b>		EIC Asean Corporate Governance 2016-2017 Supplement		
C.1.7	Customer health and safety	<b>OECD Principle IV (A) &amp; Global Reporting Initiative</b>	Y	CGL, Mission Statement
C.1.8	Supplier/Contractor selection and criteria		Y	In Contracts; Mission statement
C.1.9	Environmentally-friendly value chain		Y	Recycling of paper and conscious minimization of electricity during noon breaks.
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	Loss Reserve, Audited Financial Statement

C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	<p><b>OECD Principle V (A):</b> 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	Audited Financial Statement/ Statement Management Responsibility (SMR) and Annual Statement.
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<b>C.2</b>	<b>Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights</b>			
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><b>OECD Principle IV (B):</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

<b>C.3</b>	<b>Performance-enhancing mechanisms for employee participation should be permitted to develop.</b>			EIC Corporate Governance 2016-2017 Supplement
C.3.1	Does the company explicitly disclose the health, safety, and welfare policy for its employees?	<p><b>OECD Principle IV (C):</b> 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</p>	Y	Co, Benefits, Healthcare Contract & Life Ins.for employees. Fire & Earthquake Contingency plans.
C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?		N	Co. Benefits, Healthcare Contract and Life Ins. For employees. Fire & Earthquake Contingency plans.
C.3.3	Does the company have training and development programmes for its employees?		Y	Company sends Employees for training at the Insurance Institute for Asia & the Pacific.

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C.3.4	Does the company publish relevant information on training and development programmes for its employees?	are related to production technology and/or organizational aspects that are unique to a firm.	N/A	Company provides the Insurance Development program as offered by IIAP.
C.3.5	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	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. 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.

<b>C.4</b>	<b>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</b>		EIC Corporate Governance 2016-2017 Supplement	
C.4.1	Does the company have procedures for complaints by employees concerning illegal (including corruption) and unethical behaviour?	<b>OECD Principle IV (E):</b> 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.	N	Company Rules & Regulations. All are reported to the Board. Informant's Names are kept confidential.
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?		N	Management is discreet in addressing such reports & keeps informants' names confidential. All are reported to the Board.