

PNOC MANUAL OF CORPORATE GOVERNANCE	Section CORPORATE SOCIAL RESPONSIBILITY	Section No. 6	Effective 08.12.14
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The PNOG Group shall work together with stakeholders, integrating social, economic, and environmental concerns into its business operations, to uplift the well-being and improve the lives of the Filipino people

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1. Create a hospitable social environment for PNOC's business operations by encouraging partnerships with stakeholders in the implementation of our CSR projects.
2. Ensure that transparency and adherence to ethical business standards are observed in the conduct of CSR activities.
3. Promote good corporate citizenship among company employees by involving them in CSR activities.

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This policy applies to PNOC and all its subsidiaries and shall cover identified stakeholders. A subsidiary shall have its own CSR policy statement but should be aligned and anchored on the PNOC Group's CSR policy statement/policy. Each subsidiary shall formulate its own implementing rules and regulations (IRR) based on its specific project needs, working and social environment, business and social objectives. The CSR policies/IRR of the PNOC subsidiaries must be presented to the PNOC Board for its information.

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The PNOC Group recognizes that good and effective CSR contributes to nation building.

1. CSR shall be integrated into PNOC's energy projects/business operations.
2. CSR programs shall give priority to areas where the PNOC Group operates and shall seek the active participation of host communities within or nearby communities.
3. CSR activities shall seek to make PNOC Group's projects and initiatives more socially acceptable.
4. CSR programs should contribute to the socio-economic development of the stakeholders.
5. PNOC shall work together with its stakeholders to address their expectations, nature of interests, and concerns.
6. PNOC shall implement key strategies and activities to build relationships and prevent conflict, resolve existing conflicts, and ensure reconciliation with affected stakeholders.

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1. Identify opportunities, issues and threats related to the Company's presence in the community.
2. Develop a CSR Strategy: Identify CSR programs and activities that can help maximize social and economic impact of PNOC Group's CSR projects and activities.
3. Develop and implement CSR programs.
4. Measure, evaluate and monitor impact of CSR programs and activities.