

<b>COMPANY NAME:</b>	<b>PRUDENTIAL GUARANTEE AND ASSURANCE, INC.</b>		<b>COMPANY STRUCTURE:</b>		
	<b>FINANCIAL YEAR END</b>	<b>2016</b>		<input type="radio"/> Class 1	<input checked="" type="radio"/> Class 3
	<b>SECTOR</b>	<b>INSURANCE</b>		<input type="radio"/> Class 2	<input type="radio"/> Class 4
		<b>Source Document/ Location of Information</b>	<b>Yes / No</b>	<b>Point</b>	<b>REMARKS</b>
<b>C</b>	<b>Role of Stakeholders</b>				
<b>C.1</b>	<b>The rights of stakeholders that are established by law or through mutual agreements are to be respected.</b>				
	Does the company disclose a policy that :				
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' health and safety?	Section On Health and Safety in Employee Handbook	<b>Y</b>		
C.1.2	Explains supplier/contractor selection practice?	Guidelines and Procedures on Contractor Selection	<b>Y</b>		
C.1.3	Describes the company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?		<b>N</b>		
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?		<b>N</b>		
C.1.5	Directs the company's anti-corruption programmes and procedures?	Employee Handbook and Code of Conduct	<b>Y</b>		
C.1.6	Describes how creditors' rights are safeguarded?				
	<b>Does the company disclose the activities that it has undertaken to implement the above mentioned policies?</b>				
C.1.7	Customer health and safety	Memo on employee wellness activities	<b>Y</b>		
C.1.8	Supplier/Contractor selection and criteria		<b>Y</b>		No documents are published on the website but such projects as the bidding for employee uniforms and major repair work is known to the stakeholders concerned

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C.1.9	Environmentally-friendly value chain	Policy on Complying with Environmentally Friendly Practices	<b>Y</b>		
C.1.10	Interaction with the communities		<b>N</b>		No specific policy on interaction with communities
C.1.11	Anti-corruption programmes and procedures	Employee Handbook & Code of Conduct	<b>Y</b>		
C.1.12	Creditors' rights		<b>N</b>		
C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?		<b>N</b>		
<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?	See "Contact Us" on company website	<b>Y</b>		
<b>C.3</b>	<b>Performance-enhancing mechanisms for employee participation should be permitted to develop.</b>				
C.3.1	Does the company explicitly disclose the health, safety, and welfare policy for its employees?	Memo on employee wellness	<b>Y</b>		
C.3.2	Does the company publish data relating to health, safety and welfare of its employees?		<b>N</b>		Data on the health and wellness of employees is available on demand but no information is published about it.

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C.3.3	Does the company have training and development programmes for its employees?	Employee Handbook on Training and Development	<b>Y</b>		
C.3.4	Does the company publish data on training and development programmes for its employees?		<b>Y</b>		Data on employee training is available but is not published on the website
C.3.5	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	Employee Handbook on Compensation Scheme	<b>Y</b>		
<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>				
C.4.1	Does the company have procedures for complaints by employees concerning illegal (including corruption) and unethical behaviour?	Code of Conduct	<b>Y</b>		
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?	Code of Conduct	<b>Y</b>		