

2021

SUSTAINABILITY

REPORT



Contextual Information

Company Details	
Name of Organization	MANILA BROADCASTING COMPANY
Location of Headquarters	MBC Bldg., V. Sotto St., CCP Complex, Pasay City
Location of Operations	MBC Bldg., V. Sotto St., CCP Complex, Pasay City
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	This report will cover Manila Broadcasting Company only.
Business Model, including Primary Activities, Brands, Products, and Services	Manila Broadcasting Company (MBC) owns and operates six broadcasting networks, DZRH and DZRH News Television, Aksyon Radyo, Radyo Natin, Love Radio, Yes-FM, and Easy Rock. These networks consist of 200 radio stations located in the National Capital Region and key provincial metros as well as in small-to-medium-sized towns all throughout the nation.
Reporting Period	January 1, 2021 to December 31, 2021
Highest Ranking Person responsible for this report	Mr. Ruperto S. Nicdao, Jr. <i>President</i>

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics. ¹
<p>In line with achieving the Sustainable Development Goals (SDGs) identified by the United Nations (UN), MBC has determined what sustainability disclosures are material and assessed their impact on its business operations and stakeholders.</p> <p>Based on the extensive assessment, MBC considers these topics to be material:</p> <ul style="list-style-type: none"> • Economic performance • Energy • Water • Employment • Occupational health and safety • Good health and well-being

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount	Units
Direct economic value generated (revenue)	985,580,129	PhP
Direct economic value distributed:		
a. Operating costs	699,390,285	PhP
b. Employee wages and benefits	101,177,165	PhP
c. Payments to suppliers, other operating costs	65,294,059	PhP
d. Dividends given to stockholders and interest payments to loan providers	132,807,185	PhP
e. Taxes given to government	51,242,198	PhP
f. Investments to community (e.g. donations, CSR)	3,519,083	PhP

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<i>MBC has generated additional revenue through digital broadcasting. Therefore, the company was able to declare dividends for the year 2021.</i>	<ul style="list-style-type: none"> Employees Suppliers Stockholders Loan providers Government 	<i>The Company cultivates innovation, creativity, excellence, and leadership, acknowledging that our future competitiveness depends on the continuous development of our existing businesses as well as venturing boldly into emerging industries.</i>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<ul style="list-style-type: none"> Exposure of employees to the risk of COVID-19. Disruption of operations due to COVID-19. 	<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> MBC has implemented COVID-19 health and safety protocols in the workplace to prevent the spread of COVID-19 virus. COVID-19 vaccination assistance for employees. Work from home setup for some employees.

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Higher demand for digital content.</i>	<ul style="list-style-type: none"> • <i>Employees</i> • <i>Viewers</i> 	<i>Our AM and FM networks have high traffic websites as well as huge communities of followers on social media platforms such as Facebook, YouTube, and Twitter. These internet platforms allow MBC to generate additional revenue streams by offering digital advertising services such as distributing collaborative branded content on social media and mounting influencer-driven marketing campaigns.</i>

Climate-related risks and opportunities²

Governance	Strategy	Risk Management	Metrics and Targets
<i>MBC is currently assessing its impact on climate change.</i>	<p><i>With its headquarters located in the Cultural Center of the Philippines Complex, MBC is well aware of the importance of maintaining the water quality of Manila Bay.</i></p> <p><i>In compliance with the government directives on the Rehabilitation of Manila Bay, MBC and its sister company, Star City, are currently building sewage treatment plants that will remove contaminants and treat wastewater channeled to the city and municipal effluent systems.</i></p>	<i>While MBC has not yet included climate-related risks management into its existing policies, it is currently assessing its impact on climate change.</i>	<i>There is no available data yet on the metrics used to measure and manage climate-related risks and opportunities.</i>

² Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	93	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<i>Procurement practices reflect the company's business ethics.</i>	<ul style="list-style-type: none"> Suppliers Employees 	<i>Supplier selection is based on overall value for money. While practice is important, the company will always consider quality, reliability, safety, good design, timely delivery/performance, maintenance and after sales support before arriving at a decision which is the most economically advantageous to the company.</i>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	
<i>Support of local suppliers</i>	<ul style="list-style-type: none"> Suppliers 	
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<i>Corruption</i>	<ul style="list-style-type: none"> Suppliers Employees 	<i>Employees acting on the company's behalf must be free from conflicts of the interest that could adversely influence their judgment, objectivity, or loyalty to the company in conducting company's business activities and assignments. The company recognizes that employees may take part in legitimate financial business, charitable and other activities outside their jobs with the company, but any potential conflict of interest raised by those activities must be disclosed promptly to management.</i>

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	0	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	0	%
Percentage of directors and management that have received anti-corruption training	0	%
Percentage of employees that have received anti-corruption training	0	%

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	0	#
Number of incidents in which employees were dismissed or disciplined for corruption	0	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Our company's longstanding commitment to doing business with integrity means avoiding corruption in any form, including bribery, and complying with the anti-corruption laws of every country in which we operate.</i></p>	<ul style="list-style-type: none"> • <i>Employees</i> • <i>Stockholders</i> • <i>Customers</i> • <i>Suppliers</i> • <i>Government</i> 	<p>CONDUCT OF BUSINESS AND FAIR DEALINGS</p> <p><i>No director, executive officer or any employee shall:</i></p> <ul style="list-style-type: none"> • <i>compete with the company by providing service to a competitor as an employee, officer, or director;</i> • <i>profit or assist others to profit, from confidential information or business opportunities that are available because of service to the company;</i>

		<ul style="list-style-type: none"> improperly influence or attempt to influence any business transaction between the company and another entity in which a director or executive officer has a direct or indirect financial interest or acts as an employee, officer or director or in a similar capacity; take unfair advantage of any customer, supplier, competitor or other person through manipulation, concealment, misrepresentation of material facts or other unfair dealing practice.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<ul style="list-style-type: none"> Fraud Loss of sales Bribery Negligence Conduct likely to damage the company's reputation Unauthorized disclosure of confidential information 	<ul style="list-style-type: none"> Employees Stockholders Customers Suppliers Government 	In line with our commitment to promote a culture of openness and responsibility within our company, we welcome the reporting of genuine and serious grievances, or alleged breaches of company policy. No employee will suffer as a consequence of notifying such alleged breaches in accordance with the Whistle-blowing policy.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<ul style="list-style-type: none"> Anti-corruption training 	<ul style="list-style-type: none"> Employees Stockholders Customers Suppliers Government 	The company will continuously monitor compliance with anti-corruption policies.

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	0	GJ
Energy consumption (gasoline)	<i>Not measured</i>	GJ
Energy consumption (diesel)	0	GJ
Energy consumption (LPG)	0	GJ
Energy consumption (electricity)	112,920	kWh

Reduction of energy consumption

Disclosure	Quantity	Units
Energy reduction (renewable sources)	0	GJ
Energy reduction (gasoline)	<i>Not measured</i>	GJ
Energy reduction (diesel)	0	GJ
Energy reduction (LPG)	0	GJ
Energy reduction (electricity)	74,880	kWh

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>For a broadcasting network, utilizing energy-efficient signal transmitters is key in reducing consumption of electricity.</i></p> <p><i>Since the local electric grid is still largely powered by plants that run on fossil fuels, MBC recognizes that adopting efficient transmission technologies allows the company to substantially reduce the carbon footprint of its 24/7 operations.</i></p>	<ul style="list-style-type: none"> <i>Employees</i> 	<p><i>In the process of upgrading its transmitters throughout the country, MBC has decided to shift from ECO-10 transmitters to Nautel NV10 transmitters.</i></p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p><i>Excessive use of electricity may increase operating expenses.</i></p>	<ul style="list-style-type: none"> <i>Employees</i> 	<p><i>Employees are encouraged to use electricity efficiently.</i></p>

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Lower electricity consumption	<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> Due to some of our employees' current hybrid work setup, the company was able to reduce its electricity consumption. Participation in the Earth hour by turning off non-essential electric lights.

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	0	Cubic meters
Water consumption	702	Cubic meters
Water recycled and reused	0	Cubic meters

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
MBC is located near Manila Bay. The company's water consumption and withdrawal impact Manila Bay and its surrounding communities.	<ul style="list-style-type: none"> Employees Local communities Local government unit 	<ul style="list-style-type: none"> Construction of sewage treatment plants. Comply with all relevant environmental legislation. Lower water consumption due to hybrid work setup. Employees are encouraged to use water efficiently.
What are the Risk/s Identified?		
<ul style="list-style-type: none"> Water pollution Excessive use of water may increase operating expenses. 		
What are the Opportunity/ies Identified?		
Lower water consumption		

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
<ul style="list-style-type: none"> renewable 	0	kg/liters
<ul style="list-style-type: none"> non-renewable 	0	kg/liters
Percentage of recycled input materials used to manufacture the organization's primary products and services	0	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<i>Not applicable</i>		
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<i>Not applicable</i>		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Not applicable</i>		

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<i>none</i>	
Habitats protected or restored	<i>none</i>	ha
IUCN ³ Red List species and national conservation list species with habitats in areas affected by operations	<i>none</i>	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<i>Since MBC is located near Manila Bay, the company is constructing</i>	<ul style="list-style-type: none"> <i>Local communities</i> 	

³ International Union for Conservation of Nature

<i>sewage treatment plant to help in the rehabilitation.</i>	<ul style="list-style-type: none"> Local government unit 	<ul style="list-style-type: none"> Construction of sewage treatment plants Comply with all local, relevant environmental legislation.
What are the Risk/s Identified?		
<i>Water pollution</i>		
What are the Opportunity/ies Identified?		
<i>Flood control and preservation and revival of the quality of marine waters</i>		

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	<i>Not measured</i>	Tonnes CO ₂ e
Energy indirect (Scope 2) GHG Emissions	<i>Not measured</i>	Tonnes CO ₂ e
Emissions of ozone-depleting substances (ODS)	<i>None</i>	Tonnes

Air pollutants

Disclosure	Quantity	Units
NO _x	<i>Not measured</i>	kg
SO _x	<i>Not measured</i>	kg
Persistent organic pollutants (POPs)	<i>Not applicable</i>	kg
Volatile organic compounds (VOCs)	<i>Not applicable</i>	kg
Hazardous air pollutants (HAPs)	<i>Not applicable</i>	kg
Particulate matter (PM)	<i>Not applicable</i>	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<ul style="list-style-type: none"> Electricity consumption 	<ul style="list-style-type: none"> Employees 	<i>Encourage efficient use of energy.</i>
What are the Risk/s Identified?		
<i>Greenhouse gas emission through acquired electricity.</i>		

What are the Opportunity/ies Identified?		
<i>Lower electricity consumption due to work-from-home setup of some employees.</i>		

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	<i>Not measured</i>	kg
Reusable	<i>None</i>	kg
Recyclable	<i>None</i>	kg
Composted	<i>None</i>	kg
Incinerated	<i>None</i>	kg
Residuals/Landfilled	<i>Not measured</i>	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<i>Waste disposal</i>	<ul style="list-style-type: none"> • <i>Employees</i> • <i>Local communities</i> • <i>Local government unit</i> 	<ul style="list-style-type: none"> • <i>Educate and train employees for awareness of the relevant environmental issues.</i> • <i>Apply best practices to manage disposal of waste.</i> • <i>Comply with all local, relevant environmental legislation.</i>
What are the Risk/s Identified?		
<i>Pollution</i>		
What are the Opportunity/ies Identified?		
<i>Proper waste disposal helps reduce pollution.</i>		

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	<i>None</i>	kg
Total weight of hazardous waste transported	<i>None</i>	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach

<i>Disposal of damaged equipment.</i>	<ul style="list-style-type: none"> • <i>Employees</i> • <i>Local communities</i> 	<ul style="list-style-type: none"> • <i>The company has warehouses/storage facilities where hazardous waste like damaged equipment is stored.</i> • <i>Apply best practices to manage disposal of waste.</i> • <i>Improvement of storage facilities.</i>
What are the Risk/s Identified?		
<i>Pollution</i>		
What are the Opportunity/ies Identified?		
<i>Proper waste disposal helps reduce pollution.</i>		

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	<i>Not measured</i>	Cubic meters
Percent of wastewater recycled	<i>None</i>	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	<ul style="list-style-type: none"> • <i>Local communities</i> • <i>Local government unit</i> 	Management Approach
<i>The company's water discharges will greatly affect Manila Bay.</i>		
What are the Risk/s Identified?		
<i>Water pollution</i>		
What are the Opportunity/ies Identified?		
<i>Sewage treatment plants helps reduce water pollution.</i>		<i>Construction of sewage treatment plants.</i>

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	0	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	0	#
No. of cases resolved through dispute resolution mechanism	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Non-compliance with environmental laws and regulations may damage the company's reputation.</i></p>	<ul style="list-style-type: none"> • <i>Communities</i> • <i>Government</i> • <i>Employees</i> • <i>Customers</i> • <i>Suppliers</i> • <i>Loan providers</i> • <i>Stockholders</i> 	<p><i>The company ensures strict compliance with the government's environmental laws.</i></p>
<p>What are the Risk/s Identified?</p>		
<p><i>Non-compliance with environmental laws may constitute penalties and sanctions from the government.</i></p>		
<p>What are the Opportunity/ies Identified?</p>		
<p><i>Compliance with environmental laws will help prevent climate change.</i></p>		

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employees ⁴		
a. Number of female employees	64	#
b. Number of male employees	101	#
Attrition rate ⁵	7%	rate
Ratio of lowest paid employee against minimum wage	1:1	ratio

Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	5%	12%
PhilHealth	Y	-	-
Pag-ibig	Y	5%	11%
Parental leaves / Emergency leaves	Y	4%	5%
Vacation leaves	Y	22%	33%
Sick leaves	Y	12%	17%
Medical benefits (aside from PhilHealth))	Y	16%	15%
Housing assistance (aside from Pag-ibig)	N	-	-
Retirement fund (aside from SSS)	Y	1%	2%
Further education support	N	-	-
Company stock options	N	-	-
Telecommuting (temporarily)	Y	8%	-
Flexible-working Hours	Y	33%	51%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<i>Various employee benefits are given to ensure their overall health and well-being.</i>	<i>MBC believes that in any organization, people are the most valuable resource, and providing employees with health and medical benefits is congruent with its corporate philosophy of espousing the value of family, love, and trust.</i>

⁴ Employees are individuals who are in an employment relationship with the organization, according to national law or its application ([GRI Standards 2016 Glossary](#))

⁵ Attrition rate = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

What are the Risk/s Identified?	Management Approach
<i>COVID-19 risks.</i>	<i>MBC implemented a work-from-home setup for some employees to minimize the risk of infection.</i>
What are the Opportunity/ies Identified?	Management Approach
<i>Properly compensated employees give value to the company.</i>	<ul style="list-style-type: none"> • <i>Among the benefits provided by MBC for its employees are:</i> <ol style="list-style-type: none"> 1. <i>Vacation leaves (15 days)</i> 2. <i>Sick leaves (15 days)</i> 3. <i>Emergency leaves (3 days)</i> 4. <i>Company uniform</i> 5. <i>Salary loan</i> 6. <i>Performance bonus</i> 7. <i>Medicine</i> 8. <i>Accident and life insurance</i> 9. <i>Medical allowance</i> 10. <i>Dental allowance</i> 11. <i>Family medical allowance</i> 12. <i>Optical allowance</i> 13. <i>Meal allowance</i> 14. <i>Christmas basket</i> 15. <i>Christmas gift certificate</i> 16. <i>Bereavement financial assistance</i> 17. <i>Retirement pay</i> 18. <i>Star city tickets</i> 19. <i>Car loan (managers – executive)</i> 20. <i>Gas allowance (managers – executive)</i> • <i>Webinars regarding employee’s compensation, benefits, and mental health are conducted.</i> • <i>COVID-19 vaccination assistance for employees.</i>

Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees		
a. Female employees	21	hours
b. Male employees	21	hours
Average training hours provided to employees		

a. Female employees	.33	hours/employee
b. Male employees	.21	hours/employee

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<i>MBC is committed to the support of staff development. The key purpose is to facilitate personal and professional development enabling individuals and groups to achieve their full potential at work.</i>	<i>The Company's operational success is based largely on the contribution, commitment, and achievements of individual members of its staff, working individually and in teams or groups. The Company wants to support staff in the performance of their designated roles and to help them to fulfill their potential during their employment.</i> <i>Training and development include any activity, which contributes to the enhancement of their knowledge, skills, competence, and working practices. Staff development is thus a key contributor to the success of individuals and ultimately to the success of the Company as a whole.</i>
What are the Risk/s Identified?	Management Approach
<i>Work burnout</i>	<i>Various webinars are provided to employees to help them cope with the stress brought by the present condition of the Philippines.</i>

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	<i>none</i>	%
Number of consultations conducted with employees concerning employee-related policies	<i>none</i>	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<i>MBC has no Collective Bargaining Agreement (CBA) with its employees. The company's employees are not on strike, nor have been in the past years, nor threatening to go on strike. MBC has or will have no material supplemental benefits or incentive arrangements for its employees.</i>	
What are the Risk/s Identified?	Management Approach
<i>None.</i>	

What are the Opportunity/ies Identified?	Management Approach
<i>None.</i>	

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	39	%
% of male workers in the workforce	61	%
Number of employees from indigenous communities and/or vulnerable sector*	<i>No data available</i>	#

**Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<i>MBC is committed to equal opportunities in all areas of our business, with people gaining promotion on merit. We recruit, train, promote and retain skilled and motivated people irrespective of gender, age, marital status, sexual orientation, race, religion, ethnic or national origin.</i>	<p><i>All employees are given same privileges and equal job opportunities.</i></p> <p><i>The company is committed to ensuring that there is a diverse and inclusive workforce who can fulfill the employees' expectations while building a sustainable future for the business.</i></p>
What are the Risk/s Identified?	Management Approach
<ul style="list-style-type: none"> • <i>Gender bias</i> • <i>Discrimination</i> • <i>Bullying</i> 	<i>MBC does not tolerate discrimination, bullying, and gender bias in the workplace either as a management style or between work colleagues and will take disciplinary action against any employee who is proven to have bullied others.</i>

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours		Man-hours
No. of work-related injuries	0	#
No. of work-related fatalities	0	#
No. of work-related ill-health	13	#
No. of safety drills	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<i>MBC ensures that the workplace is in good condition to avoid work-related ill-health, injuries, and fatalities.</i>	<i>Strict implementation of health and safety protocols.</i>
What are the Risk/s Identified?	Management Approach
<i>COVID-19 risks.</i>	<i>Strict implementation of health and safety protocols:</i> <ol style="list-style-type: none"> <i>1. Wearing of face masks at all times.</i> <i>2. Maintaining at least one (1) meter physical distancing.</i> <i>3. Washing of hands and use of sanitation kits such as alcohol and hand sanitizer.</i> <i>4. Testing of temperatures of all individuals entering the workplace.</i> <i>5. Regular disinfection of workstations, studios, offices, and restrooms.</i> <i>6. Implementation of work schedules designed to minimize employees' risk of exposure to COVID-19.</i> <i>7. Conducting webinars on how to combat COVID-19.</i>
What are the Opportunity/ies Identified?	Management Approach
<i>Improvement of health and safety protocols in the workplace to prevent the spread of COVID-19.</i>	<i>Strict implementation of health and safety protocols.</i>

Labor Laws and Human Rights

Disclosure	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	0	#

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor	N	
Child labor	N	
Human Rights	Y	<i><u>Implementation of R.A.11313 – SAFE SPACES ACT (Gender-based Sexual Harassment in the Workplace)</u></i>

	<p><i>First Offense – Thirty (30) days suspension Second Offense – Termination</i></p> <p><i>All employees are enjoined to refrain from committing any of the offenses under said law as the same may result not only to the imposition of administrative penalties but may warrant criminal prosecution and result to either fine or imprisonment or both, if convicted.</i></p> <p><u><i>Implementation of R.A. 11261 – FIRST TIME JOBSEEKERS ASSISTANCE ACT</i></u></p> <p><i>MBC fully support the aim of Republic Act 11261 or the First Time Jobseekers Assistance Act in relation with our recruitment, selection, and hiring policy which waives fees for government documents required for first-time jobseekers.</i></p>
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What is the impact and where does it occur? What is the organization’s involvement in the impact?	Management Approach
<i>In line with the company’s core values, we believe that every employee should be treated with the same respect and dignity, and we are committed to providing a working environment that is free from bullying and harassment.</i>	<i>The company does not tolerate bullying or harassment in the workplace either as a management style or between work colleagues and will take disciplinary action against any employee who is proven to have bullied or harassed others.</i>
What are the Risk/s Identified?	Management Approach
<i>It may result in employees leaving the company if policies are not strictly implemented.</i>	<i>The company’s reputation and success as a business relies on the ability of its employees to assume responsibility and maintain acceptable standards of conduct in the work environment. The aim of the disciplinary process is to be corrective, setting reasonable standards of performance and behavior to ensure consistency and fairness of treatment for all employees. This objective, however, needs to be balanced with the company’s responsibility to protect the safety of all employees and the reputation of the business and serious misconduct or persistent failure to comply with corporate standards is not tolerated.</i>

What are the Opportunity/ies Identified?	Management Approach
<i>If policies are strictly implemented, employees will feel safe at work and will be more productive.</i>	<i>Continuous monitoring of company policies.</i>

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	Y	<i>Broadcasting equipment purchased has NTC permit to ensure that equipment are type approved by the commission and are within the standard.</i>
Forced labor	N	
Child labor	N	
Human rights	N	
Bribery and corruption	Y	<i>A memorandum has been issued to the suppliers that our company has zero tolerance for canvassers who asked for favor or commission in return for the total cost of approved purchase orders.</i>

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p><i>Supplier selection is based on overall value for money. While price is important, the company will always consider quality, reliability, safety, good design, timely delivery/performance, maintenance and after sales support before arriving at a decision which is the most economically advantageous to the company.</i></p> <p><i>We only outsourced equipment which are not locally available.</i></p>	<p><i>Supplier qualification screening process:</i></p> <ol style="list-style-type: none"> <i>1. Reference check</i> <i>2. Financial status check</i> <i>3. Surge capacity availability</i> <i>4. Indications of supplier quality</i> <i>5. Ability to meet specifications</i>
What are the Risk/s Identified?	Management Approach
<i>If suppliers are not correctly selected, it may result in financial loss.</i>	<i>The company performs the screening process and requires suppliers to submit various documents.</i>

What are the Opportunity/ies Identified?	Management Approach
<i>The right suppliers help the company run a smooth operation.</i>	<i>The company ensures that the supplier qualification process is strictly implemented.</i>

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities	<i>Radio being one of the key part of media, plays an integral role to play in the community. The company is committed to be the conduits that improve social interaction, help develop citizens and promote their engagement in identifying and solving local, national, and international concerns.</i>
Location	<i>Nationwide</i>
Vulnerable groups (if applicable)	<i>No available data</i>
Does the particular operation have impacts on indigenous people (Y/N)	<i>N</i>
Collective or individual rights that have been identified that or particular concern for the community	<i>None</i>
Mitigating measures (if negative) or enhancement measures (if positive)	<p><i>INFORMATION</i> <i>Create awareness in society of what is currently happening around the globe.</i></p> <p><i>EDUCATION</i> <i>Educate the listeners by creating radio programs that are informative, educational and will broaden the listener’s knowledge about certain topic.</i></p> <p><i>WATCH DOG AND SURVEILLANCE</i> <i>Follow-up society to issues like religion, politics and education, crimes, and security issues.</i></p> <p><i>AGENDA SETTING</i> <i>Presents to society issues yet to become public debates.</i></p> <p><i>BEHAVIORAL CHANGE AGENT</i> <i>Represent and stand for society values, goals, and culture.</i></p>

	<p>MOBILIZATION OF SOCIETY TOWARDS COMMON GOAL <i>Can be used as mobilization campaign. Radio can be used to as early warning mechanism and then mobilize society for action during times of disasters.</i></p> <p>AVENUE FOR ADVERTISEMENT <i>Provide society with knowledge of products in the market.</i></p> <p>EXPOSURE <i>Connect the needy in society with the people or organizations who wish to help them deal with their problem.</i></p> <p>PSYCHOLOGICAL SUPPORT IN SOCIETY <i>Produce programs where people share problems with counsellors, doctors, and get answers or solutions at no cost.</i></p>
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**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: _____

Certificates	Quantity	Units
FPIC process is still undergoing	N/A	#
CP secured	N/A	#

What are the Risk/s Identified?	Management Approach
<i>Not applicable</i>	
What are the Opportunity/ies Identified?	Management Approach
<i>Not applicable</i>	

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	N/A	N

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<i>It is the company's policy to protect the interest of its customers, promote their general welfare and establish standards of conduct for business and industry.</i>	<i>Encourage the customers to provide feedback to improve customer satisfaction.</i>
What are the Risk/s Identified?	Management Approach
<i>If customers' concerns are not addressed immediately, it may result in financial loss.</i>	<ul style="list-style-type: none"> • <i>Provide an open channel of communication with customers.</i> • <i>Handle customers' complaints promptly and effectively.</i>
What are the Opportunity/ies Identified?	Management Approach
<i>Customer satisfaction begins with company culture.</i>	<i>The company ensures that its employees are performing their tasks correctly to increase customer satisfaction.</i>

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	0	#
No. of complaints addressed	0	#

*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<i>None.</i>	
What are the Risk/s Identified?	Management Approach
<i>None.</i>	
What are the Opportunity/ies Identified?	Management Approach
<i>None.</i>	

Marketing and labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*	0	#
No. of complaints addressed	0	#

*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<i>None.</i>	
What are the Risk/s Identified?	Management Approach
<i>None.</i>	
What are the Opportunity/ies Identified?	Management Approach
<i>None.</i>	

Customer privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*	0	#
No. of complaints addressed	0	#
No. of customers, users and account holders whose information is used for secondary purposes	0	#

*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<i>Collection of personal data.</i>	<i>It is the company's policy to protect the interest of its customers, promote their general welfare and establish standards of conduct for business and industry.</i>
What are the Risk/s Identified?	
<i>Handling of personal data.</i>	
What are the Opportunity/ies Identified?	<i>Information provided by customers availing the company's services are kept confidential.</i>
<i>Increase customer trust through privacy.</i>	

UN SUSTAINABLE DEVELOPMENT GOALS

Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
<p>MBC has eight (8) programming formats:</p> <ol style="list-style-type: none"> 1. DZRH 2. RHTV 3. Love Radio 4. Yes-FM 5. Easy Rock 6. Aksyon Radyo 7. Radyo Natin 8. New Media 	<p>2 ZERO HUNGER</p>  <p>DZRH Operation Tulong:</p> <ol style="list-style-type: none"> 1. Marikina Feeding Mission 2. Virac, Catanduanes Feeding Mission 3. Frontliner's Feeding Mission 4. Relief Operation in Surigao, Siargao, and Dinagat 	Increased expenses.	<p>The positive impact of the Bayanihan spirit far outweighs the negative effect. A world with zero hunger can help strengthen our economies and help build a better future.</p>
	<p>3 GOOD HEALTH AND WELL-BEING</p>  <ol style="list-style-type: none"> 1. Employee benefits 2. Webinars about mental health awareness and how to combat COVID-19 for employees. 		

	3. COVID-19 vaccination program for employees.		
	 <p>5 GENDER EQUALITY</p> <p>1. Implementation of Republic Act No. 11313, also known as SAFE SPACES ACT (Gender-Based Sexual Harassment)</p> <p>2. Aksyon Kababaihan (DZRH program)</p>	Gender stereotyping.	Strict implementation of company policies and promote gender equality nationwide.
	 <p>13 CLIMATE ACTION</p> <p>Participation in Earth hour</p>	Disruption of work of some employees for one (1) hour.	An hour of switching the lights off may not materially impact the company but may significantly impact climate change awareness.
	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Increased expenses.	Although building sewage treatment plants increased our expenses, it will help improve the water quality in Manila Bay, thus creating a sustainable future.

	 <p data-bbox="467 548 769 581">Sewage treatment plants</p>		
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