

## Corporate Governance Scorecard for GOCCs

Question	Yes	No	Guiding Reference/ Links
<b>I. Stakeholder Relationship (15%)</b>			
<b>1. Does the GOCC disclose a policy that:</b>			
a) Stipulates the existence and scope of its effort to address customer's welfare?	✓		See <ul style="list-style-type: none"> <li>• PhilHealth Vision, Mission and Core Values (<a href="http://www.philhealth.gov.ph/about_us/vis_mis_core.htm">http://www.philhealth.gov.ph/about_us/vis_mis_core.htm</a>)</li> <li>• Agency's Mandate and Function (<a href="http://www.philhealth.gov.ph/about_us/mandate.html">http://www.philhealth.gov.ph/about_us/mandate.html</a>)</li> <li>• Quality Policy <a href="http://www.philhealth.gov.ph/quality policy">http://www.philhealth.gov.ph/quality policy</a></li> </ul>
b) Elaborates its efforts to interact with the communities in which they operate?	✓		See <ul style="list-style-type: none"> <li>• 2014 Annual Report (<a href="http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf">www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf</a> (pages 9-10))</li> <li>• PhilHealth Circular 2016-009 <a href="http://www.philhealth.gov.ph/circulars/2016/circ2016-009.pdf">http://www.philhealth.gov.ph/circulars/2016/circ2016-009.pdf</a></li> <li>• Office Order No. 0105 s.2013 (PhilHealth Express operations in malls)</li> </ul>
c) Ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	✓		See <ul style="list-style-type: none"> <li>• Manual of Corp Governance (Sec.3.2) <a href="http://www.philhealth.gov.ph/about_us/transparency/board/Manual_Corporate_Governance_2014.pdf">http://www.philhealth.gov.ph/about_us/transparency/board/Manual_Corporate_Governance_2014.pdf</a></li> <li>• Agency's Mandate and Function <a href="http://www.philhealth.gov.ph/about_us/mandate.html">http://www.philhealth.gov.ph/about_us/mandate.html</a></li> <li>• CSR Statement <a href="http://www.philhealth.gov.ph/about_us/transparency/PhilHealth_2013_CSR_Statement.pdf">http://www.philhealth.gov.ph/about_us/transparency/PhilHealth_2013_CSR_Statement.pdf</a></li> <li>• 2014 PhilHealth Annual Report <a href="http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf">www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf</a> (pages 6-7)</li> </ul>
<b>2. Does the GOCC disclose the activities that it has undertaken to implement the abovementioned policies?</b>			

## Corporate Governance Scorecard for GOCCs

a) Customer health and safety	✓		<p>See</p> <ul style="list-style-type: none"> <li>• <a href="http://www.philhealth.gov.ph/news/2013/holds_advocacy.html">http://www.philhealth.gov.ph/news/2013/holds_advocacy.html</a><a href="http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf">http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf</a> (pages 8-15)</li> <li>• <a href="http://www.philhealth.gov.ph/news/2013/holds_advocacy.html">http://www.philhealth.gov.ph/news/2013/holds_advocacy.html</a></li> </ul>
b) Interaction with the communities	✓		<p>See</p> <ul style="list-style-type: none"> <li>• 2014 PhilHealth Annual Report</li> <li>• <a href="http://www.philhealth.gov.ph/news/2013/holds_advocacy.html">http://www.philhealth.gov.ph/news/2013/holds_advocacy.html</a><a href="http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf">http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf</a> (pages 9-10)</li> <li>• <a href="http://www.philhealth.gov.ph/news/2016/art_a_caravan.html">http://www.philhealth.gov.ph/news/2016/art_a_caravan.html</a></li> <li>• <a href="http://www.philhealth.gov.ph/news/2016/archives.php">http://www.philhealth.gov.ph/news/2016/archives.php</a></li> <li>• <a href="http://www.philhealth.gov.ph/news/2015/pro2_summit.html">http://www.philhealth.gov.ph/news/2015/pro2_summit.html</a></li> <li>• <a href="http://www.philhealth.gov.ph/news/2015/shines_cebu.html">http://www.philhealth.gov.ph/news/2015/shines_cebu.html</a></li> <li>• <a href="http://www.philhealth.gov.ph/news/2015/care_effective.html">http://www.philhealth.gov.ph/news/2015/care_effective.html</a></li> <li>• <a href="http://www.philhealth.gov.ph/news/2015/archives.php">http://www.philhealth.gov.ph/news/2015/archives.php</a></li> <li>• <a href="http://www.philhealth.gov.ph/news/2015/senior_tapped.html">http://www.philhealth.gov.ph/news/2015/senior_tapped.html</a></li> <li>• <a href="http://www.philhealth.gov.ph/news/2015/project_reachout.html">http://www.philhealth.gov.ph/news/2015/project_reachout.html</a></li> <li>• <a href="http://www.philhealth.gov.ph/news/2015/reaches_caluya.html">http://www.philhealth.gov.ph/news/2015/reaches_caluya.html</a></li> <li>• <a href="http://www.philhealth.gov.ph/news/2013/point_of_care.html">http://www.philhealth.gov.ph/news/2013/point_of_care.html</a></li> </ul>
c) Environmentally-friendly value chain			<p>See</p> <ul style="list-style-type: none"> <li>• 2014 PhilHealth Annual Report <a href="http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf">http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf</a> (pages 8-15)</li> <li>• <a href="http://www.philhealth.gov.ph/news/2015/runners_join.html">http://www.philhealth.gov.ph/news/2015/runners_join.html</a></li> <li>• <a href="http://www.philhealth.gov.ph/news/2013/csc_race.html">http://www.philhealth.gov.ph/news/2013/csc_race.html</a></li> <li>• <a href="http://www.philhealth.gov.ph/news/2013/run_2013.html">http://www.philhealth.gov.ph/news/2013/run_2013.html</a></li> </ul>
3. Does the GOCC have a separate corporate social responsibility (CSR) report/ section or sustainability report/ section?			<p>See</p> <ul style="list-style-type: none"> <li>• PhilHealth CSR Statement <a href="http://www.philhealth.gov.ph/about_us/transparency/PhilHealth_2013_CSR_Statement.pdf">www.philhealth.gov.ph/about_us/transparency/PhilHealth_2013_CSR_Statement.pdf</a></li> </ul>

## Corporate Governance Scorecard for GOCCs

			<ul style="list-style-type: none"> <li>• 2014 PhilHealth Annual Report</li> <li>• <a href="http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf">http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf</a> (pages 11-15)</li> <li>• <a href="http://www.philhealth.gov.ph/news/2011/plant_trees.php">http://www.philhealth.gov.ph/news/2011/plant_trees.php</a></li> </ul>
<p>4. Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.</p>			
<p>a) Does the GOCC 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>	✓		<p>See</p> <ol style="list-style-type: none"> <li>1. About Us <a href="http://www.philhealth.gov.ph/">www.philhealth.gov.ph/</a></li> <li>2. Annual report 2014 (page 55) <a href="http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf">www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf</a></li> <li>3. List of PhilHealth CARES <a href="http://www.philhealth.gov.ph/about_us/phCARES_hospitals.pdf">www.philhealth.gov.ph/about_us/phCARES_hospitals.pdf</a></li> <li>4. Citizens Charter Client feedback form <a href="http://www.philhealth.gov.ph/about_us/citizens_charter_2013_revised.pdf">www.philhealth.gov.ph/about_us/citizens_charter_2013_revised.pdf</a></li> <li>5. <a href="http://www.facebook.com/PhilHealth/">www.facebook.com/PhilHealth/</a></li> <li>6. <a href="https://twitter.com/teamphilhealth/">https://twitter.com/teamphilhealth/</a></li> </ol>
<p>5. Performance-enhancing mechanisms for employee participation should be permitted to develop.</p>			
<p>a) Does the GOCC explicitly mention the health, safety and welfare policy for its employees?</p>	✓		<p>Office Order No. 93 s.2010 – New Implementing Rules and Regulations on the PhilHealth Self-Insurance We Care Benefits</p> <p>Office Order No. 61 s-2008 – Guidelines in the conduct of Annual Periodic Health Examination in the Corporation</p>
<p>b) Does the GOCC publish data relating to health, safety and welfare of its employees?</p>	✓		<p>Internal issuance only</p>

## Corporate Governance Scorecard for GOCCs

c) Does the GOCC have training and development programmes for its employees?	✓		See: <ul style="list-style-type: none"> <li>• Human Resource Department's Training Plan for 2016</li> </ul> <a href="http://www.philhealth.gov.ph/about_us/transparency/HRDTraining2016_Calendar.pdf">http://www.philhealth.gov.ph/about_us/transparency/HRDTraining2016_Calendar.pdf</a>
d) Does the GOCC publish data on training and development programs for its employees?	✓		See: <ul style="list-style-type: none"> <li>• Human Resource Department's Training Plan for 2016</li> </ul> <a href="http://www.philhealth.gov.ph/about_us/transparency/">http://www.philhealth.gov.ph/about_us/transparency/</a>
6. 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			
a) Does the GOCC have procedures for complaints by employees concerning illegal (including corruption) and unethical behaviour?			See law (NHIA) on GARC (grievance and appeals review Committee, PBR on GARC)
b) Does the GOCC have procedures to protect an employee/ person who reveals illegal/unethical behaviour from retaliation?			See law (NHIA) on GARC (grievance and appeals review Committee, PBR on GARC)
II. Disclosure and Transparency (35%)			
7. Quality of the Annual Report. Does the GOCC's AR disclose the following items:			
a) Corporate objectives	✓		See <ul style="list-style-type: none"> <li>• 2014 Annual Report</li> </ul> <a href="http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf">http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf</a> page 2,5
b) Financial performance indicators	✓		See <ul style="list-style-type: none"> <li>• 2014 Annual Report</li> </ul> <a href="http://www.philhealth.gov.ph/about_us/annual_report/">http://www.philhealth.gov.ph/about_us/annual_report/</a>

## Corporate Governance Scorecard for GOCCs

			t/ar2014.pdf pages 17-23
c) Non-financial performance indicators	✓		See <ul style="list-style-type: none"> <li>• 2014 Annual Report</li> </ul> <a href="http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf">http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf</a> pages 6-7
d) Details of whistle-blowing policy	✓		See <a href="http://www.philhealth.gov.ph/about_us/transparency/Whistleblowing_Policy.pdf">http://www.philhealth.gov.ph/about_us/transparency/Whistleblowing_Policy.pdf</a>
e) Biographical details (at least age, qualifications, date of first appointment, relevant experience, and any other directorships of listed companies) of directors/commissioners	✓		
f) Training and/or continuing education programme attended by each director/commissioner	✓		See Certification from ICD
8. Are the Annual Reports downloadable from the GOCCs website?	✓		See <ul style="list-style-type: none"> <li>• Annual Reports</li> </ul> <a href="http://www.philhealth.gov.ph/about_us/annual_report/">www.philhealth.gov.ph/about_us/annual_report/</a>
9. Corporate Governance Confirmation Statement			
a) Does the Annual Report contain a statement confirming the company's full compliance with the code of corporate governance and where there is non-compliance, identify and explain reasons for each such issue?	✓		See <ul style="list-style-type: none"> <li>• 2014 Annual Report</li> </ul> <a href="http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf">http://www.philhealth.gov.ph/about_us/annual_report/ar2014.pdf</a> page 16
10. Timely filing/release of annual/financial reports			
a) Are the audited annual financial report/ statement released within 60 days upon receipt from COA?	✓		<ul style="list-style-type: none"> <li>• COA-audited 2015 Financial Statements</li> </ul>

## Corporate Governance Scorecard for GOCCs

b) Is the annual report released within 90 days from release of audited financial report?	✓		<ul style="list-style-type: none"> <li>Uploaded Oct. 10, 2016</li> </ul>
c) Is the true and fairness/ fair representation of the annual financial statement/reports affirmed by the Board of Directors/Commissioners and/or the relevant officers of the company?	✓		See Annex 2 of the Manual of Corp GOVERNANCE
III. Responsibilities of the Board (50%)			
11. Corporate Vision/Mission			
a) Has the Board of Directors reviewed the vision and mission/ strategy in the last financial year?	✓		Yes (See Agenda Dec)
b) Does the Board of Directors monitor/ oversee the implementation of the corporate strategy?	✓		
12. Did the GOCC achieve 90% in the PES?	✓		See: <a href="http://www.philhealth.gov.ph/about_us/transparency/accomplishment_report/PhilHealth_2015_Scorecard_4Q.pdf">http://www.philhealth.gov.ph/about_us/transparency/accomplishment_report/PhilHealth_2015_Scorecard_4Q.pdf</a>
13. Code of ethics or conduct			
a) Are the details of the code of ethics or conduct disclosed?		✓	Partial Code of Conduct found in the Manual of Corporate Governance (Sec 8.4) "No-Gift Policy" is widely disseminated
b) Does the GOCC disclose that all Directors/Commissioners, senior management and employees are required to comply with the code?	✓		
c) Does the company disclose how it implements and monitors compliance with the code of ethics or conduct?		✓	
14. Does the Board appoint a Nomination and Compensation/ Remuneration Committee?	✓		Manual of Corporate Governance

## Corporate Governance Scorecard for GOCCs

15. Did the Nomination and Compensation/ Remuneration Committee meet at least twice during the year?	✓		See Report on Frequency of Meetings To be part of Annual Report
16. If yes, is the report of the Nomination and Compensation/ Remuneration Committee publicly disclosed?		✓	
17. Does the Board appoint an Audit Committee?	✓		Manual of Corporate Governance
18. If yes, is the report of the Audit Committee publicly disclosed?	✓		See link in PHIC website
19. Does at least one member of the Audit Committee have an audit, accounting or finance background (qualification or experience)?	✓		Audit Comm Member Qualifications
20. Did the Audit Committee meet at least four times during the year?	✓		See Report on frequency of meetings
21. Does the Board appoint a Risk Management Committee?	✓		Manual of Corporate Governance
22. If yes, is the report on Risk Management Committee publicly disclosed?		✓	
23. Does at least one member of the Risk Management Committee have a background in finance and investments?	✓		DOF Secretary
24. Board Meetings and attendance a) Are the Board of Directors meetings scheduled at the beginning of the year?	✓		See memo of Schedule of Meetings

## Corporate Governance Scorecard for GOCCs

b) Does the Board of Directors meet at least monthly?	✓		Yes. See Report on Freq of Meetings
c) Did the Board of Directors meet on at least 75% on their scheduled meetings?	✓		Yes, see GCG IPED uploaded information
d) Has each of the directors/commissioners attended at least 90% of all the board meetings held during the year?			See GCG IPED uploads
e) Did the Board of Directors meet separately at least once during the year without the President/ CEO present?	✓		
25. Access to information			
a) Does the GOCC have a policy that stipulates board papers for Board of Directors/Commissioners meetings to be provided to the Board at least three (3) working days in advance of the board meeting?	✓		See Guidance on Board Meetings
b) Is the Board Secretary trained in legal, accountancy or company secretarial practices?	✓		
26. Internal Audit			
a) Does the company have a separate internal audit function?	✓		
b) Does the appointment and removal of the internal auditor require the approval of the Audit Committee?			YES. Provided for in the PGIAM
27. Risk Oversight			
a) Does the company disclose			Mentioned in the Transparency Page



## Corporate Governance Scorecard for GOCCs

the internal control procedures/risk management systems it has in place?	✓		
b) Does the Annual Report disclose that the Board of Directors/Commissioners has overseen a review of the company's material controls (including operational, financial and compliance controls) and risk management systems?		✓	
c) Does the company disclose how key risks are managed?	✓		Discussed in the Transparency page See Link
d) Does the Annual Report contain a statement from the Board of Directors or Audit Committee commenting on the adequacy of the GOCC's internal controls/risk management systems?		✓	
28. Board Chairman			
a) Do different persons assume the roles of Chairman and CEO?	✓		See Manual of Corporate Governance, See List of Officers and Board Members
29. Board of Directors Development			
a) Does the GOCC have orientation programmes for new Directors?	✓		
b) Does the GOCC have a policy that encourages Directors/Commissioners to attend on-going or continuous professional education programmes?	✓		Manual for Corporate Governance mentions training in relation to assessment. Also mentioned in the Board of Assessment Policy
c) Did all Appointive Directors attend at least one training for the calendar year?	✓		See Certification (ICD)
30. Board Appraisal			
a) Is an annual performance assessment conducted of the Board of Directors?	✓		See Board Assessment Policy & Procedure

## Corporate Governance Scorecard for GOCCs

b) Does the GOCC disclose the process followed in conducting the Board assessment?	✓		See Board Assessment Policy & Procedure
c) Does the GOCC disclose the criteria used in the Board assessment?	✓		
<b>31. Committee Appraisal</b>			
a) Is an annual appraisal performance assessment conducted of the Board of Directors Committees?	✓		See Board Assessment Policy & Procedure
<b>PENALTY</b>			
<b>Responsibilities of the Board</b>			
a) Are there members of the Board of Directors who hold more than five (5) positions in GOCCs and PLCs?		✓	No knowledge of such instance
a) Is there non-compliance with Good Governance Conditions?		✓	No knowledge of any