



## **PRESENTATION OUTLINE**



PROFILE OF ENERGY DEVELOPMENT CORP. (EDC)



BUSINESS CASE OF RESPONSIBLE BUSINESS CONDUCT



INITIATIVES ON LABOR THEMES

- ☐ Healthy Work Environment
- ☐ Human Rights in Business
- ☐ Decent Work

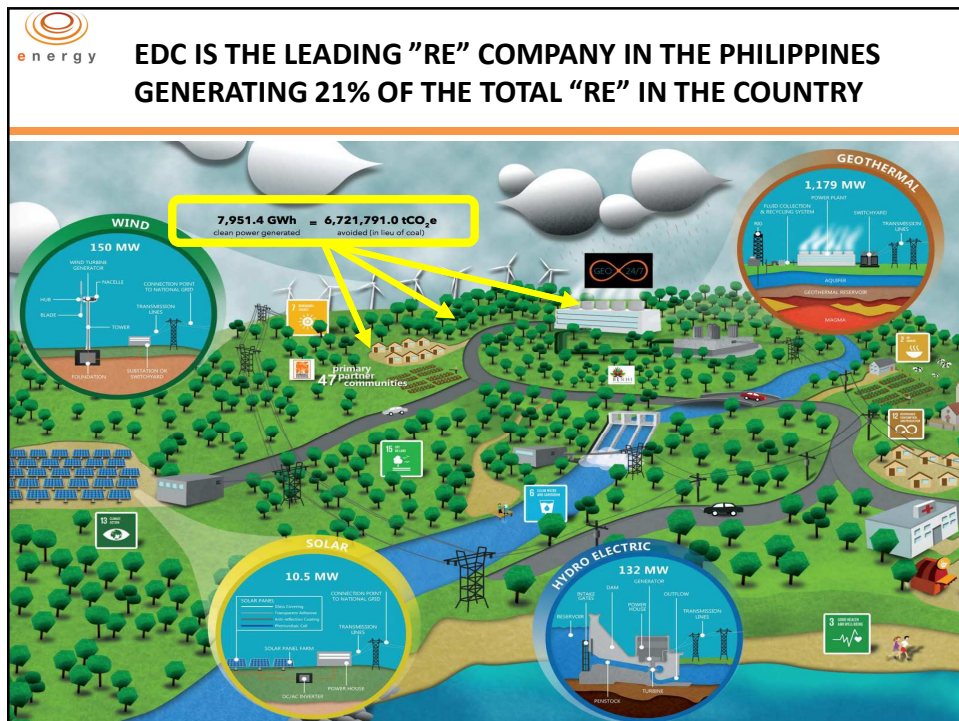
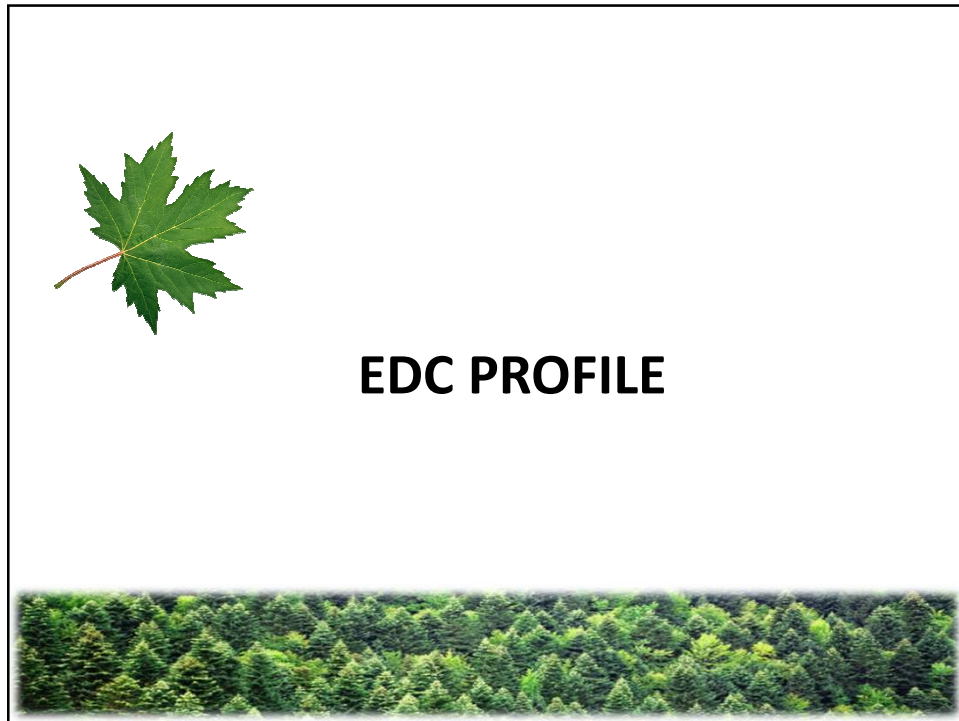


CONTRIBUTION TO GLOBAL GOALS



CONCLUDING REMARKS





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## Slide 4

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- 1 EMD: Please double check the figures and our declaration as the leading RE.  
Louie Adrianne Cediño, 04/04/2017



## BUSINESS CASE FOR EDC



### EDC HAS INTERNAL AND EXTERNAL DRIVERS FOR RESPONSIBLE BUSINESS CONDUCT (RBC)



#### EDC VALUES

- Nationalism
- Social justice
- Integrity
- Unity
- Business excellence
- Entrepreneurial spirit
- Employee welfare & wellness

#### INVESTORS' INTEREST

To manage risk & sustain operation



#### ACCESS TO FUND

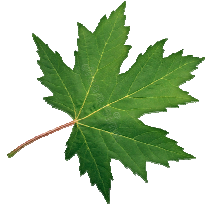
Standards of Financing Institutions



#### OTHER BUSINESS VALUES

- Social acceptance
- Unimpeded operation
- Good reputation
- Stable revenues



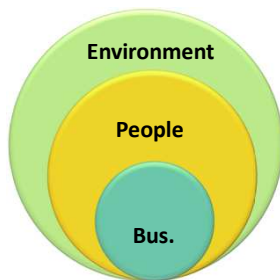


## RBC INITIATIVES ON LABOR



### EDC INTEGRATES "RBC" PRINCIPLES IN ITS OPERATIONS PILLAR # 1: HEALTHFUL ENVIRONMENT

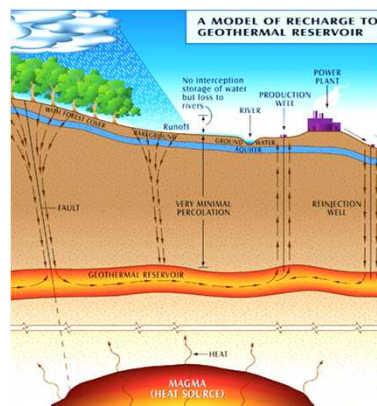
#### STRATEGY A: ENVIRONMENTAL MANAGEMENT SYSTEM (ISO 14001)




*System-Value  
Approach*

#### ISO 14001


- Legal compliance
- Prevent pollution
- Efficient use of natural resources
- Healthful and safe work place
- Communicate
- Continuous improvement



**ZERO WASTE DISCHARGE**

 **PILLAR # 1: HEALTHFUL ENVIRONMENT**

**STRATEGY B: HABITAT/ FOREST PROTECTION**



Forests absorb 3.6M tons CO<sub>2</sub>/yr.  
vs. EDC footprint of 0.8M CO<sub>2</sub>

EDC Assets & Employees


Government

39 IP Communities

18,000 Upland Farmers

38 Water-based Enterprises

Academe

 **RBC PILLAR # 2: HUMAN RIGHTS IN BUSINESS**

**STRATEGY A: HUMAN RIGHTS GUIDANCE**

Mapping human rights vs. policies (All except those outside EDC control 9, 13-15, 21 & 28)

EDC POLICY	HUMAN RIGHTS COVERED
Human Rights (for updating)	Rights: 1,2,4,5,7,18,19,27,29 & 30
Code of Conduct & Business Ethics	Rights: 1, 23,17 & all labor and community rights
Health, Safety & Environment, & Anti-Sexual Harassment	Rights: 3 & 22
Corporate Social Responsibility (CSR)	Rights: 25 & 26
Labor	Rights: 4,5,6,7, 10,11, 12, 16,18,20,23,24 & 28
Security	Right : 3



## RBC PILLAR # 2: HUMAN RIGHTS IN BUSINESS

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**STRATEGY B : GRIEVANCE REDRESS MECHANISM**



**❑ Mode of grievance accepted**

1. Personal appearance
2. Focus group discussion
3. Letters, calls, emails, text, facebook

**❑ Process (Subject to escalation)**

1. Listen
2. Acknowledge
3. Verify
4. Investigate
5. Act
6. Close (via rituals in IP areas)
6. Monitor
7. Feedback

**COVERAGE**

**1. Employees**

- Complaint to Personnel Dept.
- Town hall meetings
- Labor-Mgt. Council
- Internal audit process
- Whistleblower process
- Phone hotline

**2. Contractors**

- Contract provisions
- Supply chain assemblies
- Quarterly meetings
- Whistleblower process
- Phone hotline

**3. Communities**

- Monthly association meetings
- Village assemblies
- Complaints to community partners
- Multi sectoral team
- IFC Ombudsman
- Whistleblower process
- Phone hotline



## RBC PILLAR # 3: DECENT WORK

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**STRATEGY : COMPLIANCE WITH LABOR REGULATIONS AND SIGNED CONVENTIONS**

- ✓ Priority of employment, occupational development and advancement
- ✓ Non discrimination
- ✓ Security of employment
- ✓ Work and life conditions
- ✓ Safety and health standards
- ✓ Good industrial relations (right to organize, CBA, access to grievance machinery)
- ✓ Use of local content +
- ✓ Ratified conventions on minimum age, forced labor and child labor



Community investment (2017)			
• Education	Php	56 M	(45.6 %)
• Environment	Php	46M	(36.6 %)
• Livelihood	Php	10 M	( 8.6 %)
• Health	Php	4M	( 3.1 %)



## CONTRIBUTING TO GLOBAL GOALS



### SUBJECT TO FINAL COUNTRY INDICATORS, WE IDENTIFIED 22 OF 47 ILO THEMES WHERE WE CAN CONTRIBUTE TO SDG



1.2 Reduce poverty %  
1.5 Climate resilience



2.3 Productivity  
of vulnerable



3.9 Reduce deaths  
(air, water & soil  
contamination)



4.3 Ensure access  
4.4 Youth skills  
4.5 Gender disparity



5.2 Violence  
vs. women



6.6 Protect waters,  
forest systems



7.0 Access to  
sustainable  
energy



8.5 Inclusive work  
8.6 Youth employment  
8.7 Forced/child labor  
8.8 Safe & secure place



10.2 Promote  
social  
inclusion  
10.3 Equal  
opportunity



13. 0 Combat climate  
change impacts



14. 0 Protect marine  
systems



15. 0 Protect forest  
systems



16.3 Rule of law  
16.5 Reduce  
corruption



17.19 Initiatives on  
sustainable dev.





## TRANSPARENCY & REPORTING



**FOR TRANSPARENCY, LABOR INFO ARE RELEASED YEARLY  
VIA A SUSTAINABILITY PERFORMANCE REPORT USING GRI**



*EDC released its first Sustainability Report in 2009*

### Locally Hired Senior Management

JOB CATEGORY	Population	Local	%
President	1	1	100%
Executive Vice President	0	0	0%
Senior Vice President	4	4	100%
Vice President	12	10	83.33%
Assistant Vice President	16	12	75.00%
Senior Manager	34	26	76.47%
<b>TOTAL</b>	<b>67</b>	<b>53</b>	<b>79.10%</b>

### Total Locally Hired Employees, by Location

LOCATION	Population	Local	%	Non-local	%
BacMan	202	164	81.2%	38	18.8%
Head Office	542	406	74.9%	136	25.1%
Leyte	557	450	86.4%	107	19.2%
Mt. Apo	202	179	80.8%	23	11.4%
Negros Island	331	286	88.6%	45	13.6%
Ilocos Norte	36	13	36.1%	23	63.9%
<b>TOTAL</b>	<b>1,870</b>	<b>1,498</b>	<b>80.1%</b>	<b>372</b>	<b>19.9%</b>

*Reports through the years*





## CONCLUDING REMARKS



## CONCLUDING REMARKS

1. Businesses must contribute to environmental, social and economic progress of their host countries. These actions also benefit business.
2. Employment is key to the progress of people and society. Business can support this via:
  - a) Providing a healthful workplace and environment;
  - b) Respecting human rights and facilitating access to grievance; and
  - c) Promoting decent work and good industrial relations.
3. Actions on RBC must be consistent with national laws and international conventions signed by the country. They must contribute to global goals.
4. Transparency is key---communicate, communicate, communicate

