

**Pag-IBIG Fund**  
Corporate Headquarters  
Petron Megaplaza  
358 Sen. Gil Puyat Avenue, Makati City

**Policy Statement**

It is the policy of Pag-IBIG Fund to:

1. Encourage the reporting of any suspected or actual commission of theft/fraud, violation of ethical standard, law, rule or regulation and/or any misconduct by its trustees, officers or employees;
2. Conduct a prompt and thorough investigation of any alleged/reported commission of theft/fraud and/or violation and take appropriate corrective action;
3. Protect the whistleblower against retaliation, discrimination, harassment or adverse personnel action, for reporting in good faith a suspected or actual violation; and
4. Strengthen the Fund's system of detection and prevention of corporate fraud.

**Purpose**

The purpose of this Whistleblowing Policy (Policy) is to enable any concerned individual to report and provide information, anonymously if he wishes, on matters involving the actions or omissions of the trustees, officers, and employees of Pag-IBIG Fund that are illegal, unethical, and/or against good governance principles, public policy and morals, and sound business practices.

**Scope**

Acts or omissions that are of a serious and sensitive character with considerable negative impact on Pag-IBIG Fund as to warrant special attention and action under this Policy, specifically when they involve violation of the following laws, rules and regulations:

- (a) R.A. No. 6713, "Code of Conduct and Ethical Standards for Public Officials and regulations";
- (b) R.A. No. 3019, "Anti-Graft and Corrupt Practices Act";

- (c) R.A. No. 7080, as amended , “The Plunder Law”
- (d) Book II, Title VII, Crimes Committed By Public Officers, The Revised Penal Code
- (e) Executive Order (E.O.) No. 292, s. 1987, “Administrative Code of 1987”;
- (f) R.A. No. 10149, the GOCC Governance Act of 2011
- (g) GCG M.C. No. 2012-05, “Fit and Proper Rule”;
- (h) GCG M.C. No. 2012-06, “Ownership and Operations Manual Governing the GOCC Sector”;
- (i) GCG M.C. No. 2012-07, “Code of Corporate Governance for GOCCs”;
- (j) Violations of the Charter of the GOCC; and
- (k) Other GCG Circular and Orders, and applicable laws and regulations.

### **Form of Whistleblower Reports**

Whistleblower Reports (WRs) must state the specific condition/s, action/s and/or omission/s complained of, as well as the corresponding laws, rules or regulations allegedly violated. If possible, documentary and other evidence in support of the WRs. Such reports shall be submitted to the Pag-IBIG Fund Integrity Monitoring Committee thru the Office of the Chief Legal Counsel (OCLC)

The Committee may be contacted at:

- Mail address

Office of the Chief Legal Counsel  
41/F, Petron Megaplaza  
358 Sen. Gil Puyat Avenue  
Makati City

- Email address

rlpamonag@pagibigfund.gov.ph

- Contact no.

(02) 822-4280

### **Anonymous Reporting**

Pag-IBIG Fund shall accept WRs made anonymously. The whistleblower may provide a manner by which he can be contacted without jeopardizing his anonymity.

It must be noted, however, that anonymity is limited to the identity of the whistleblower. WRs must still identify the person complained of and state clearly the facts and the nature of the violation.

### **Confidentiality**

Pag-IBIG Fund shall ensure confidentiality of all information contained in the WRs, the identity of the whistleblower and of the person complained of. The identity of the whistleblower may be revealed however if compelled by law or by the courts or unless the whistleblower authorizes the disclosure of his identity.

### **Protection of A Whistleblower Against Retaliation**

All complaints against the whistleblower arising from his WR will be taken cognizance of by the Office of the Chief Executive Officer (OCEO). Pag-IBIG Fund may extend assistance or protection to the whistleblower to the extent allowed by law and deemed proper under the circumstances of each case.