

EWB BULLETIN, First Quarter of 2019:

	Case Description/Allegations	Relevant Policies	Status/Case Disposition
1	Allegation of manipulation of time reports	<i>Code of Business Conduct and Ethics ("Code"); Human Resources Manual</i>	Under investigation by Internal Audit.
2	Allegations of: (1) non-disclosure of involvement in work/entities outside PLDT and business dealings with subordinates and employees of service provider; and (2) unauthorized use of Company resources	<i>Code; Conflict of Interest Policy ("COI") Policy; other relevant Company Policies, Processes and Procedures</i>	Decision of Line Head for review of the Committee on Employee Discipline (CED).
3	Allegation of election to public office	<i>COI Policy; Policy on Employees Running for or Elected to Public Office</i>	Under investigation by Line Head, in coordination with Labor Relations.
4	Allegations of: (1) unauthorized disclosure of confidential PLDT documents and information; and (2) solicitation and acceptance of gifts, money and other personal benefit.	<i>Code; COI Policy; Policy on Gifts, Entertainment and Sponsored Travel, Supplier / Contractor Relations Policy; Procurement Policy; Guidelines on Management and Protection of Company Documents; Acceptable Use of Technology Resources Standards</i>	Closed. Administrative penalty was imposed.

* * *