

**EWB BULLETIN, Fourth Quarter of 2018:**

	Case Description/Allegations	Relevant Policies	Status/Case Disposition
1	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 of Business Conduct and Ethics ("Code"); Conflict of Interest Policy ("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>	Employee 1: Closed. Administrative penalty was imposed. Employee 2: Closed. Employee separated from service. Employee 3: Administrative proceeding is ongoing. Recommendation of Immediate Head is for review of the Committee on Employee Discipline.
3	Allegations of: (1) non-disclosure of involvement in work/entities outside PLDT, including cooperatives; (2) unauthorized use of Company resources; and (3) other concerns	<i>Code; COI Policy; other relevant Company Policies, Processes and Procedures</i>	All functional group heads should remind employees within their teams or under their supervision to comply with the COI Policy disclosure requirements. The matter is deemed closed until and unless additional information and supporting documents shall have been received from the Whistleblower.
4	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; COI Policy; other relevant Company Policies, Processes and Procedures</i>	Under investigation by Line Head, in coordination with Labor Relations.
5	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
6	Allegation of favoring a certain supplier for the procurement of set-top boxes, middleware and other related projects involving an employee of a subsidiary of the PLDT Group's media arm (the "Subsidiary").	<i>Subsidiary's Code of Business Conduct and Ethics and Other Applicable Policies</i>	This complaint is monitored by the Subsidiary. For PLDT CGO, the matter is deemed closed until and unless additional information and supporting documents shall have been received from the Whistleblower.

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