



# Milestone Guaranty and Assurance Corp.

## SUSTAINABILITY REPORT

Sustainability is defined as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs”. (Brundtland, G “Our Common Future”, Report of the World Commission on Environment and Development, 1987)

Broadly, sustainability performance is measured in the corporation conducts its business, and how it manages its key economic, environmental and social impacts.

### SUSTAINABILITY REPORTING FRAMEWORK FOR MILESTONE GUARANTY AND ASSURANCE CORP.

OUR COMPANY is a Sustainable Business	We conduct our businesses in an ETHICAL and RESPONSIBLE manner	Corporate Governance
	We manage our KEY IMPACTS	Economic Environmental Social
	Our products and services create VALUE TO SOCIETY	Contribution to Sustainable Development

### Contextual Information

Company Details	
Name of Organization	MILESTONE GUARANTY AND ASSURANCE CORP.
Location of Headquarters	Milestone Building, 2654 Leveriza St., Malate, Manila
Location of Operations	Nationwide
Report Boundary: Legal entities (e.g. subsidiaries) included in this report	Head Office and Branches
Business Model, including Primary Activities, Brands, Products, and Services	Underwriting Income and Investment Income Non-Life Insurance Products such as Property, Engineering, Casualty and Marine Insurance, and Bonds
Reporting Period	Annual

## ECONOMIC

### Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	90	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	50	%
Percentage of directors and management that the received anti-corruption policies and procedures	100	%
Percentage of employees that received anti-corruption training	10	%

### Incidents of Corruption

Disclosure	Quantity
Number of incidents in which directors were removed or disciplined for corruption	0
Number of incidents in which employees were dismissed or disciplined for corruption	0
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0

## ENVIRONMENT

### Water consumption within the organization

Disclosure	Quantity	Units
Water consumption	4.02	Cubic Meters

### Effluents

Disclosure	Quantity	Units
Total volume of water discharges	12m <sup>3</sup> /day	Cubic meters

## SOCIAL

### Employee Management

### Employee Hiring and Benefits

### Employee data

Disclosure	Quantity
Total number of employees	136
a. Number of female employees	73
b. Number of male employees	63

Ratio of lowest paid employee against minimum wage	<b>Nil</b>
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#### Employee benefits

List of Benefits	Y/N	No. of female employees who availed for the year	No. of male employees who availed for the year
SSS	Y	9	2
Philhealth	Y	1	0
Pag-ibig	Y	4	3
Maternal/Paternal leaves	Y	4	0
Vacation leaves	Y	17	23
Sick leaves	Y	8	14
Medical benefits (aside from Philhealth)	Y	0	0
Housing assistance (aside from Pag-ibig)	N	0	0
Retirement fund (aside from SSS)	Y	2	1
Further education support	N	0	0
Company stock options	N	0	0
Telecommuting	N	0	0

#### Employee Training and Development

<b>Disclosure</b>	<b>Quantity</b>
No. of employees with training provided	
a. Female employees	24
b. Male employees	12

#### Labor-Management Relations

<b>Disclosure</b>	<b>Quantity</b>
% of employees covered with Collective Bargaining Agreements	0
Number of consulting conducted with employees concerning employee-related policies	0

#### Labor Laws and Human Rights

<b>Disclosure</b>	<b>Quantity</b>
No. of legal actions or employee grievances involving forced or child labor	0