



TRANSCO'S WHISTLE BLOWING POLICY





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Whistle Blowing Policy of the National Transmission Corporation

It is the policy of the National Transmission Corporation (TransCo) to carry out its mandated functions in a transparent, responsible and accountable manner and with the utmost degree of professionalism and effectiveness. Towards this end, TransCo shall endeavor to prevent and control the commission of serious misconduct and unethical work habits of its officers and employees by providing a confidential reporting channel.

The salient features of the Policy include:

1. Creation of the TransCo Integrity Monitoring Committee (TIMC) with the following as officials: the Vice President, General Counsel as Chair, the Vice President for Corporate Services as Vice Chair, the Vice President of CCMG, two lawyers from the Office of the General Counsel and a representative from the CSC-accredited employee organization.
2. Applicability of Policy to members of the TransCo Board, its created committees, officers and employees
3. Reportable Conditions to cover violations of provisions of the following laws, rules, and regulations like the following:
 - R.A. No. 6713, "Code of Conduct and Ethical Standards for Public Officials and Employees
 - R.A. No. 3019, "Anti-Graft and Corrupt Practices Act"
 - R.A. No. 7080, as amended, "The Plunder Law"
 - Book II, Title VII, Crimes Committed By Public Officers, The Revised Penal Code Executive Order (E.O.) No. 292, s. 1987, "Administrative Code of 1987"
 - R.A. No. 10149, the GOCC Governance Act of 2011 GCG M.C. NO. 2012-05, "Fit and Proper Rule";
 - GCG M.C. NO. 2012-06, "Ownership and Operations Manual Governing the GOCC Sector" GCG M.C. NO. 2012-07, "Code of Corporate Governance for GOCCs"
 - Violations of the Charter of the GOCC; and
 - Other GCG Circulars and Orders, and applicable laws and regulations
4. Reporting Channels include TransCo website, face-to-face meetings, e-mail, mail, telephone, fax
5. Anonymous Reporting
6. Withdrawal of Report by the Whistleblower
7. Resignation of Respondent Pending Completion of Investigation
8. Confidentiality
9. Protection of Whistleblower against Retaliation
10. Untrue Allegations
11. Procedure on Handling Whistleblowing Reports
12. Final actions on the Whistleblowing Reports
13. Effectivity