INTEGRITY INITIATIVE

Integrity Pledge

A commitment to ethical business practices and good corporate governance

I, _____ of **SUBIC BAY METROPOLITAN AUTHORITY**, believe that:

- Corruption undermines democratic processes, impedes social, political, and economic growth, and erodes the moral fiber of our society;
- The responsibility to operate our affairs ethically and with utmost integrity rests on our shoulders as government workers;
- Our government's initiative to prevent corruption will only succeed with the support of all stakeholders by cultivating a culture of transparency, accountability, and integrity essential for creating an enabling environment and sustainability in governance.

Henceforth, we pledge:

- To combat graft in any form and in all activities. We will ensure transparency by implementing strict guidelines on the receiving and giving of gifts, charitable or political contributions, sponsorships and other tokens that attempt to unduly influence the recipient – whether from the government or the private sector – into an improper exercise of functions, duties, or judgment;
- To uphold, monitor, and ensure the implementation of RA No. 6713 (Code of Conduct and Ethical Standards for Public Officials and Employees) and apply appropriate sanctions for violations of the code;
- To conduct training programs for our executives, officers, and employees that will enable them to uphold transparency, accountability, and integrity in the exercise of their duties and responsibilities;
- To implement appropriate internal systems and controls to prevent, detect, and respond to any unethical conduct by our executives, officers and employees, ensure good governance, and institutionalize the values of integrity and accountability in our business transactions;
- To maintain appropriate financial reporting mechanisms that aptly ensures accuracy and transparency;
- To reduce red tape in the office by continuous simplification of processes to expedite transactions in accordance with RA No. 9485 (Anti-Red Tape Act of 2007);
- To maintain channels where our employees, clients, and other stakeholders can raise ethical concerns and report suspicious circumstances in confidence and without risk of reprisal from superiors and co-workers and to empower superiors with appropriate resource and authority to investigate all reports received;
- To institute immediate corrective measures and apply appropriate disciplinary sanctions against erring executives, officers, and employees;
- To enter into integrity pacts with and among government and business when dealing with procedures related to the bidding and procurement of supplies, materials, equipment, and construction; and
- To engage only third parties who have existing internal control systems on transparency, integrity and corporate governance and avoid those who are reputed to engage in illegal and unethical transactions.

_____
Signature

_____
Date Signed

SUBIC BAY METROPOLITAN AUTHORITY
Building 229, Waterfront Road, Subic Bay Freeport Zone, 2222 Philippines
• Tel: +6347 252.7262/4000 • Fax: +6347 252.4428