

THE CODE

Code of Conduct for LANDBANK Employees
and Board of Directors
2023



LANDBANK

TABLE OF CONTENTS

Vision and Mission	3
Core Values	4
Statement of Principles	5
Purpose of the Code	5
Coverage	6
Compliance with the Code	6
Scope of the Code	7
Section 1 Performance of Duties	8
Section 2 Employee Discipline and Accountability	9
Section 3 Proper Office Decorum	10
Section 4 Concerted Mass Actions	11
Section 5 Conflict of Interest	12
Section 6 No Gift Policy	14
Section 7 Confidentiality of Information	15
Section 8 Official and Personal Access and Usage of Social Media	16
Section 9 Sexual Harassment	18
Section 10 Internal Whistleblowing and Reporting	20
Section 11 Complaints and Grievances	22
Section 12 Handling of Past Due Financial Obligations	24
Appendix A Code of Conduct Recommitment, Acceptable Use Policy Commitment and EODB-EGSD Compliance Certificate	26
Appendix B Acceptable Use Policy Commitment.....	27
Appendix C Republic Act 11032 (EODB-EGSD).....	28
Appendix D Code of Conduct for LANDBANK Employees Certification	29
Appendix E Certification of Compliance	30



VISION & MISSION

VISION

By 2028, LANDBANK shall be at the forefront of nation-building through the promotion of financial inclusion, digital transformation and sustainable development that benefits all Filipinos.

MISSION

We are the leading universal bank with a government mandate that provides responsive services beyond banking to all clients, publics and stakeholders.



CORE VALUES

INTEGRITY

We are trustworthy. We will always deliver and honor our commitments as our integrity is beyond question

CITIZEN- CENTRICITY

At the heart of everything that we do are our customers and the citizens at large. We are committed to delivering sustainable products and services to create excellent customer/citizen experience that is distinctly LANDBANK

PROACTIVE SERVICE

The epitome of service entails understanding not only what they need, but what they intend to achieve. We identify prospective opportunities and challenges so that we can serve partners in their journey

COLLABORATION

Collectively, we harmonize diversities and deliver desirable results, because the contribution of each employee, partner, and stakeholder matters, regardless of situations

SOCIAL RESPONSIBILITY

We are socially responsible, committed to influence others to make a positive difference in the lives of people especially the economically and environmentally-challenged communities in our localities



STATEMENT OF PRINCIPLES

The Land Bank of the Philippines, being a government-owned corporation, is a public office. Our ability to secure and maintain its strong position in the banking industry depends – to a great extent – on the trust and confidence of its clients, business partners, stakeholders, and the general public.

In order to preserve this status and to remain effective as public servants, LANDBANK employees are expected to strive to consciously adhere to the Bank's work principles which are consistent with the vision and mission as well as our core values.

Furthermore, as public servants, we are accountable to the people we serve, to value honesty and integrity, to uphold truth and justice, to consistently respect clients and colleagues, and to lead modest lifestyle.

It is the responsibility of every employee to know and live by the Code in order to absolutely fulfill his/her role as a public servant and to support the Bank achieve its purpose to the countryside.

PURPOSE OF THE CODE

- To provide guidance to all employees in conducting themselves in a manner that will merit and inspire public trust and confidence consistent with the Bank's core values and principles.
- To comply with Section 3 (3) of the Bangko Sentral ng Pilipinas (BSP) Circular No. 283, series of 2001, which directs that an institution should conduct its affairs with high degree of integrity by prescribing corporate values, codes of conduct and other standards of appropriate behavior for itself, the senior management and other employees.
- To comply with Republic Act No. 6713, otherwise known as the "Code of Conduct and Ethical Standards for Public Officials and Employees," approved on February 20, 1989.



COVERAGE

The Code applies to the following:

- **ALL LANDBANK EMPLOYEES**,

regardless of rank and whether permanent, temporary, co-terminus or directly-hired contractual;

- **MEMBERS OF THE BOARD OF DIRECTORS**

The term "employee" that is used in the Code includes the Members of the Board of Directors

The Code covers significant provisions of existing internal policies and procedures, relevant Civil Service Commission (CSC) Laws, Rules and Regulations and other applicable laws.

COMPLIANCE WITH THE CODE

Compliance with the Code is mandatory. Every January, LANDBANK celebrates the Code of Conduct Month, during which the following need to be accomplished:

- Group/Department/Unit Heads conduct cascading sessions during this time to refresh employees on the pertinent provisions of the Code.
- Employees are required to recommit themselves to the Code by signing the Recommitment Certificate and Acceptable Use Policy Commitment Compliance Certificate (Annex A) after attending the re-orientation. Head of each department signs a certification (Annex B) that certifies that re-orientation was conducted, all employees have signed Annex A, and that signed document are retained in the office files.
- Sector/Group Heads sign the Certification of Compliance (Annex C) once Annex B forms from all Departments Heads under them are complete.
- Annex C is submitted to the Employee Relations Department (ERD) to determine full compliance of all Bank employees.



SCOPE OF THE CODE

- Section 1 | Performance of Duties
- Section 2 | Employee Discipline and Accountability
- Section 3 | Proper Office Decorum
- Section 4 | Concerted Mass Actions
- Section 5 | Conflict of Interest
- Section 6 | No Gift Policy
- Section 7 | Confidentiality of Information
- Section 8 | Official and Personal Access and Usage of Social Media
- Section 9 | Sexual Harassment
- Section 10 | Internal Whistleblowing and Reporting
- Section 11 | Complaints and Grievances
- Section 12 | Handling of Past Due Financial Obligations



Section 1 | Performance of Duties

LANDBANK employees shall at all times perform official duties properly and diligently. They shall commit themselves exclusively to the business and responsibilities of their office during working hours unless, otherwise, properly allowed under the existing laws, rules and regulations.

Employees are expected to:



serve with
utmost respect



respect rights
and equality of
colleagues,
stakeholders,
and the
general public



maintain
professional
behavior,
with dedication,
integrity
and loyalty



provide prompt,
efficient,
total and
quality service



ensure judicious
use of
resources,
property and
funds, and
be mindful in
the use Bank
facilities



refrain from
altering,
falsifying,
destroying or
mutilating
Bank records
or documents



protect Bank
and personal
information

SANCTIONS:

Any violation of this section may be ground for filing an administrative case in accordance with the pertinent provisions of LBP EO No. 101, s. 2020, Revised Rules on Administrative Disciplinary Cases, without prejudice to the filing of civil and/or criminal action against the concerned employee.



Section 2 | Employee Discipline and Accountability

It is the duty of LANDBANK employees to adhere to the Code and report violations

Employees are strictly required to comply with the existing laws, rules and regulations on inappropriate or improper acts against fellow employees and consistently exercise prudence, respect and care in their interaction with one another and the general public.

Any disgraceful, immoral conduct and infringement of the Bank's rules, policies and regulations shall be acted upon in accordance with the Revised Rules on Administrative Disciplinary Cases and the Civil Service law, rules and regulations.



SANCTIONS:

Any violation of this section may be ground for filing an administrative case in accordance with the pertinent provisions of LBP EO No. 101, s. 2020, Revised Rules on Administrative Disciplinary Cases, without prejudice to the filing of civil and/or criminal action against the concerned employee.



Section 3 | Proper Office Decorum

It is important that employees conduct themselves properly according to the culture of the organization to be able to maintain good working relationship and protect the reputation of the Bank. As a Bank, we observe good work practices and office etiquette.

DOs



Wear proper office uniform and follow the dress code



Use office supplies prudently



Protect and properly use Bank properties and facilities



Adhere to policies on the use of email and internet facilities



Observe proper handling of official documents and communications



Strictly observe office hours and attendance, rules and regulations



Follow telephone protocol



Observe elevator etiquette

DON'Ts



Attend to personal matters during office hours



Bring children to office without proper authorization



Leave the workplace without informing the supervisor



Play computer/mobile games



Loiter or idle around



Peddle during office hours



Smoke inside Bank premises



SANCTIONS:

- Any violation of the said guidelines may be a ground for disciplinary action.
- Employees shall be considered habitual violators if they fail to wear the prescribed uniform and/or comply with the dress code for three (3) times or more in a month for two (2) consecutive months or three (3) times or more for two (2) months in a given semester.
- The following shall be imposed against habitual violators:
 - a. 1st violation – written warning from the Personnel Administration Department (PAD) and employee's submission of written satisfactory explanation for non-compliance;
 - b. 2nd violation – formal endorsement of PAD to the Administrative Legal Department (ALD) for evaluation/appropriate action. This will constitute the light offense of Violation of Reasonable Office Rules and Regulations with the following corresponding penalties:
 - 1st offense – Written reprimand
 - 2nd offense – Suspension without pay for one to 30 days
 - 3rd offense – Dismissal from the service

Section 4 | Concerted Mass Actions

Collective activity done by employees to realize their demands or force concessions shall not compromise the Bank's operations and reputation. Hence, employees must be reminded of the following in this regard:

ALLOWABLE ACTIVITIES

Peaceful concerted activity at 12:00 noon – 1:00 p.m. or 5:00 p.m. (after office hours) at designated area with prior approval from the Head, Human Resources Management Group (HRMG) at least one (1) day before the activity

Display of posters, placards, or similar materials with no abusive, vulgar, defamatory or libelous language

Wearing of arm/head bands, colored attire, etc. during the designated time and venue

Expression of views and opinions using media consistent with the facts

PROHIBITED ACTIVITIES

Work stoppage

Service disruption

Mass leaves

Walkouts

Pickets

SANCTIONS:

Any violation of this section may be ground for filing an administrative case in accordance with the pertinent provisions of LBP Executive Order No. 101, series of 2020, Revised Rules on Administrative Disciplinary Cases, without prejudice to the filing of civil and/or criminal action against the concerned employee.



Section 5 | Conflict of Interest

A public office is a public trust.

LANDBANK employees shall discharge their functions, duties, and responsibilities with integrity and fidelity at all times to devoid of any conflict of interest. They shall conduct their own financial affairs in a prudent manner and shall avoid financial situations that could reflect unfavorably on themselves, the Bank or its clients. In so doing, they are enjoined to avoid conflict of interest in performing their official duties.

When employee's objective ability or judgment while in the performance of official duties is impaired by personal concerns; or when the official act results to unwarranted personal benefits

When private interest interferes with the interest of the Bank as a whole

WHEN DOES CONFLICT OF INTEREST EXIST?



When business of either financial interests would derive undue financial gain or advantage

When an employee has a personal interest in a decision which he or she has the power to make

When an employee is a board member or substantial stockholder of a private corporation, or owner or has substantial interest in a business, and his interest/rights/duties therein may be opposed to/affected by the faithful performance of official duty

When there is incompatibility of one's official/professional duties and personal/private interests

When an individual is in a position to exploit a Bank employee for private benefits



ACTS CONSTITUTING CONFLICT OF INTEREST

Having financial and material interest in any transaction requiring the processing and/or approval of one's office

Owning, controlling, managing or accepting employment as officer/employee in any private enterprise which has direct dealings/transaction with the Bank

Engaging in the private practice of profession

Disclosing or misusing confidential or classified information

Unfair discrimination in rendering public service due to party affiliation or preference

Recommending any person to any position in a private enterprise which has a regular or pending official transaction with one's office

Contracting loans of money or other property with persons having official transactions with the Bank

DISCLOSURE OF INFORMATION

NEW INFORMATION ON POTENTIAL CONFLICT OF INTEREST

- Should be declared in the Sworn Statement of Assets, Liabilities and Net Worth (SALN) including Disclosure of Business Interests and Financial Connection, and Identification of Relatives in the Government Service

UPON KNOWLEDGE OF POTENTIAL CONFLICT OF INTEREST

- Concerned Bank employee should inhibit him/herself on the discussion/action on the transaction declaring the reason for the same

AWARENESS OF CONFLICT OF INTEREST AFTER THE TRANSACTION HAS BEEN MADE/CONCLUDED

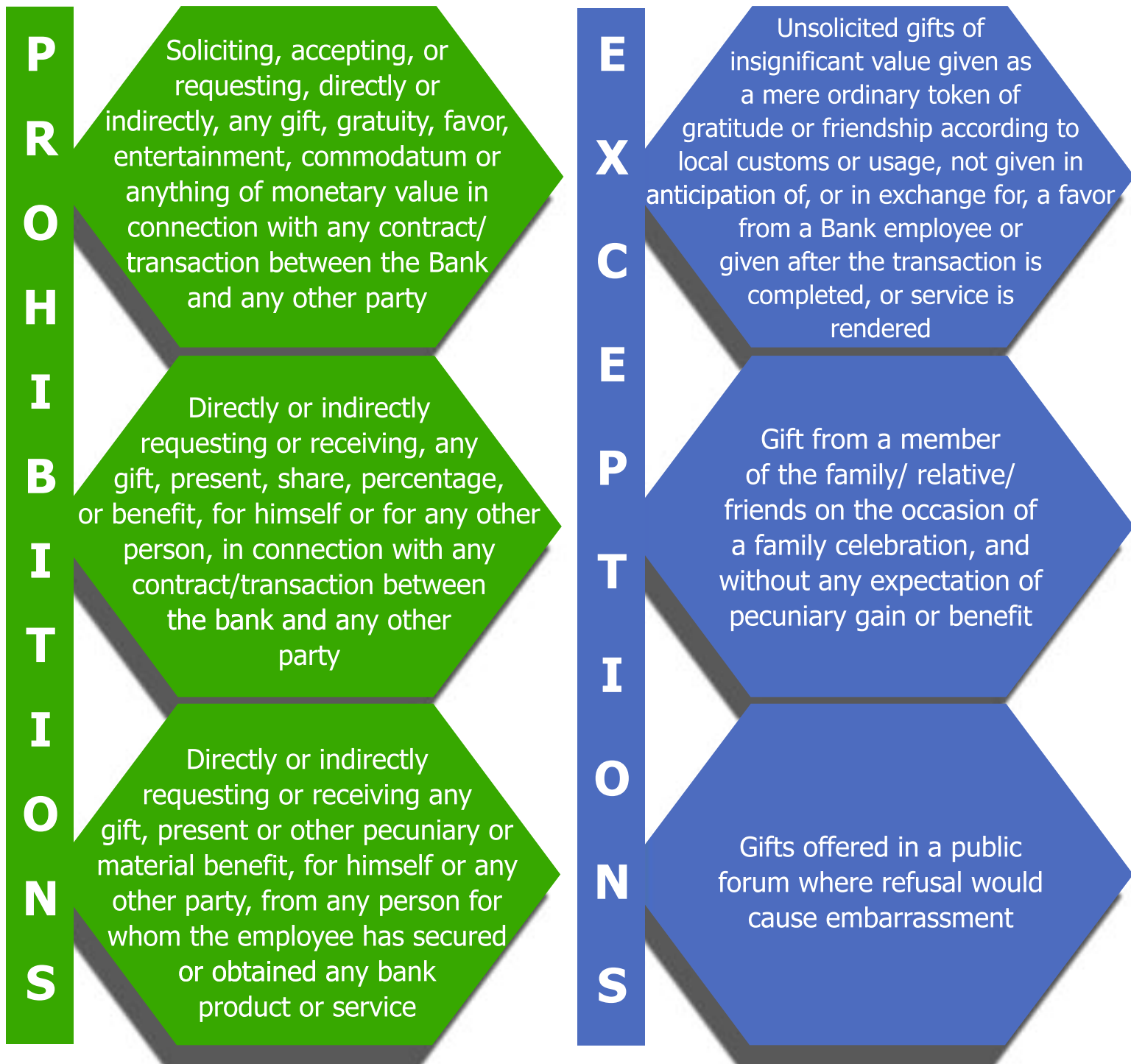
Bank employee should immediately make a formal disclosure to his/her immediate supervisor (written disclosure to be attached to the concluded transaction and a written report should be made).

SANCTIONS:

Any violation of the Executive Order No. 22, s. 2010, Guidelines on Conflict of Interest, shall be acted upon in accordance with the pertinent provisions of LBP Executive Order No. 101, s. 2020, Revised Rules on Administrative Disciplinary Cases, and the Civil Service laws, rules and regulations.

Section 6 | No Gift Policy

As a general rule, solicitation and acceptance of gifts and donations are strictly prohibited.



In cases where it is considered inappropriate or impractical to decline or return a gift, the Bank employee concerned shall immediately turn over the gift to the Employee Relations Department (ERD) for its disposition through a memo duly noted by the Department/Unit Head concerned indicating thereon the name, office and address of the giver, the description of the gift, estimated cost and the date of receipt.

SANCTIONS:

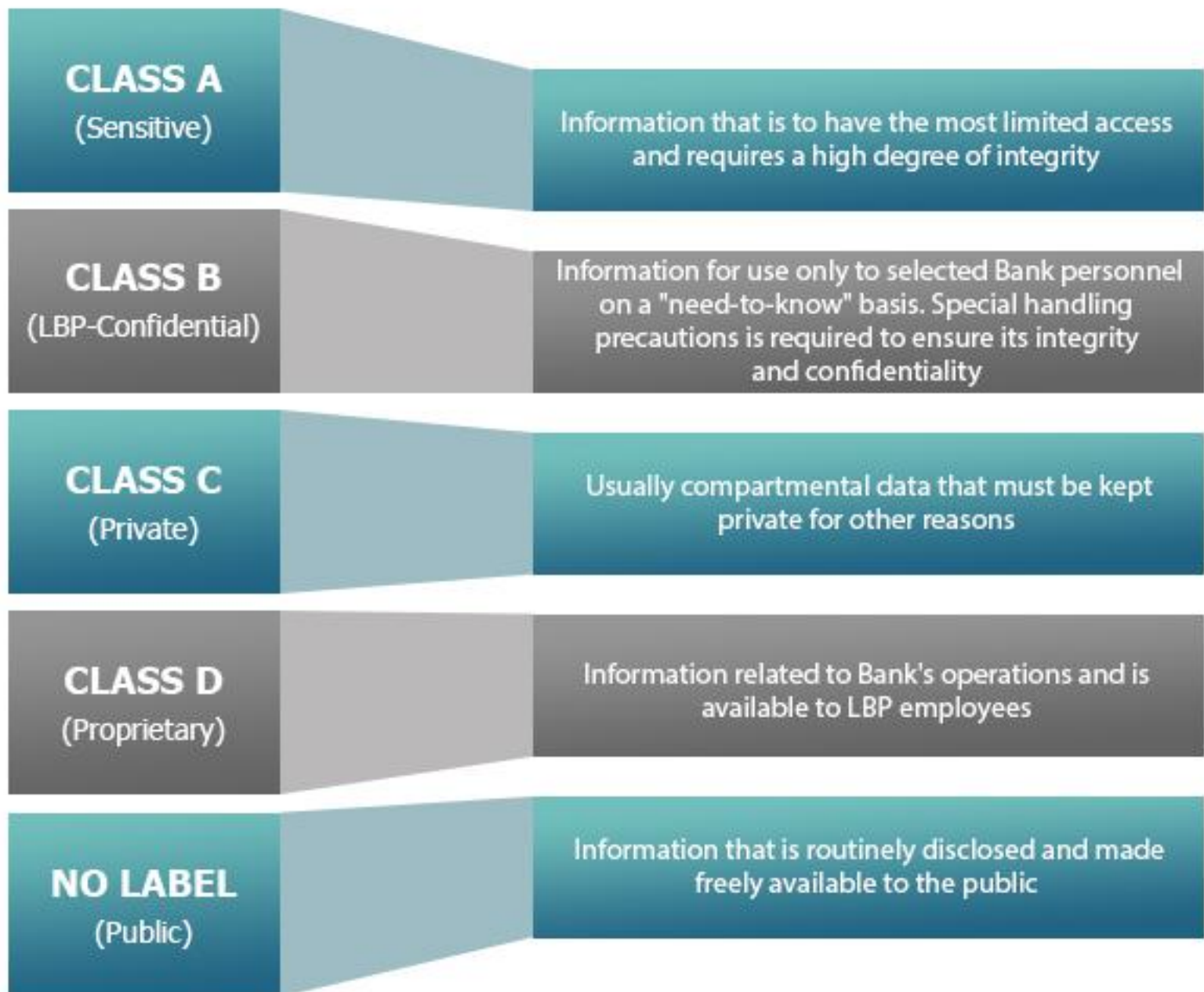
Any violation of this section shall be a ground for filing an administrative case in accordance with the pertinent provisions of LBP EO No. 101, s. 2020, Revised Rules on Administrative Disciplinary Cases.



Section 7 | Confidentiality of Information

LANDBANK Executive Order No. 062, series of 2011, Guidelines on Classification, Handling, Access and Disclosure of Information Assets, specifically states that employees shall:

- maintain confidentiality of all acquired or entrusted information by the LANDBANK, customers, business partners;
- observe the provisions on Data Privacy Act; and,
- unauthorized disclosure of information is PROHIBITED



SANCTIONS:

Any violation of this section that would compromise the Bank's classified information, shall be subjected to appropriate administrative proceedings in accordance with LBP EO No. 101, s. 2020, Revised Rules on Administrative Disciplinary Cases, and the Civil Service laws, rules and regulations.



Section 8 | Official and Personal Access and Usage of Social Media

LANDBANK acknowledges the distinctive risks that come with the use of social media platform. The Bank addresses concern by ensuring that risks are effectively assessed and managed. Employees' access and usage of social media (official and personal) are properly guided to protect the institution's integrity.

To mitigate social media risks, access and usage of official social media accounts by Bank employees using the Bank's IT facility is limited from ----->

12:00 n.n. – 1:00 p.m.
and
5:00 p.m. – 7:00 p.m.

PROHIBITIONS ON THE USE OF SOCIAL MEDIA ACCOUNTS AND LANDBANK LOGO

- Unauthorized issuance of statements for or in behalf of the Bank
- Posting of defamatory statements against the Bank and its employees, and its partners, clients and customers
- Divulging any confidential information about the Bank and its clients
- Citing/"tagging" Bank clients or partners without obtaining their permission
- Discussing or referring private and/or confidential information, even on private messages between site members who have authorized access to that information
- Unauthorized posting of photos, videos or audio recordings taken within restricted areas of the Bank
- Posting of comments, materials, photos or videos which are discriminatory, sexual, offensive, malicious, obscene, profane, violent, disparaging, bullying; or could jeopardize the safety or reputation of the Bank, its employees, and its partners, clients, customers, and competitors
- Posting of comments, materials, photos or videos on workplace issues and concerns, which can be properly escalated and addressed in accordance with existing policies, laws, rules and regulations
- Use of the LANDBANK brand in any form or material, for any purpose not related to LANDBANK, and for material gain or personal use
- Use of the LANDBANK logo, device, color, typeface, emblem or mark that has not been approved by the Corporate Affairs Group (CAG) as published in the LANDBANK Brand Identity Manual



Represent the Bank in a professional manner

Ensure that personal blogs, posts or comments concerning the Bank contain disclaimers (opinions expressed are those of the author and do not represent the views of the Bank)

Duties and Responsibilities of Bank Employees

Read, know and comply with the Terms of Service of the social media account used

Ensure that social networking activities do not interfere with primary job responsibilities

Comply with laws regarding copyright/ plagiarism and relevant laws including those related to cybercrime and pornography

PENALTIES AND SANCTIONS:

Any violation of the foregoing policy may result in the following:

- Revocation of access privilege to the official social media accounts upon approval by the Sector Head concerned
- Ground for filing administrative, civil and/or criminal cases in accordance with the existing laws, rules and regulations of the Bank, the CSC



Section 9 | Sexual Harassment

Sexual harassment, as defined under LANDBANK's Administrative Disciplinary Rules on Sexual Harassment Cases, is "an act, or a series of acts, involving any unwelcome sexual advance, request or demand for a sexual favor, or other verbal or physical behavior of a sexual nature, committed by an officer or employee of the Bank in a work-related or training-related environment of the person complained of."

Both men and women can be victims of sexual harassment.

It does not necessarily have to be repeated in nature since a single act can constitute sexual harassment.

WORK-RELATED SEXUAL HARASSMENT

It is committed under the following circumstances:

- * When sexual favor is made as a condition in any employment decision affecting the applicant/employee;
- * The act/series of acts have the purpose or effect of interfering with the complainant's work performance, or creating an intimidating, hostile or offensive work environment; and/or
- * The act/series of acts is expected to cause discrimination, insecurity, discomfort, offense or humiliation to a complainant

Any employee is liable for sexual harassment when he/she:

- * directly participates in the execution of any act of sexual harassment;
- * induces or directs another or others to commit sexual harassment;
- * cooperates in the commission of sexual harassment by another through an act without which the sexual harassment would not been accomplished and through previous or simultaneous acts



CLASSIFICATION OF ACTS OF SEXUAL HARASSMENT

LIGHT OFFENSES

- Surreptitiously looking/stealing a look at a person’s private part or worn undergarments
- Telling sexist/smitty jokes or sending these through text or in social media
- Malicious leering or ogling
- Display of sexual offensive pictures, materials or graffiti
- Unwelcome inquiries or comments about a person’s sex life
- Unwelcome sexual flirtation, advance, propositions
- Making offensive hand or body gestures at an employee
- Persistent unwanted attention with sexual overtones
- Unwelcome phone calls with sexual overtones

LESS GRAVE OFFENSES

- Unwanted touching or brushing against a victim’s body
- Pinching not falling under grave offenses
- Derogatory or degrading remarks or innuendoes directed toward the members of one sex or one’s sexual orientation or used to describe a person
- Verbal abuse or threats with sexual overtones

GRAVE OFFENSES

- Unwanted touching of private parts of the body
- Sexual assault
- Malicious touching
- Request for sexual favors in exchange for employment, promotion, travels, favorable working conditions, or grant of benefits or payment of a stipend or allowance

PENALTIES/SANCTIONS:

Any person who is found guilty of sexual harassment shall, after the investigation, be meted the penalty corresponding to the gravity and seriousness of the offense.

PENALTIES FOR LIGHT, LESS GRAVE, AND GRAVE OFFENSES

Light Offenses	1st offense – Reprimand 2nd offense – Fine or suspension not exceeding thirty (30) days 3rd offense – Dismissal
Less Grave Offenses	1st offense – Fine or suspension not less than thirty (30) days and not exceeding six (6) months 2nd offense – Dismissal
Grave Offenses	Dismissal

If the respondent is found guilty of two or more charges or counts, the penalty to be imposed should be corresponding to the most serious charge or count and the rest shall be considered as aggravating circumstances.



Section 10 | Internal Whistleblowing and Reporting

Whistleblowing enables employees to report information and testify on matters involving co-employees who practice unethical actions or perform illegal business practices which are grossly disadvantageous to the Bank and/or the Government.

Graft – refers to the acquisition of gain or advantage by dishonest, unfair or sordid means, especially through the abuse of his/her position or influence.

Corruption – involves behavior on the part of officials in the public sector in which they improperly and unlawfully enrich themselves, or those close to them, by the misuse of the public power entrusted to them.

Whistleblowers are entitled to protection and assistance after the investigation conducted showed valid basis.



RIGHTS OF A WHISTLEBLOWER**Protection against retaliatory actions**

- No administrative action
- No retaliatory action as this will lead to administrative, civil and/or criminal proceedings

No breach of duty of confidentiality

- Provided, he/she makes a protective disclosure of information

PROTECTED DISCLOSURE

Whistleblowers shall be entitled to protection and assistance after the investigation showed valid basis; provided that:

- The disclosure is made voluntarily, in writing and under oath;
- The disclosure pertains to a matter not yet subject of a complaint already filed with, or investigated by the ALD or by any other concerned Bank unit/department;
- The whistleblower formally undertakes to assist and participate in proceedings commenced in connection with the subject matter of the disclosure;
- The whistleblower should have personal knowledge of the facts and information covered by the disclosure; and
- The information given by the whistleblower contains sufficient particulars, and he/she submits or undertakes to submit material evidence that may be in his/her possession

REPORTING CHANNELS

REPORTING	TELEPHONE NUMBERS	FAX NUMBERS	EMAILS
a. Governance Commission for COCCs (GCG)	(02) 8328-2030 to 30	(02) 8328-2030 to 30	www.whistleblowing.gcg.gov.ph feedback@gcg.gov.ph
b. Land Bank of the Philippines			
• Ethics Hotline	(02) 8405-7660	(02) 8528-8416	lbp-erd@mail.land-bank.com
• Legal Services Group	(02) 8405-7633		
• Human Resource Management Group	(02) 8405-7391		
• Employee Relations Department	(02) 8405-7225	(02) 8528-8416	



CONFIDENTIALITY

All whistleblowing reports submitted shall be treated with utmost confidentiality by LANDBANK, including the identity of the whistleblower and the person/s complained of, in a confidential and sensitive manner, unless compelled by law or by the Courts to be revealed, or unless the whistleblower authorized the release of his/her identity

SANCTIONS:

A. Violations of Confidentiality

Disciplinary and/or criminal action in accordance existing pertinent, relevant laws, rules and regulations of the Bank, the Civil Service and other regulatory bodies.

B. Retaliatory Actions

Any Bank employees, who does, causes or encourages retaliatory actions against a whistleblower and/or Bank employees supporting him/her or any of his/her relatives shall be subjected to administrative, civil and/or criminal proceedings.

C. False, Misleading and Malicious Reports

These shall be sufficient ground for termination of the protection or assistance to whistleblowers under this section, including the termination of their immunity from administrative cases, civil and/or criminal actions as may be appropriate.

Further, any Bank employee who, with malice or in bad faith, reports said information against any Bank employee or person shall be subject to administrative, civil and or/criminal action.

Section 11 | Complaints and Grievances

LANDBANK and its employees shall handle complaints and grievances in accordance with the Bank's formal Grievance Procedure in line with the Grievance Machinery of the CSC.

Grievance is a work-related discontentment or dissatisfaction expressed verbally or in writing and in which, in the aggrieved officer/employee's opinion has been ignored or dropped without due consideration.



COVERAGE

<p>Non-implementation of policies, practices and procedures on:</p> <p>EMPLOYEE MOVEMENT</p> <ul style="list-style-type: none"> - Recruitment - Detail - Transfer - Retirement - Termination - Layoffs <p>ECONOMIC AND FINANCIAL</p> <ul style="list-style-type: none"> - Salaries - Incentives - Working Hours - Leave Benefits 	<p>Inadequate physical working conditions</p>	<p>Poor interpersonal relationships and linkages</p>
	<p>Protest on appointment and other personnel actions except promotion</p>	<p>Matters that give rise to employee dissatisfaction and discontentment</p>

EXCEPTIONS

The following shall not be acted upon through the grievance machinery since these shall be covered by other related guidelines, rules, and laws.

<p>Disciplinary Cases</p>	<p>Sexual Harassment Cases</p>	<p>Union-related Issues and Concerns</p>
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SANCTIONS:

Any violation of this section shall be acted upon in accordance with the pertinent provisions of LBP EO No. 101, s. 2020, Revised Rules on Administrative Disciplinary Cases, and the Civil Service laws, rules and regulations.



Section 12 | Handling of Past Due Financial Obligations

All LANDBANK employees shall conduct their personal financial affairs on a prudent manner and avoid financial situations that could reflect unfavorably on themselves, the Bank and its clients.

Definitions

- **Delinquency in the payment of obligations** means that an obligation of a person with a Bank where he or she is a director or officer or at least two (2) obligations with other Banks/financial institutions under different credit lines or loan contracts are **past due**.
- The offense of “willful failure to pay just debts” may be the subject of settlement and/or compromise. The term **just debts** shall apply to claims adjudicated by a court of law or claims the existence and justness of which are admitted by the debtor.
- **Past due or delinquent financial obligations** may refer, but not limited, to **unsettled accounts** from the LANDBANK Credit Card, financial institutions supervised by the Bangko Sentral ng Pilipinas, Landbankers’ Multi-purpose Cooperative (LANDBANKOOP) or just debts with private individuals or corporations.

Requirements by Regulatory Bodies/Organizations

- The Bankers Association of the Philippines (BAP) requires all Banks to undertake necessary and immediate measures to address the past due and delinquent accounts of bank officers and employees arising from the usage of credit cards and/or non-payment of other types of credits and loan facilities.
- The Bangko Sentral ng Pilipinas Manual of Regulations for Banks (BSP MORB) rules that an officer must be fit and proper for the position he/she is being proposed/ appointed to.



Preventive Measures

The following are being conducted to discourage irresponsible handling of financial obligations:

- Include in the background investigation a credit check for proposed new hire (c/o PAD in coordination with ALD)
- Require submission of the following additional documents as part of the proposals for hiring and promotion
 - Sworn statement that candidate has no pending administrative, civil and/or criminal case involving financial obligation (c/o proposed new hire/candidate for promotion)
 - A certification stating that the proposed new hire/candidate for promotion has no delinquent account based on the Credit Information Report to be requested/obtained from the Property Valuation and Credit Information Department (c/o Department/Unit Head concerned)
 - Monthly list of employees with past due account from the LANDBANKOOP (c/o ERD)

SANCTIONS:

- For light offense of willful failure to pay just debts
 - 1st offense – Reprimand
 - 2nd offense – Suspension of one (1) to thirty (30) days
 - 3rd offense – Dismissal from the service
- For grave offense of crimes involving moral turpitude, which include estafa emanating from the issuance of bouncing checks, among other acts
 - 1st offense – Dismissal from the service
- In addition:
 - Persons who are delinquent in the payment of their obligations shall be disqualified by the BSP Monetary Board from holding a director or an officer position for a specific/indefinite period of time, and shall be removed from office even if he/she has assumed the position to which he/she was elected or appointed.
 - They may also be temporarily disqualified to the proposed/appointed officer level position.





LAND BANK OF THE PHILIPPINES

CODE OF CONDUCT RECOMMITMENT, ACCEPTABLE USE POLICY AND EODB-EGSD COMMITMENT COMPLIANCE CERTIFICATE

This is to certify that I, after having attended the re-orientation/cascading session conducted by the Head of (Department/Branch/Field Unit), hereby recommit to abide by the provisions of the Code of Conduct for (COC) LANDBANK Employees, the Acceptable Use Policy (AUP), and the Republic Act 11032, "An Act Promoting Ease of Doing Business and Efficient Delivery of Government Services (EODB-EGSD)" (amending Republic Act No. 9485, "Anti-Red Tape Act of 2007") and undertake to immediately report any violation that will reach my knowledge.

I recognize the fiduciary duty of LANDBANK to maintain a high standard of integrity and performance within its ranks and its authority to look into my credit standing for purposes of promotion and other personnel actions as provided under Executive Order No. 130, series of 2016, Revised Guidelines in Handling Past Due Financial Obligations of LANDBANK Employees.

I understand that any violation on my part of the provisions of the Code of Conduct for LANDBANK Employees and related internal policies of LANDBANK may be subject to appropriate sanction in accordance with Executive Order No. 101, series of 2020, Revised Rules on Administrative Disciplinary Cases, and the Civil Service Laws, Rules and Regulations.

Employee's Signature Over Printed Name

Department/Unit

Date

Acceptable Use Policy Commitment

1. I understand that:
 - a. electronic files created, sent, received or stored on devices owned/leased/ administered or otherwise under the custody and control of the Bank shall be the property of the Bank. My use of these files shall neither be treated as personal nor private;
 - b. all Bank-owned IT systems shall be equipped with Bank's licensed software only, including anti-virus and TMG-approved open-source software or freeware;
 - c. only Bank employees and designated authorized users from proponent units/third-party service providers deployed in the Bank shall be allowed to use Bank-owned IT systems as supported by a user request; and
 - d. all devices to be connected to the network shall require prior approval from unit concerned thru a memo or job order request.
2. As Information Resource Users, I shall –
 - a. be responsible for use of own ID/s and password/s in IT systems;
 - b. keep the confidentiality of account(s), passwords, Personal Identification Numbers (PIN) or similar information on devices used for identification and authorization purposes;
 - c. protect mobile device with password;
 - d. ensure that the assigned personal computers and laptops are secured by automatic activation of lock feature when not in use for more than fifteen (15) minutes, or by logging off when it shall be left unattended;
 - e. ensure that remote access technologies are activated only when needed and immediately deactivated after specified time of use;
 - f. access data, documents, e-mail correspondence and programs contained on Bank's IT systems for which I have authorization and not obtain extra resources beyond those allocated;
 - g. access, create, store or transmit material that is only legal according to law so as not to degrade the performance of information resources;
 - h. report immediately to the concerned Helpdesk any weaknesses (e.g., unexpected software, system behavior, virus infection) in Bank's IT system security which may result to unintentional disclosure of information or exposure to security threats;
 - i. observe compliance with the existing policies on handling of information to prevent unauthorized access to Bank's information i.e., saving of files in the present form of medium available (e.g., compact disc or diskette) and/or safekeeping of files in a secured area;
 - j. consult supervisor if there is any uncertainty on the use of IT systems; and
 - k. be aware that the data created, sent, received and stored on Bank's IT systems remain the property of the Bank.
3. I understand that the following activities are strictly prohibited:
 - a. make unauthorized copies of copyrighted or Bank-owned software/s;
 - b. download any file or software from sites or sources which are not familiar or hyperlinks sent by strangers, which may expose the IT system to a computer virus and could hi-jack Bank information, password or PIN;
 - c. download, install, run security programs or utilities (e.g., password cracking programs, packet sniffers, port scanners), or circumvent IT system security measures (e.g., port scanning or security scanning) that shall reveal or exploit weaknesses in the security of the information assets, unless properly approved by the Bank's Chief Information Officer;
 - d. divulge to anyone the access points to Bank's information resources without proper authorization;
 - e. disclose information which might be used for personal benefit, political activity, unsolicited advertising, unauthorized fund raising, or for the solicitation or performance of any unlawful activity;
 - f. make fraudulent or unofficial offers of products, items or services using the Bank's information resources;
 - g. effect security breaches or disruptions of network communications, such as, but not limited to, network sniffing, ping floods, packet spoofing, denial of service and forged routing information for malicious purposes;
 - h. provide critical information on the Bank and its employees (e.g., software inventory, list of personnel) to parties outside the Bank without proper authorization;
 - i. make unauthorized disclosure of confidential data (e.g., on depositors/investors/borrowers accounts); and
 - j. copy, move, and store cardholder data, including personal, sensitive personal, and privileged information, onto local hard drives and removable electronic media, unless explicitly authorized and approved to perform a business function and/or need.

Republic Act 11032

"An Act Promoting Ease of Doing Business and Efficient Delivery of Government Services (EODB-EGSD)" (amending Republic Act No. 9485, "Anti-Red Tape Act of 2007")

1. Republic Act 11032, also known as the Ease of Doing Business and Efficient Government Service Delivery (EODB-EGSD) Act of 2018, covers not just front-line services (referred to as business transaction) but all non front-line services as well (referred to as non-business transactions).
2. The Law applies to all government offices and agencies, including LGUs and GOCCs, whether located in the Philippines or abroad.
3. Under the new law, red tape is now defined as any procedure that is ineffective or detrimental in achieving intended results and negatively affect social outcomes.
4. All government agencies shall set-up current and updated Citizen's Charter to indicate in details the following:
 - a. Checklist of requirements for each type of application or request
 - b. Person/s responsible for each step
 - c. Maximum time to complete the process
 - d. Amount of fees (if necessary)
 - e. Procedure to obtain a particular service
 - f. Procedure for filing of complaints
5. The Zero Contact policy shall be adopted except during the preliminary assessment of requests and evaluation of submitted documents.
6. Employees shall follow specific processing times for client transactions.

Type of Transaction	Processing Days	Definition
Simple transaction	3 days	Applications or requests which only require ministerial actions on the part of the agency, or that which present only inconsequential issues for resolution.
Complex transaction	7 days	Requests or applications which necessitate evaluation in the resolution of complicated issues by an officer or employee of a government office.
Highly technical application	20 days	Applications or requests which require the use of technical knowledge specialized skills and/or training in the processing and/or evaluation.

7. No application or request shall be returned to the client without appropriate action. Failure to do so may result to suspension, dismissal, or permanent disqualification from public service.

8. The Anti-Red-Tape Authority or ARTA is the government agency mandated to administer and implement the EODB-EGSD, and to monitor and ensure compliance with the national policy on anti-red-tape and ease of doing business in the country.

9. The Civil Service Commission shall maintain an Anti-Red Tape Unit in its central and regional offices to facilitate complaints and non-compliance to EODB-EGSD.

10. The Report Card Survey (RCS) will be used to check compliance of all government agencies to the law.

11. Violations

Any person who performs or causes the performance of the following acts shall be liable:

- Failure to set-up the most current Citizen's Charter;
- Violation of the Zero-Contact Policy except during preliminary assessment of request and evaluation of sufficiency of submitted requirements;
- Selling, offering to sell, or recommending specific brands of fire extinguishers and other fire safety equipment to any applicant or requesting party or business entity by the Bureau of Fire Protection or any of its officials or employees;
- Refusal to accept application or request with complete requirements being submitted by an applicant or requesting party without due cause;
- Imposition of additional requirements other than those listed in the Citizen's Charter;
- Imposition of additional costs not reflected in the Citizen's Charter;
- Failure to give the applicant or requesting party a written notice on the disapproval of an application or request;
- Failure to render government services within the prescribed processing time on any application or request without due cause;
- Failure or refusal to issue official receipts;
- Failure to attend to applicants or requesting parties who are within the premises of the office or agency concerned prior to the end of official working hours and during lunch break;
- Fixing and/or collusion with fixers in consideration of economic and/or other gain or advantage
- All other acts in violation of the provisions of RA 9485, as amended by RA 11032

12. Penalties

Any violations will warrant the following penalties and liabilities:

- First Offense: Administrative liability with six (6) months suspension except for fixing or collusion with fixers (where the penalty for second offense shall apply)
- Second Offense: Administrative liability and criminal liability of dismissal from the service, perpetual disqualification from holding public office and forfeiture of retirement benefits and imprisonment of one (1) year to six (6) years with a fine of not less than Five Hundred Thousand Pesos (Php 500,000.00) but not more than Two Million Pesos (Php 2,000,000.00).

Note:

- Dismissal from service shall include accessory penalties such as, but not limited to, perpetual disqualification from holding public office and forfeiture or retirement benefits, except terminal leave benefits and personal contributions to retirement benefit systems such as Government Service Insurance System (GSIS), Retirement and Benefits Administration (RBAS), or other equivalent retirement benefits system
- Criminal liability shall also be incurred through the commission of bribery extortion, or when the violation was done deliberately and maliciously to solicit favor in cash or in kind. In such cases, the pertinent provisions of the Revised Penal Code and other special laws shall apply.

Penalty for Fixing

- In case of fixing and/or collusion with fixers, the penalty provided for the Second Offense shall be imposed.



LAND BANK OF THE PHILIPPINES

CERTIFICATION Code of Conduct for LANDBANK Employees

In line with the observance of the Code of Conduct Month this January 2023, I hereby certify that _____
(Department/Branch/Unit) has undertaken the following activities:

- a) Discussion/reorientation on the provisions of the Bank's Code of Conduct among all our officers/employees;
- b) Recommitment of all staff to abide by the Code by accomplishing and signing the Code of Conduct for (COC) LANDBANK Employees, the Acceptable Use Policy (AUP), and the Republic Act 11032, "An Act Promoting Ease of Doing Business and Efficient Delivery of Government Services (EODB-EGSD)" (amending Republic Act No. 9485, "Anti-Red Tape Act of 2007");
- c) Retaining/filing the compliance recommitment certificates of all staff in our office to be made available any time for audit purposes;

*Department/Branch/Unit Head
Signature Over Printed Name*

Position/Designation/Department/Branch/Unit

Date



LAND BANK OF THE PHILIPPINES

CERTIFICATION OF COMPLIANCE

In line with the observance of the Code of Conduct Month this January 2023, I hereby certify that all Departments/Branches/Units under the _____ (Group/Sector) have submitted the certification attesting their compliance with the following requirements:

- a) Discussion/reorientation on the provisions of the Bank's Code of Conduct among all officers/employees;
- b) Recommitment of all staff to abide by the Code, the Acceptable Use Policy, and the Republic Act 11032, "An Act Promoting Ease of Doing Business and Efficient Delivery of Government Services (EODB-EGSD)" (amending Republic Act No. 9485, "Anti-Red Tape Act of 2007") by accomplishing and signing the Code of Conduct Recommitment, Acceptable Use Policy Commitment Compliance and EODB-EGSD Compliance Certificates; and
- c) Retaining/filing the compliance recommitment certificates of all staff in their respective offices to be made available any time for audit purposes.

Group/Sector Head
Signature Over Printed Name

Group/Sector

Date

CODE OF CONDUCT FOR LANDBANK DIRECTORS

I. STATEMENT OF PRINCIPLES

The Constitution declares that a public office is a public trust. The Land Bank of the Philippines, being a government-owned corporation, is a public office. Our ability to secure and maintain our strong position in the banking industry depends – to a great extent – on the trust and confidence of our clients, business partners, other stakeholders and the general public.

We recognize that this kind of relationship that is founded on trust entails responsibilities from the people guiding and leading for our organization. As such, we expect our Directors to strive to consciously adhere to the following principles consistent with our organization’s vision and mission as well as our core values:

- As civil servants, we are **accountable to the people** we serve by committing to respond to their needs with efficiency, genuine concern and professionalism.
- We **put value on honesty and integrity** in our day-to-day business dealings in the same way that we uphold these principles in our personal lives.
- We **uphold truth and justice** by playing an active role in stamping out corruption and unfair business practices that taint the image of the institution and the whole bureaucracy.
- We **treat our clients and colleagues with respect**, always mindful of their rights as human beings.
- We **lead simple and modest lifestyles** even as we continue to take pride to work in the service of the nation.

II. PURPOSE

The Code of Conduct for LANDBANK Directors (the “Code”) is written:

1. to provide guidance for all Directors to enable them to conduct themselves in a manner that will merit and inspire public trust and confidence consistent with LANDBANK’s core values of social responsibility, trust, excellence and professionalism; and at all times be accountable to the people, serve them with utmost responsibility, integrity, loyalty and efficiency, act with patriotism and justice, and lead modest lives;
2. to comply with Section 3(3) of the Bangko Sentral ng Pilipinas (BSP) Circular No. 283, series of 2001 which states in part:

“x x x To conduct the affairs of the institution with high degree of integrity x x x the Board of Directors should prescribe corporate values, codes of conduct and other standards of appropriate behavior for itself, the senior management and other employees x x x”
3. to comply with the requirements of the Governance Commission for GOCCs (GCG) requiring the implementation of a Code of Conduct for Directors.

III. SCOPE OF THE CODE

This Code applies to all Directors of the Land Bank of the Philippines (LBP). The Code covers significant provisions of existing internal policies and procedures, relevant laws, rules and regulations.

SECTION 1: PERFORMANCE OF DUTIES¹

A. THE LANDBANK DIRECTORS SHALL:

1. Act with utmost and undivided loyalty to the Bank;
2. Act with due care, extraordinary diligence, skill and good faith in the conduct of the business and in dealing with the properties of the Bank;
3. Act within the scope of their authority;
4. Avoid conflicts of interest and declare an interest they may have in any particular matter before the Board;
5. Apply sound business principles to ensure the financial soundness of the Bank; and
6. Employ only officers who are fit and proper to hold such office with due regard to qualifications, competence, experience and integrity.

B. POWERS/RESPONSIBILITIES AND DUTIES OF DIRECTORS²

1. *Powers of the board of directors.* The corporate powers of the Bank shall be exercised, its business conducted and all its property controlled and held, by its Board of Directors. The powers of the Board of Directors as conferred by law are original and cannot be revoked by the stockholders. The directors hold their office charged with the duty to exercise sound and objective judgment for the best interest of the Bank.
2. *General responsibility of the board of directors.* The position of a bank director is a position of trust. A director assumes certain responsibilities to different constituencies or stakeholders, i.e., the Bank itself, its stockholders, its depositors and other creditors, its management and employees, the regulators, deposit insurer and the public at large. These constituencies or stakeholders have the right to expect that the institution is being run in a prudent and sound manner. The board of directors is primarily responsible for approving and overseeing the implementation of the Bank's strategic objectives, risk strategy, corporate governance and corporate values. Further, the board of directors is also responsible for monitoring and overseeing the performance of senior management as the latter manages the day to day affairs of the institution.

C. OTHER RESPONSIBILITIES OF THE BOARD

Each Director shall:

1. Study the powers, duties and responsibilities of the Board;
2. Certify that he fully understands the same as required by BSP;
3. Faithfully perform the powers, duties and responsibilities of the Board;
4. Submit yearly a notarized Statement of Assets, Liabilities and Net Worth (SALN);
5. Submit a notarized "Panunumpa" (Oath of Office) to the Office of the Corporate Secretary pursuant to the appointment letter issued by the Office of the President of the Philippines;

¹ Sec. 19 , R.A. 10149; Sec. X141.3 MORB

² BSP Circular No. 749, S. 2012, as amended by BSP Circular No. 757, S.2012

6. Attach a copy of the formal Charter of Expectations, which each Director shall sign, to the copy of the “Oath of Office”; and
7. Submit a List of Disclosures.

SECTION 2: CONFIDENTIALITY OF INFORMATION

LANDBANK Directors shall maintain the confidentiality of all information acquired by them or entrusted to them by the Bank, its customers or business partners and are prohibited from making unauthorized disclosure of the same.

SECTION 3: CONFLICT OF INTEREST

LANDBANK Directors shall conduct their own financial affairs in a prudent manner and shall avoid financial situations that could reflect unfavorably on themselves, the Bank or its clients. In so doing, they are enjoined to avoid conflict of interest in performing their official duties.

A conflict of interest exists when:

- the Director’s objective ability or independence of judgment in performing official duties is impaired or may reasonably appear to be impaired by the personal concerns of a Director or his/her family and relatives which run counter to the objectives of the Bank; or when the official act results to unwarranted personal benefit on his/her part or of his/her family and relatives;
- the Director’s private interest interferes in any way with the interests of the Bank as a whole;
- the Director, his/her family and relatives, or his/her business or other financial interests would derive undue financial gain or advantage because of his/her official act.
- the Director is a member of a board, an officer or a substantial stockholder of a private corporation or owner or has a substantial interest in a business, and the interest of such corporation or business, or his rights or duties therein, may be opposed to or affected by the faithful performance of official duty.
- there is incompatibility of one’s official/professional duties and personal/private interests;
- a Director has a personal interest in a decision which he/she has the power to make; or
- an individual is in a position to exploit a Director in his/her professional or official capacity for private benefit

The term “family” shall refer to the spouse and children of a Director.

The term “relatives” shall refer to any and all persons related to a Director within the fourth civil degree of consanguinity or affinity, including “bilas”, “inso” and “balaе”.

In cases where new information surfaces on the potential conflict of interest, the same should be declared in the Sworn Statement of Assets, Liabilities and Net worth, Disclosure of Business Interests and Financial Connections, and Identification of Relatives in the Government Service, by the concerned Director.

Upon knowledge of potential conflict of interest, the concerned Director should inhibit himself/herself on the discussion/action on the transaction declaring the reason for the same.

If a Director becomes aware of the conflict of interest after the transaction has been made or concluded with his/her participation, he/she must immediately make a formal disclosure to the Board of Directors, and submit the same to the Office of the Corporate Secretary, which will then attach the same to the pertinent documents of the concluded transaction, for information and appropriate action.

SECTION 4: SEXUAL HARASSMENT OR MISCONDUCT

LANDBANK Directors shall strictly comply with the existing laws, rules and regulations on sexual harassment as defined below and other inappropriate or improper acts against fellow directors and the employees regardless of rank and consistently exercise prudence, respect and care in their interaction with one another and the general public.

Sexual harassment as defined under CSC Administrative Disciplinary Rules on Sexual Harassment Cases (CSC Resolution No. 01-0940) is an “act, or a series of acts, involving any unwelcome sexual advance, request or demand for a sexual favor, or other verbal or physical behavior of a sexual nature committed by a government employee or official in a work-related, training or education-related environment”.

SEC. 5: INTERNAL WHISTLEBLOWING AND REPORTING

The Directors who witness or become aware of any attempted, ongoing or consummated act of graft and corruption involving any Bank employee or Director, must report the same at the earliest possible time, as follows:

- For acts involving Bank employees with the rank of Senior Vice President (SVP) and above, including another Director- to the Chairman, LBP Corporate Governance Committee; and □ For act involving Bank employees below SVP level- to the Bank’s General Counsel.

Any Director who violates the protection of confidentiality of a protected disclosure shall be subject to disciplinary and/or criminal action as may be provided under existing pertinent, relevant laws, rules and regulations of the Bank, CSC and other regulatory bodies.

Any Director who does, causes, or encourages retaliatory actions against a whistleblower and/or bank employees supporting him/her or any of his/her relatives shall be subjected to administrative, civil and/or criminal proceedings.

False, misleading and malicious reports of disclosures shall be sufficient ground for the termination of the protection or assistance to whistleblowers, including the termination of their immunity from administrative cases, civil and/or criminal actions as may be appropriate. Any Director who, with malice or in bad faith, reports said information against any employee/director shall be subject to administrative, civil and/or criminal action.

SEC. 6: NO GIFT POLICY

As a general rule, solicitation and acceptance of gifts and donations is strictly prohibited. The following acts or omissions shall constitute the prohibited acts on solicitation and acceptance of gifts and donations:

- Directly or indirectly soliciting or accepting, any gift, gratuity, favor, entertainment, commodatum or anything of monetary value in the course of the Director’s official duties or in connection with any operation being regulated by or any transaction which may be affected by the functions of his/her office.
- Directly or indirectly requesting or receiving any gift, present, share, percentage, or benefit, for himself/herself or for any other person, in connection with any contract or transaction between the Bank and any other party, wherein the Director in his/her official capacity has to intervene under the law or existing policies of the Bank.
- Directly or indirectly requesting or receiving any gift, present or other pecuniary or material benefit, for himself/herself or any other party, from any person for whom the Director, in any manner or capacity, has secured or obtained, or will secure or obtain, any Bank product or service, in consideration for the help given or to be given.

The following shall be excluded in the prohibition on solicitation and acceptance of gifts/donations:

- Unsolicited gifts or presents of small/nominal or insignificant value offered or given as a mere ordinary token of gratitude or friendship according to local customs or usage, not given in anticipation of, or in exchange for, a favor from a Director or given after the transaction is completed, or service is rendered;
- A gift from a member of the family, relative or friends on the occasion of a family celebration, and without any expectation of pecuniary gain or benefit;
- Gifts offered in a public forum where refusal would cause embarrassment;
- Nominal gifts or grants from persons with no regular, pending, or expected transactions with the Bank with which the Director is connected, and without any expectation of pecuniary gain or benefit; and
- Gifts or grants coming from government entities or private organizations whether local or foreign, which are considered and accepted as humanitarian and altruistic in purpose and mission.

The determination of the propriety or impropriety of soliciting or accepting gifts shall consider the value of the gift, kinship or relationship between the giver and the receiver, the frequency or infrequency of the giving, and the motivation of the parties or the expectation of benefits.

Any offer of gift or entertainment which is considered excessive, or will put the recipient under an obligation, or influence a decision, or be in doubtful taste or be liable to bring the Bank's name into disrepute should be declined or returned to the giver.

The Directors are required to professionally inform any individual or organization with any actual or potential business with the Bank of this "No Gift Policy", the reasons the bank has adopted this policy, and request that such individual or organization respect such policy. Notices informing walk-in clients and visitors of the Policy shall likewise be posted in conspicuous areas within the bank premises.

In cases where it is considered inappropriate or impractical to decline or return a gift, the Director concerned shall immediately turn over the gift to the Employee Relations Department (ERD) for its proper disposition. The ERD or the Director concerned shall formally acknowledge the gift and inform the giver of the intended disposition.

SECTION 7: ACCESS AND USAGE OF OFFICIAL AND PERSONAL AND SOCIAL NETWORKING SITE (SNS) ACCOUNTS

The existing internal policy on the access and usage of official and personal and social networking site (SNS) accounts for LANDBANK employees also applies to LANDBANK Directors.

SECTION 8: COMPLAINTS AND GRIEVANCES

LANDBANK Directors shall handle complaints and grievances in accordance with the Bank's formal Grievance Procedure in line with the Grievance Machinery of the Civil Service Commission.

SECTION 9: DISCIPLINE AND ACCOUNTABILITY

LANDBANK Directors shall have a duty to adhere to this Code and to report violations. The Bank shall impose strict implementation of policies to ensure discipline and accountability.

Any violation of this Code shall be acted upon in accordance with the pertinent provisions of the laws, rules and regulations.

IV. INCORPORATION OF OTHER RULES

All pertinent laws, rules and regulations of the CSC, BSP, COA, GCG, and other government regulatory agencies and the internal issuances of the Bank governing or regulating the conduct of public officers and Directors are deemed incorporated into this Code.

V. EFFECTIVITY

This Code shall take effect upon approval by the Bank's Board of Directors.

VI. DISTRIBUTION OF THE CODE

The Code shall be distributed to all Directors of the Bank.

Each Director shall sign and submit a Code of Conduct Compliance Certificate to the Office of the Corporate Secretary. Incumbent Directors shall submit the Code of Conduct Compliance Certificate within thirty (30) calendar days from receipt of the Code, and thereafter, within the month of January of each year.

Approved by the Board of Directors of Land Bank of the Philippines under Board Resolution No. 17-034 adopted/approved on 10 January 2017.

CLASS D



LAND BANK OF THE PHILIPPINES

**CODE OF CONDUCT
COMPLIANCE CERTIFICATE**

This is to certify that I, after having received, read and understood the **Code of Conduct for LANDBANK Directors**, hereby commit to abide by its provisions and undertake to immediately report any violation thereof.

Director's Signature Over Printed Name

Date

Note: Please submit this Certificate to the Office of the Corporate Secretary.