

## B. Annual Reaffirmation of Commitment

Each year, Employees shall be asked to reaffirm their commitment to this Code in writing.

Employees must take time to read the copy of the Code disseminated each year, taking note of any amended or updated provisions.

## Management Rights and Obligations

Management decision shall prevail in all matters pertaining to the implementation of the Code including, but not limited to, the following:

- a. the promotion and enforcement of a culture of integrity in YGC;
- b. the establishment and revision of reasonable rules and regulations;
- c. the communication of these rules and regulations to all concerned parties;
- d. the determination of mechanisms to check compliance;
- e. the conduct of administrative investigations on possible violations and the imposition of disciplinary penalties, as warranted;
- f. the formulation of supporting policies, programs and procedures; and
- g. the inclusion of integrity and ethical track record in the selection of members of top management.

## Compliance with Laws, Rules and Regulations

Obeying the law, both in letter and in spirit, is paramount in our everyday dealings as we work for the growth of our respective companies. Circumvention or violation of any law (national, city, municipal, provincial, or those of foreign countries where our company may operate or have business dealings) shall not and shall never be tolerated.

Although not all Employees are expected to know the details of these laws, it is important to know enough to determine when to seek advice from their Line Heads or co-Employees. Each YGC member-company shall regularly disseminate information or hold trainings to promote compliance with laws, rules and regulations.



*ignorantia legis neminem excusat -*

## Ignorance of the law excuses no one.

Some of the sensitive laws which our business dealings might potentially cross are the following:

### A. Insider trading

Employees who have access to confidential information or information not known to the public are not permitted to use or share such information for stock trading purposes or for any other purposes except the conduct of their business. Use of non-public information for personal financial benefits or to “tip” others who might make an investment decision based on such information is not only unethical but also illegal.