unicef for every child

Investing in the Future

Why Do Children Matter in the Sustainability Reports of Publicly Listed Companies

This baseline study is commissioned by UNICEF, in partnership with the Securities and Exchange Commission

Securities and Exchange Commission PHILIPPINES

TABLE OF CONTENTS

TABLES

FIGURES

ACKNOWLEDGEMENTS

This baseline study was prepared as part of the partnership UNICEF Philippines and the Securities and Exchange Commission (SEC) on the promotion of children's rights in the corporate sustainability reporting efforts of publicly listed companies in the Philippines.

The report was written by Marianna Alfa F. Pacua, Environment, Social and Governance (ESG) Consultant and Ernesto "Nonoy" Casiple Jr., Programme Officer—Child Rights & Business, UNICEF Philippines.

Overall advisory and technical guidance in writing this report was provided by Maya Faisal, Chief of Social Policy, UNICEF Philippines with technical support/ inputs from Romain Sibelle, Corporate Alliance Manager, East Asia Pacific Regional Office(EAPRO), and Francisco Biber, Programme Specialist, Innovative Finance Hub,OOI O/P Finland.

The authors would like to thank the Corporate Governance and Finance Department (CGFD) of the SEC for their contributions to the report. We would also like to thank Maria Theresa Mercado, editor, and Juan Soriano for the layout and typesetting.

April 2025.

ACRONYMS

AGSIP	Ayala Group Summer Internship Program
AI	Artificial Intelligence
ASP	Autism Society of the Philippines
CHED	Commission on Higher Education
CLI	Child-lens Investing
CLIF	Child-lens Investment Framework
CPU	Child Protection Unit
CRB	Child Rights and Business
CRBP	Children's Rights and Business Principles
CSAEM	Child Sexual Abuse or Exploitation Materials
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
DEI	Diversity, Equity and Inclusion
DOLE	Department of Labor and Employment
DPA	Data Privacy Act
DTI	Department of Trade and Industry
EIA	Environment Impact Assessments
ESG	Environment, Social and Governance
EVGD	Economic Value Generated and Distributed
F&B	Food and Beverage
FFLJ	Fun for Little Juans
FIRST	Forum of Incident Response and Security Teams
FPIC	Free, Prior and Informed Consent
FPP	Family Preparedness Program
GLS	General Labor Standards
GNSC	Governance, Nomination and Sustainability Committee
GRI	Global Reporting Initiative
HFSS	High Content of Fat, Sugar and Salt
IJM	International Justice Mission
IWF	Internet Watch Foundation
MHPSS	Mental Health and Psychosocial Support Services
OSAEC	Online Sexual Abuse and Exploitation of Children
PLC	Philippine Listed Companies
PSE	Philippine Stock Exchange
SEC	Securities and Exchange Commission
SME	Small and Medium-sized Enterprises
SuRE	Sustainability Reporting
UNICEF	United Nations Children's Fund

ABSTRACT

This baseline study, commissioned by UNICEF in partnership with the Securities and Exchange Commission (SEC), examines the integration of children's rights into the sustainability reporting of 86 Philippine publicly listed companies (PLCs) in the Philippines. Using the UNICEF Children's Rights and Business Principles (CRBP) and the UNICEF Tool for Investors on Integrating Children's Rights into Environment, Social and Governance (ESG) Assessment, the study analyzes publicly available company disclosures to assess the extent to which PLCs consider and address child-rights impacts.

The findings show a limited explicit mention of children's rights, with most companies implicitly addressing these through broader human rights policies. While companies demonstrate strong compliance with child labour laws within their operations, evidence of child labour prevention in business relationships is less explicit. Disclosures on decent work provisions for young workers, parents and caregivers are also limited, with most companies lacking evidence in areas such as parental leave, flexible work arrangements, and childcare support (or those that are directly link to family-friendly policies and care work). Articulation of children's rights and welfare in community, environment and marketplace where businesses operate as articulated in the ESG reports are also less evident.

However, companies show positive efforts in certain areas, including:

- Equal opportunity and non-discrimination policies.
- Compliance with child labour laws.
- Support for the United Nations Sustainable Development Goals.
- Corporate sustainability and/or responsible business conduct programmes benefiting children and families.

The study concludes with recommendations for companies, government agencies and UNICEF to improve child-rights integration and reporting. Key recommendations include:

- **For companies:** Integrating child rights into due diligence processes, conducting child rights impact assessment, developing child rights/safeguarding policies, and considering children in stakeholder assessments.
- **For Investors:** integrating child-related factors into investment decision-making to advance positive outcomes for children while minimizing harm and alignment with global standards including UN Guiding Principles for Business and Human Rights (UNGPs).
- **For government agencies:** Enhancing industry regulations geared towards child-rights protection and considering child rights in relevant policies and impact assessments.
- **For SEC:** Encouraging explicit reporting on children's rights impacts and providing resources and training to support companies.
- **For UNICEF:** Supporting capacity-building for companies and government agencies like SEC, the Department of Labor and Employment and Department of Trade and Industry in developing child-rights policies, focusing advocacy on high-potential industries, conducting further research.

This study provides a baseline understanding of the current state of child-rights integration in sustainability practices of Philippine PLCs. It highlights areas in ESG where progress is needed and offers a set of recommendations to ensure that businesses and stakeholders respect and support children's rights.

FOREWORD

This baseline study carried out by UNICEF Philippines and the Securities and Exchange Commission (SEC), "Investing in the Future: Why Children Matter in Business," seeks to highlight the important recognition of children in corporate sustainability. This study provides a comprehensive baseline on how publicly listed companies (PLCs) in the Philippines are currently addressing children's rights in their sustainability reports. By highlighting best practices, identifying gaps and recommending actions for companies and government partners, we hope to encourage more businesses to prioritize children's rights in their sustainability agendas.

Children and young people ages 0-24 years old comprise almost 50 per cent of the Philippines' population and represent the most vulnerable segment of society. With children present in the workplace, community and marketplace where businesses operates, their well-being is profoundly influenced by the business practices of today, which shape the world they will inherit tomorrow. Corporations, through their operations, supply chains and community engagements, have a significant impact on children's rights and welfare. From ensuring safe and decent working conditions for the parents and caretakers through implementation of family-friendly policies, to ensuring prevention of child labour is respected, to protection of harmful marketing of products that can do more harm to children and to engage communities with needs of children and young people prioritized, businesses play a pivotal role in shaping a sustainable future. Overall, these directly contribute to the companies' triple bottomline on people (human rights and child rights), planet (protecting the environment), profit (increasing income and attracting more investments).

Moreover, integrating children's rights into corporate sustainability strategies aligns with global frameworks such as the United Nations Guiding Principles on Business and Human Rights and aligned with Children's Rights and Business Principles developed by UNICEF, Save the Children and the UN Global Compact. These international frameworks underscore the importance of respecting and supporting children's rights: 1) Setting the standards of businesses operations to do their part and 2) Establishing clear understanding on the role of role of government to realize rights of all children in the Philippines.

Recognizing the importance of considering the rights of children in corporate sustainability is a win-win for both businesses and government. Business and companies gain to promote sustainable practices to achieve their triple bottom line and government's investment in children to helps to achieve an equitable, and sustainable world for future generations.

The Securities and Exchange Commission (SEC) and UNICEF in the Philippines partnership seeks to champion children's rights in sustainability efforts of companies. We invite you to reflect on this study and join us in advocating for a corporate sustainability agenda that place children at the centre of responsible business action for sustainability.

INTRODUCTION

A. Background and Context

In the Philippines, children under 18 years old make up about 36.5 per cent of the total population. If you add the young people/ young workers ages 19–24, that would be 50 per cent of the total population in the country. As children and young people constitute a significant proportion of the population, their presence and roles in the workplace, marketplace, community and the environment emphasizes why businesses should consider them as key stakeholders in their sustainability efforts.

From a business perspective, children are a key stakeholder group, as they represent the future workforce, consumers and community members. As such, business practices cannot be sustainable if companies do not address their impact on children. As children's rights are a nascent issue in the sustainability agenda, the market is primed for companies, investors and the government to analyse, report and improve their work for every child[1].

While the government has the ultimate responsibility to protect children, businesses on the other hand have the role to respect children's rights. Both have the obligation to provide remedies from adverse impact of businesses to children.

In this context, the United Nations Children's Fund supports the Securities and Exchange Commission's (SEC) effort to embed children's rights in the sustainability efforts of the publicly listed companies (PLCs) in the country. With sustainability reporting as a mandatory requirement for the PLCs, it is important to understand and know how the PLCs are employing a child-rights lens in their sustainability practices.

[1]UNICEF Finland. (2024). Child lens on ESG: A study of Nasdaq Helsinki companies. UNICEF Finland.

©UNICEF Philippines/2020/Jacques Gimeno

Drawing inspiration for the UNICEF Finland report on Child-Lens on ESG: A Study of Nasdaq Helsinki Companies in 2024, UNICEF in the Philippines and the SEC commissioned a desk review in assessing the business commitments to children's rights of selected PLCs based on their 2023 sustainability reports.

The review looks at the Child Rights and Business Principles (CRBP) as a direct guidance on companies' actions towards impact to children. Embedding children's rights to core policies and practices of businesses is a responsible business practice. Disclosing their activities that support children's rights in their sustainability report ensures that companies are transparent about their impact to children and are held accountable for their actions. These build trust with stakeholders, including investors, customers and the communities in which they operate. Furthermore, awareness on their potential adverse impact and materiality of children's issues through sustainability efforts is a proactive approach which helps in identifying and mitigating potential risks, therefore driving more positive social impact externally and return on investments externally.

B. Significance of the Study

For its ninth Country Programme for Children in the Philippines, UNICEF has entered into a partnership with the SEC to support child rights and business evidence-based advocacy to influence government and business regulations and standards. This includes developing a baseline on the level of commitment to child rights of PLCs from the 2023 sustainability reports of these companies. This study also contributes to the 2024-2028 Child Rights and Business Strategy for the Philippines on (1) influencing business actions through adopting relevant business legislative and regulatory frameworks, including creating mechanisms for mandatory children's rights business due diligence and (2) Guiding and accelerating business action through capacity-building of child rights and business (CRB), child rights impact assessment, child rights in corporate governance and sustainability.

This research generates baseline evidence of existing child rights-related sustainability actions of PLCs to support responsible business conduct and advocate to reduce negative impact of businesses to children and their families. This is in response to the overall goal of UNICEF in the Philippines where children's rights are integrated in policies, legislation and mechanisms governing responsible business conduct by 2028.

The study aims to:

- Provide government (especially SEC and other investments and regulatory bodies) and UNICEF with baseline evidence on PLCs' business commitments and action related to supporting children's rights based on publicly accessible ESG and sustainability reports. This will provide information on the Philippine PLCs' level of incorporation of children's rights lens in their business operations to support the sustainability reporting (SuRE) framework.

- Contribute to government knowledge in advocating for child-rights lens in responsible business conduct starting with PLCs and with other types of companies in the future based on government priority investments and industries.

- Support the SEC, including its collaborating partners like Department of Labor and Employment (DOLE) and Department of Trade and Industry (DTI) in understanding child rights in ESG as well as decision-making approaches of companies, investors and other business ecosystem actors (like transparency with the supply chain of the PLCs, only when available) to better integrate child rights in responsible business practices.

C. Methodology

This baseline review is the first available report that provides a snapshot of how PLCs in the Philippines include children's rights in their public accessible sustainability reports.

A desk review methodology was employed to analyse publicly available sustainability reports of the PLCs. This exercise involved:

- Evaluation of the selected PLCs' sustainability reports using the CRBP and the Tool for Investors on Integrating Children's Rights into ESG Assessment (UNICEF ESG Tool) on the integration of child rights in the sustainability reports of PLCs.
- Identification of key trends, gaps, opportunities, including best practices in the reporting practices related to children's rights.
- Providing recommendations for improving child-rights integration and reporting practices among Philippine businesses.

The study covers 30 per cent or 86 of the PLCs in the Philippines that were selected based on the following criteria:

1. **UNICEF Recommendations:** The primary companies provided by UNICEF.
2. **Random Selection and Industry Balance:** To ensure a comprehensive coverage across various sectors, the initial list was adjusted to achieve a balanced representation of different industries. This included companies from the following industry classification set forth by the Philippine Stock Exchange. This included companies from the following industry classification set forth by the Philippine Stock Exchange[2].
   a. Financials – Banks and Other Financial Institutions
   b. Industrial – Electricity, Energy, Power, Water/ Food, Beverage, Tobacco/ Chemicals
   c. Electric Components and Equipment/ Other
   d. Holding Firms
   e. Property
   f. Services – Media/ Construction, Infra, Allied Services/ Telecommunications/ Information Technology (IT)/ Hotel and Leisure/ Education/ Casinos and Gaming/ Retail/ Other
   g. Mining and Oil
   h. SME Boards
   i. Equity
3. **Company Size through Economic Value Generated and Distributed (EVGD)/ Revenue and Number of Employees**: In sustainability reporting, EVGD is a metric used to measure a company's overall economic impact. It is equivalent to total revenue in company financial statements. As reported, the EVGD considers the value a company creates and distributes to various stakeholders, such as its employees, suppliers and shareholders, as well as the value it retains for future growth. Companies with higher EVGD and employee count were prioritized for the final cut. The combined total revenue of all companies included in the review amounts to Php4.7 trillion, employing over 1 million workers.

D. Data Collection

This study considers the sustainability report submissions for 2023 as part of the compliance to SEC Memorandum Circular No. 4, Series of 2019. These reports are publicly available as part of company disclosures and were downloaded from the PSE website. In cases where the sustainability reports or their link

[2]Philippine Stock Exchange. (n.d.). Company List. Retrieved December 2, 2024, from https://edge.pse.com.ph/companyDirectory/form.do

could not be located from the PSE website, these were researched from the respective company's website or the public domain. It should be noted that some companies chose to file the minimum requirement of the SEC sustainability report template and release their full reports later in the year or through other platforms. In such cases, this study evaluated all accessible versions of the sustainability reports.

E. Data Analysis

A thematic analysis based on the UNICEF CRBP[3], and the indicators in the UNICEF ESG Tool , was conducted to determine the extent by which PLCs are integrating child's rights considerations into their reporting. The CRBP, developed by UNICEF, the UN Global Compact, and Save the Children, are the first comprehensive set of guidelines for companies on how to respect and support children's rights through their business activities and relationships.

The UNICEF ESG Tool sets out a framework for assessing how well companies identify and manage risks to children as part of their human rights due diligence and social responsibility. It is a valuable tool for assessing sustainability reports as it sets out indicators for measuring corporate performance on managing children's rights impacts, and aligns with existing reporting standards while reflecting best practices.

The study used the CRBP as the main framework to ensure that all principles will be covered by the assessment. The indicators from the UNICEF ESG Tool were then mapped under each principle to serve as the evaluation questions to determine extent of integration into the company disclosures (Table 1).

Table 1: Analytical Framework for the Baseline Study

Children's Rights and Business Principles and corresponding Integration Indicators prescribed by the ESG Tool for Investors		
CRBP Principle	**Does the company...**	**Indicators**
1	... meet its responsibility to respect children's rights and commit to supporting the human rights of children?	**1.1. Commitment to respecting children's rights:** Is there an explicit commitment to respecting children's rights? **1.2. Board Oversight:** Does the company have board oversight of Children's rights issues? **1.3. Due Diligence:** Does the company integrate children's rights or human rights in its impact assessments? **1.4. Stakeholder Consultation:** Does the company identify children as a stakeholder group and engage in consultation with stakeholders on children's rights? business partners?

[3]UNICEF. (n.d.). Children's rights and business principles. Retrieved January 18, 2025, from https://www.unicef.org/documents/childrens-rights-and-business-principles

[4]UNICEF. (2021). Tool for investors on integrating children's rights into ESG assessment. https://www.unicef.org/media/96091/file/Tool%20for%20Investors%20on%20Integrating%20Children's%20Rights%20Into%20ESG%20Assessment.pdf

Children's Rights and Business Principles and corresponding Integration Indicators prescribed by the ESG Tool for Investors

CRBP Principle	Does the company...	Indicators
1	... meet its responsibility to respect children's rights and commit to supporting the human rights of children?	**1.5. Grievance Mechanism:** Does the company have an operational-level grievance mechanism that is focused on children's rights and accessible to children? **1.6. Training:** Does the company support its children's rights commitments with training for personnel and business partners? **1.7. Materiality Assessment:** Does the company include children's rights in its materiality assessments? **1.8. Transparency and Reporting:** Does the company communicate externally how child-rights impacts are addressed?
2	... contribute towards the elimination of child labour, including in all business activities and business relationships?	**2.1 Supplier Commitment:** Does the company require that suppliers and contractors respect children's rights? **2.2 Supplier Assessment/ Code of Conduct:** Does the company assess suppliers and contractors on respecting children's rights and family-friendly policies? **2.3 Child Labour Commitment:** Does the company commit not to use child labour in operations and the supply chain? **2.4 Child Labour remediation:** Does the company have a child labour prevention and/or remediation policy or plan?
3	... provide decent work for young workers, parents and caregivers?	**3.1 Working conditions for young workers:** Does the company provide decent and safe work for young workers? **3.2 Skills Development and Training:** Does the company employ young workers with an emphasis on skills development and vocational training? **3.3 Equal Opportunities:** Does the company commit to equal opportunities and non-discrimination based on gender, pregnancy, maternity, paternity and family responsibilities?

Children's Rights and Business Principles and corresponding Integration Indicators prescribed by the ESG Tool for Investors		
CRBP Principle	Does the company...	Indicators
3	... provide decent work for young workers, parents and caregivers?	**3.4 Parental Leave:** Does the company provide sufficient paid maternity, paternity and parental leave? Say implicit if there are any mentions of such kinds of leaves. **3.5 Job Security:** Does the company guarantee job security for workers on maternity, paternity and parental leave? **3.6 Flexible Work:** Does the company offer flexible working arrangements to workers with family responsibilities? **3.7 Childcare Support:** Does the company support workers' children to access good quality childcare and early childhood education? **3.8 Living Wage:** Does the company commit to paying wages that are sufficient for employees to meet their basic needs and the needs of their families **3.9 Health and Safety:** Does the company protect the health and safety of pregnant and breastfeeding workers? **3.10 Breastfeeding support at Work:** Does the company support workers to breastfeed exclusively for the first six months and complimentary for however long they choose?[5]
4	... ensure the protection and safety of children in all business activities and facilities?	**4.1 Child safeguarding and protection:** Does the company have a child safeguarding or protection policy? **4.2 Online child protection:** Has the company put in place measures in place to protect children using digital services? **4.3 Data Privacy:** Does the company have standards on privacy and the collection of personal data on or from children?

[5]The analysis and succeeding results indicators 3.9 and 3.10 from the UNICEF ESG Tool to accomodate the nascent stage of CBRP in Philippines sustainability reporting.

Children's Rights and Business Principles and corresponding Integration Indicators prescribed by the ESG Tool for Investors

CRBP Principle	Does the company...	Indicators
5	... ensure that products and services are safe, and seek to support children's rights through them?	**5.1 Product safety:** Does the company ensure that its products are safe for customers, specifically, children.
6	... use marketing and advertising that respect and support children's rights?	6.1 **Responsible Marketing Communication:** Does the company have a responsible marketing policy that places limits on marketing to children 6.2 **Unhealthy Food** promotion: Does the company limit marketing of unhealthy foods to children? 6.3 **Digital Marketing:** Does the company have responsible digital marketing practices with respect to children?
7	... respect and support children's rights in relation to the environment and to land acquisition and use?	**7.1 Land Acquisition and Use:** Does the company have a policy on land acquisition and resettlement that considers children's unique vulnerabilities? **7.2 Environmental Assessments and impact measurement:** Does the company identify and monitor special environmental risks to pregnant women and children in the community?
8	... respect and support children's rights in security arrangements?	**8.1 Security arrangements:** Does the company ensure that children's rights are protected in security arrangements?
9	... help protect children affected by emergencies?	**9.1 Emergency Response:** Does the company help protect children affected by emergencies?[6]

[6]Emergency Response: is the new indicator to capture and mentions or practices fro CBRP Priciple # 9. This indicator is not available in the UNICEF ESG Tool for Investors.

Children’s Rights and Business Principles and corresponding Integration Indicators prescribed by the ESG Tool for Investors		
CRBP Principle	Does the company...	Indicators
10	... reinforce community and government efforts to protect and fulfil children’s rights?	**10.1 Support for the UN SDGs:** Does the company integrate the SDGs into its Sustainability/ CSR Strategy? **10.2 Initiatives and Partnerships/ CSR:** Does the company participate in initiatives and partnerships to support the realization of children’s rights?

To efficiently analyse the large volume of sustainability reports, the analysis employed a two-step process:

STEP 1
Initial Screening

The sustainability reports were first processed using Perplexity Artificial intelligence (AI), an advanced language model. This AI tool was prompted to conduct an initial scan of the documents, and identify potential highlights and keywords related to the UNICEF CRBP framework and the indicators. While AI tools can efficiently process large amounts of text, it has limitations in understanding context or capturing implied meanings. In this case, it is important to mention that AI is a tool and not as an all-encompassing solution which requires human oversight as practised in the next step.

STEP 2
Human Verification and Refinement

Following the AI screening, the researcher personally reviewed each sustainability report to verify the generated highlights. This step involved:

- Confirming the accuracy of AI-identified references
- Identifying additional relevant information
- Contextualizing the findings within the broader narrative of each report
- Applying the adjusted scoring methodology to evaluate the level of CRBP integration

This approach allowed for an efficient and comprehensive review, combining the speed and pattern recognition capabilities of AI with the nuanced understanding and interpretive skills of human analysis. Under the UNICEF Guidance on use of AI in research, it is important to underscore that AI can be a powerful tool, if it is used ethically and effectively. All final assessments and scoring were based on the researcher’s examination of the reports.

The final analysis used a modified version of the scoring criteria recommended by the UNICEF ESG Tool. The modification was employed to efficiently capture the current state of child-rights integration in PLC sustainability reports. This study used a simplified scoring scale of 0, 1 and 2, compared to the original 0-2 scoring with 0.5 increments, which would require a more in-depth investigation and validation of company sustainability practices.

For example, the UNICEF ESG Tool allocates a high rating for "Companies who provides at least 6 months of paid maternity leave, or at least 6 months of paid parental leave, across all operations." This research, which is meant to be a quick assessment, reduced the sensitivity of the indicator and considered a score of 2 for "Company shows evidence of paid parental leaves through reported metrics, with some narrative description of how it benefits the well-being of children and families, without specifying duration or coverage."

The simplified scoring system used for the evaluation is as follows:

EXPLICIT
A clear and direct statement or reference to implications on child rights. This could include specific policies, programmes or commitments related to the indicator.

IMPLICIT
Indirect references to child rights that can be inferred from the company's disclosures. These can be existence of general policies but not specifically talking about child rights.

NO EVIDENCE
The company's disclosures does not contain any explicit or implicit references to child rights. This may indicate a lack of awareness, commitment or transparency regarding child-rights issues.

Each rating is adjusted in the context of the specific indicator, which is further described in the results section. This scoring system is adapted to reflect the nascent stage of CRBP integration in traditional sustainability reporting in the Philippines and is meant to highlight and encourage any explicit mention and commitment to children's rights, even if not yet fully developed. It helps provide a clearer distinction between companies at different stages of CRBP integration and offers a more nuanced view of the current landscape, possibly capturing a wider range of practices in different stages of development. The study intends to emphasize company efforts and intends to also capture implicit references. As CRBP adoption matures in the Philippine context, the scoring system can be adjusted to include more detailed criteria.

F. Presentation of Results

Results of the study are organized according to the following categories: Overall Results, Specific Findings under the UNICEF CRBP, and Conclusions and Recommendations.

G. Limitations of the Study

The study and analysis were limited to the publicly available sustainability reports of the selected PLCs for reporting year 2023. Therefore, results are limited to what the companies chose to disclose. This study also covers only a subset of PLCs, which may not present an accurate generalization of findings.

Analysis of data from the ESG reports of PLCs was limited to what the companies disclosed in their publicly available sustainability reports. This information was obtained from the Philippine Stock Exchange portal or downloaded from the respective company's website. The review also did not consider individual references to company sustainability reports and practices which were not part of the sustainability reports but were available through traditional and digital media, such as press releases, social media posts or news articles. No further data searches were performed to validate the disclosures in the reports or to locate evidence of actual applications of their reported practices.

The findings of this baseline study are exploratory and are not representative of the child-rights integration of the Philippine business community, nor an in-depth analysis. There is also no intention to rank or judge companies' sustainability performance.

LITERATURE REVIEW

In recent years, the integration of ESG criteria into business practices has gained significant momentum. Among the various social dimensions of ESG, the protection and promotion of children's rights have emerged as critical areas of focus.

In this section of literature review, we explore the intersection of CRB within the ESG framework, highlighting the importance of corporate responsibility in safeguarding the well-being of children. By examining existing research, case studies and policy frameworks, this review seeks to provide a comprehensive understanding of how businesses can contribute to the advancement of children's rights while achieving Sustainable Development Goals.

A. Children's Rights as Human Rights

Children have the same human rights as adults and specific rights that recognize their special needs. These rights are guaranteed under the Convention on the Rights of the Child, an international human rights treaty that sets out children's civil, political, economic, social and cultural rights. Countries (State Parties) that have ratified this Convention are legally bound to implement its provisions through appropriate legislative, administrative, and other measures (Article 4, Convention on the Rights of the Child).

© UNICEF/UNI703026/Tabor

The Convention on the Rights of the Child defines a child as every human being below the age of 18 (Article 1, Convention on the Rights of the Child). Children require specific safeguards, protection and care for their physical, emotional and intellectual development. Children are vulnerable to exploitation, abuse and neglect, making it necessary to establish specific rights to protect them.

According to the Convention on the Rights of the Child, four general principles are vital for children's rights to be fulfilled:

Non-discrimination
Article 2 mandates States Parties to uphold and protect the rights of every child within their jurisdiction without discrimination, regardless of their race, colour, sex, language, religion, political opinion, national, ethnic, or social origin, property, disability, birth or other status. States Parties shall take all appropriate measures to ensure the child is protected against all forms of discrimination or punishment based on their status, activities, expressed opinions or beliefs of their parents, legal guardians or family members

Best interest of a child
Article 3 states that the best interest of the child shall be the primary consideration in all actions concerning children. State Parties shall take all appropriate legislative and administrative measures to ensure the child's well-being, considering the rights and duties of parents, legal guardians or other individuals legally responsible for them. State Parties shall also ensure that institutions, services and facilities responsible for childcare meet the standards set by competent authorities regarding safety, health, staff and supervision.

Right to life, survival and development
Article 6 recognizes every child's inherent right to life and mandates States Parties to ensure the maximum possible survival and development of the child.

Respect for the views of a child
Article 12 of the Convention on the Rights of the Child provides that States Parties shall assure the child who is capable of forming his or her own views the right to express those views freely in all matters affecting the child, the views of the child being given due weight in accordance with the age and maturity of the child. Thus, the child shall be provided the opportunity to be heard in any judicial and administrative proceedings affecting the child, either directly, or through a representative or an appropriate body, in a manner consistent with the procedural rules of national law.

B. Children and Business

Children's lives are inextricably linked to business. Children are consumers of business products and services, young workers in business supply chains, family members of employees in business enterprises, or residents of the communities that host business operations and activities.

Across the value chain, business can impact children positively and negatively. For example, business operations impact children in various ways:

In the community and environment

Businesses may eliminate child labour from their supply chain and in the process, exacerbate negative living conditions for children in the community, contribute to climate change and pollute the environment in which they operate.

In the workplace

Businesses impact children's rights by potentially illegally employing children, not having policies in place to protect young workers and caregivers and not protecting children who may interact with a company's employees through volunteer work or apprenticeships.

In the marketplace

Business products and services, as well as marketing and advertising, can have harmful impacts on children. A digital ad can negatively affect body image or a digital surveillance tool in the classroom can lead to self-censorship.

Since the launch of CRB principles in 2012, the UNICEF motto in engaging with the business world is "Children are Everyone's Business!" Children are in the community, environment, workplace and marketplace where businesses operate. Thus, incorporating children's rights into ESG efforts/ mechanism (including official disclosures in reporting) is essential to demonstrate adherence to responsible business practices. Key aspects include:

Identification of Child-Rights Issues: Companies need to identify and assess the impact of their operations on children's rights. Beyond issues like child labour, the safety of young workers, and the effects of business activities on children's health and education.

Double Materiality Assessment: Integrating children's rights into the double materiality assessment helps companies understand the significance of their impact on children and how these issues can affect the business. This involves evaluating both the financial and non-financial impacts of business activities on children's rights.

Stakeholder Engagement: Engaging with children and their representatives is crucial for understanding their needs and concerns. This can be done through consultations, surveys, and partnerships with organizations that advocate for children's rights.

Reporting Standards: Companies should follow established reporting standards that include children's rights. For example, the European Sustainability Reporting Standards provide detailed requirements for reporting on various ESG issues, including children's rights.

Transparency and Accountability: Clear and transparent reporting on children's rights helps build trust with stakeholders. The disclosure of companies should disclose their policies, practices, and performance related to children's rights, and provide examples of how they are addressing these issues.

By integrating children's rights into ESG reporting, companies can contribute to a more sustainable and equitable future for all children.

© UNICEF Philippines/2022/Blanche Bacareza

C. Why Single Out Children in Business?

Children and young people have the same general human rights as adults, as well as specific rights that recognize their special needs. There are many reasons for singling out children's rights:

Children under 18 years make up about 36.5 per cent of the total population equivalent to around 39.7 million, with children under five years comprising 10.2 per cent or 11.1 million in 2020. The extracted populated data below from Philippine Statistics Authority includes young people up to 24 years old in the context of young workers age group.

Table 2: Projected Population by Age Group, Sex and Five-Year Interval[7]

Age Group (both sexes)	01 July 2020	01 July 2025
	in thousands	
0 - 4	11,086.7	8,747.2
5 - 9	11,288.2	11,026.4
10 - 14	11,108.6	11,242.4
15 - 19	10,499.1	11,048.1
20 - 24	10,040.3	10,422.2

Children are individuals.

Children start life as totally dependent beings.

The actions or inactions of government impact children more strongly than any other group.

Children's views should be heard and considered in the political process.

Changes in society are having a disproportionate, and often, negative impact on children.

The healthy development of children is crucial to the well-being of any society.

The costs to society of failing children is huge.

Child Rights in Sustainability Reporting

Having established the importance of focusing on children, it is also relevant to provide key elements on the significance of sustainability reporting for companies.

Sustainability reporting is the practice of businesses to publicly share their significant economic, environment and social impacts. It requires disclosures on a company's non-financial performance across various dimensions, positive or negative, towards the end goal of sustainable development[8].

Reporting increases an organization's accountability for their actions and helps companies manage risks. Some companies have started reporting on their environment and social performance voluntarily as early as the 1990s. It has gained traction globally over the past decade, with the introduction of global frameworks and increasing demand for transparency[9].

In recent years, mandatory reporting requirements were introduced in various countries and regions, including the European Union's Corporate Sustainability Reporting Directive (CSRD) and the Philippines' SEC Sustainability Reporting Guidelines for Publicly Listed Companies.

In the Philippines, the extent to which child rights are addressed within these reports remains unexplored. Applying a child-rights lens to sustainability reporting, and subsequently, to company operations and sustainability

[7]Philippine Statistics Authority. (2023). Philippine population projected to be around 138.67 million in 2055 under scenario 2. Philippine Statistics Authority. Retrieved January 19, 2025, from https://psa.gov.ph/content/philippine-population-projected-be-around-13867-million-2055-under-scenario-2

[8]Global Reporting Initiative. (n.d.). The value of sustainability reporting and the GRI Standards. Retrieved January 20, 2025, from https://www.globalreporting.org/media/jzylu3ek/the-value-of-sustainability-reporting-and-the-gri-standards.pdf

[9]EnergyElephant. (n.d.). History of sustainability reporting. Retrieved December 2, 2024, from https://blog.energyelephant.com/history-of-sustainability-reporting/

practices, are important for several reasons. Globally, children make up approximately one-third of the population. In the Philippines, children under 18 years old make up about 36.5 per cent of the total population equivalent to around 39.7 million, with children under five years old comprising 10.2 per cent or 11.1 million in 2020. The Philippines Statistics Authority estimates that children and youth (0-24 years old) will exceed 52 million in 2025. This is a huge population that needs to be heard and recognized. Advancing children's rights and welfare is crucial to development of the community and society, and failing to address their needs can result in significant costs for society.

Children are unique individuals with specific needs. They are among the most vulnerable members of society and typically not included in consultations and decision-making that affect their lives. They are often most affected by societal change, actions or inactions of government, strongly than any other group, since they often do not have the opportunity or platform to express their needs or concerns. Children are dependent on adults for survival, making them susceptible to exploitation and abuse.

ESG Reporting as Investment Driver

Likewise, sustainability reports serve as tools for investors to help them make more informed decisions, since they provide critical information for assessing risks and opportunities. The Global Reporting Initiative notes that sustainability reporting enables investors to combine financial and non-financial performance analysis to make better-informed decisions[10]. Transparency in reporting thus helps businesses secure investments from ESG-focused investors.

An article published by the Global Child Forum shares that most serious investors recognize by now that considering ESG criteria in investment decision-making can generate long-term competitive financial returns and positive impacts. Given that children and children's rights rank highly in the eyes of the public, media and governments, companies who do not protect children may suffer financially and reputationally as a result, which may lead to losses for the investors[11]. Businesses rely on investors for access to capital and market recognition, among others. Therefore, investors may also have a key role to play in the development of responsible governance and practices regarding ESG. Investor preferences can drive improvements not only on increased company disclosures, but improved practices as well.

However, research made in 2018 by the Global Child Forum showed that investors have a limited awareness of children's rights in their decision-making. Most recognize only the issue of child labour, or place children's rights to be a subset of human rights, prompting the Global Child Forum to, "urge all investors to recognize their responsibility and take action accordingly. Understanding the potential in using a children's rights lens has widespread benefits for the condition of children globally while also contributing to the creation of sustainable business environments, as underscored by the Children's Rights and Business Principles[12]."

A newer ESG Study covering the European Markets by Deutsche Bank in 2024 showed that over half of the 1,300 respondents expect to increase the share of sustainable investments in their portfolio over the next five years. While environmental factors remain a focus for investors, the survey shows increasing attention to social and governance aspects. However, respondents also think that they lack

[10] Global Reporting Initiative. (n.d.). The value of sustainability reporting and the GRI Standards. Retrieved March 4, 2025, from https://www.globalreporting.org/media/jzylu3ek/the-value-of-sustainability-reporting-and-the-gri-standards.pdf

[11] Global Child Forum. (n.d.). Ignoring children's rights is risky business. Retrieved March 4, 2025, from https://globalchildforum.org/ignoring-childrens-rights-is-risky-business/

[12] Global Child Forum. (2018). Investor insights: Children's rights in the financial sector. https://www.globalchildforum.org/wp-content/uploads/2018/03/Investor-Insights_Global-Child-Forum-180328.pdf

ESG investment knowledge and skills. Most of the respondents also indicated that they think they still lack ESG investment knowledge and skills[13].

To address the lack of a framework by which investors can systematically analyse the consequences of their actions on children, the UNICEF Child-lens Investment Framework (CLIF) introduces the concept of child-lens investing (CLI) to the market. The framework empowers investors to foster holistic support for the benefit of children, drawing also from the best practices of ESG, as well as impact investing[14]. More transparent and child-friendly sustainability reporting has the potential to support CLI and drive investments.

D. Businesses' Impact to Society, including Children

Businesses have a big impact on society. They provide goods and services to the population, provide jobs and facilitate economic growth. While these aid in development, the negative impact of businesses cannot be ignored. For example, exploitative business practices lead to pollution, depletion of natural resources, loss of biodiversity and increased greenhouse gas (GHG) emissions contributing to climate change. Moreover, the general well-being of people are affected by irresponsible labour practices, unsafe working conditions and displacement of local communities for business operations, among others[15].

Since they are rarely identified as stakeholders, children may experience the negative impacts of business exponentially. Aside from exposure to child labour, they can also be impacted as consumers, as workers, as members of the community, or indirectly, as their parents and guardians depend on businesses for employment.

In recent years, more stakeholders, hold businesses accountable and responsible for their negative impacts to the environment and society—thus, prompting the increasing disclosure requirements on a company's ESG practices. It is in the best interests of businesses to incorporate a child-rights lens perspective in their sustainability reporting, as their operations can significantly impact children's rights to health, education, safe employment and protection from exploitation. These children also grow into the future employment pool for business; hence, this approach is crucial for ensuring children's development into healthy, productive members of society who will contribute to long-term sustainability.

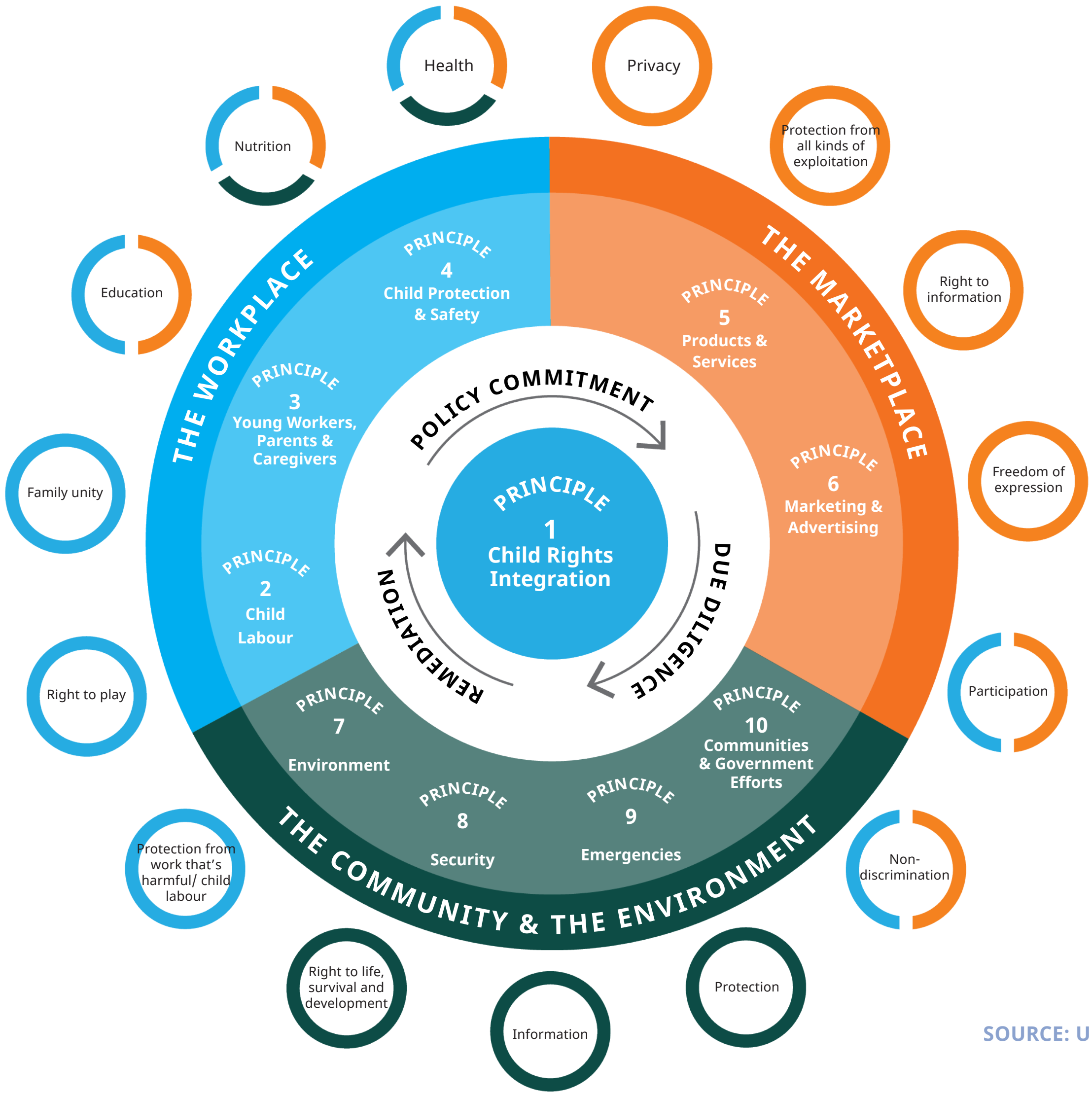
Figure 1 shows how business impact areas relate to the Convention on the Rights of the Child.

[13]Deutsche Bank. (2024). ESG survey 2024. https://www.deutschewealth.com/en/our-capabilities/esg/what-is-esg-investing-wealth-management/ESG-survey-2024.html

[14]UNICEF. (n.d.). Child-lens investing framework. https://www.unicef.org/innovation/media/18531/file/Child-Lens%20Investing%20Framework.pdf

[15]Impact Day. (n.d.). Business impacts on the world, society, and climate. Retrieved December 2, 2024, from https://impactday.eu/blog/business-impacts/

Figure 1: Business Impact Areas Linked to the Convention on the Rights of the Child



SOURCE: UNICEF

While the CRBP clearly shows that impact of businesses to children is beyond child labour, a UNICEF report titled *Charting the Course* further challenges the common assumption that child labour is the sole or even primary adverse business impact on children, while recognizing its importance and the significance of initiatives to end it. The reality is that business activities and relationships can have multiple adverse impacts on children[16].

This study also considers two prominent international organizations as reference points for promoting children's rights in the business sector. These are the Global Child Rights Forum and the Center for Child Rights and Business.

[16]UNICEF. (2022). Charting the course: Embedding children's rights in responsible business conduct. https://www.unicef.org/media/129596/file/Charting%20The%20Course.pdf

The State of Children's Rights & Business 2024[17] report, issued by the Global Child Rights Forum, provides a comprehensive assessment of how the world's most influential companies are addressing children's rights within their operations. In 2024, 1,802 companies globally were evaluated. Results showed that:

- 15 per cent of the world's most influential companies score less than 1 out of 10 across the indicators, meaning they are not demonstrating what they are doing to protect and uphold children's rights—or human rights in general across their business. This also applies to social and environmental concerns in the wider community.
- 99.6 per cent of companies do not report on whether they engage with external stakeholders to gain a children's or youth's perspective for their materiality assessments. Engaging with experts on children's issues is a crucial first step in identifying what companies' potential impacts might be and how to manage them. Just eight out of 1,802 companies show evidence of this.
- Europe and North America see the strongest performance overall, likely due to stronger reporting requirements in these regions. The European companies that we also benchmarked in 2022 have, on average, improved by 4 per cent in 2023.

Box 1: Child-lens Investing and the Role of Investors

Child-lens investing is an approach that intentionally integrates child-related considerations to drive positive outcomes, while minimizing harm. It is based on the understanding that businesses have a significant impact on children, both directly and indirectly, and that protecting and promoting children's rights is not only a moral obligation but also a business imperative. This framework emphasizes the need for investors to consider child-specific issues in their stakeholder engagements, materiality assessments, due diligence processes, and overall investment strategies. By aligning their investments a child-lens, investors can help their investees create a positive impact on the lives of children and contribute to the United Nations Sustainable Development Goals.

In the Philippine context, publicly listed companies are increasingly recognizing the importance of incorporating a child-lens into their sustainability reports and business practices. The baseline study on the integration of child rights into these companies' sustainability reports reveals a growing awareness and commitment to children's rights, while at the same time important challenges on due dilligence and issue-specific disclosures. Investors can play a crucial role in this process by encouraging enhanced reporting and action plans from their portfolios, integrating child rights into their corporate strategies and operations.

Applying the child-lens investing framework in the Philippines supports investors throughout the investing cycle, including strategy, governance, holding, and monitoring of equities. During the strategy phase, investors can map stakeholders and identify material issues related to children's rights that are relevant to the business. For governance, this involves setting policies and training of portfolio managers to ensure that investees adhere to child-rights standards and incorporate these standards into their corporate governance practices. When holding equities, investors can use active ownership strategies to engage with companies, hold them accountable for their commitments to children, and provide support for initiatives that promote children's well-being. Finally, in the monitoring phase, investors can regularly assess the long-term impact of the company's efforts on children's rights, ensuring that progress is tracked and necessary adjustments are made.

You can learn more about this investing approach here
https://www.unicef.org/innovation/child-lens-investing

[17]Global Child Forum. (2024). Children's Rights & Business 2024. https://globalchildforum.org/wp-content/uploads/2024/11/Global_Child_Forum_Benchmark_Report_2024.pdf

The focus of the report is on the areas of mental health, nutrition, and corporate climate action which reveals the following:

60% of consumer-facing technology companies have not publicly committed to ensuring product safety and product responsibility in relation to children's specific needs.

57% of the largest food production companies and retailers are taking actions to contribute positively to the wider community, such as donating to food banks and helping to educate children on nutrition and healthy diets. However, just 15 per cent consider whether their marketing and advertising or products and services could impact children during their materiality assessments.

72% of the world's largest companies have a transition plan in place for climate change mitigation and 89 per cent of these companies are reporting on progress towards their targets, however the quality and completeness of their reporting requires greater scrutiny.

According to the report, "This year's findings reveal that the broader corporate sector is falling significantly short in protecting children and their futures. By broadening our assessment to include 1,802 companies from the SDG2000—the world's largest and most influential firms—the overall benchmark performance has decreased by 12 per cent, resulting in an average score of 4.3 out of 10. This is one of the lowest average scores recorded since we began our benchmarks in 2014".

Meanwhile, the top 15 leader companies based on the benchmarking report was led by the food processing group, Wilmar International, which retains the top spot and is the only company to achieve full marks (10/10), followed closely by telecommunications provider PLDT, which improved its scores by 10 per cent in 2023, achieving almost full marks.

Table 3: Top 15 Leaderboard of The State of Children's Rights and Business 2024 Report, Global Child Rights Forum

COMPANY	SCORE	SCORE CHANGE (POINTS)	COUNTRY	SECTOR	ANNUAL REVENUE 2023* ($ BN)	EMPLOYEES
Wilmar International	10.0	Same	Singapore	Food, Beverage & Personal Care	67.16	100,000
PLDT	9.9	+1	Philippines	Technology &Telecommunications	3.8	16,194
Hershey	9.3	+0.2	United States	Food, Beverage & Personal Care	11.2	20,000
Musim Mas	9.3	+0.6	Singapore	Food, Beverage & Personal Care	8.9	42,000
PepsiCo	9.3	+0.4	United States	Food, Beverage & Personal Care	91.5	317,900
Aldi Nord	9.1	+0.5	Germany	Food, Beverage & Personal Care	-	
Ferrero	9.1	+0.7	Luxembourg	Food, Beverage & Personal Care	17.0	47,121
Telenor	9.1	+1	Norway	Technology &Telecommunications	7.7	11,000
Neste	9.0	+0.5	Finland	Energy & Utilities	25.3	6,018
Aldi Sűd	9.0	+0.8	Germany	Food, Beverage & Personal Care	83.0	200,410
Siemens	9.0	+1.9	Germany	B2B	82.3	320,000
Verizon	8.9	+0.2	United States	Technology &Telecommunications	134.0	106,000
Nestle	8.9	+0.5	Switzerland	Food, Beverage & Personal Care	110.9	270,000
Telia	8.8	+0.6	Sweden	Technology &Telecommunications	8.7	19,000
Norsk Hydro	8.8	+0.6	Norway	Basic Materials	19.1	33,000

*Revenues and employee numbers are based on the companies' reporting method which either follow the calendar year or their 2022-2023 financial year.

The other organization that supports advocacy for CRB is the Centre for Child Rights and Business. The Centre for Child Rights and Business is an organization dedicated to helping companies integrate child rights into their business operations, particularly within their supply chains. Their mission is to promote and respect children's rights, ensuring that businesses understand their impact on children and take practical steps to mitigate risks and create positive change.

Key services provided by the centre include:

Child Labour Prevention and Remediation: Helping businesses monitor, prevent and address child labour in all its forms.

Risk and Impact Assessments: Evaluating how business operations affect children and providing recommendations to manage these impacts.

Support for Young Workers: Offering guidance on best practices for employing young workers and creating decent work opportunities.

Family-Friendly Workplaces: Assisting companies in addressing the needs of working parents and their children, ensuring a supportive work environment.

E. The Role of the Securities and Exchange Commission (SEC) in the Philippines

While companies and organizations provide mechanisms to respect children's rights from the adverse impact of businesses, the government meanwhile has the primary duty to protect children from business impacts. The SEC is the national government regulatory agency charged with supervision over the corporate sector, capital market participants, and the securities and investment instruments market, and the protection of the investing public[18]. Beginning 2019, the SEC mandated PLCs in the Philippines to submit a sustainability report along with their annual report submission. This aligns with the SEC mandate by enhancing transparency, improving risk management and providing a full view of company performance and impact to investors and stakeholders.

To support the PLCs' sustainability journeys, SEC released the Sustainability Reporting Guidelines for PLCs. The guidelines builds upon the four of the globally accepted frameworks for sustainability reporting: The Global Reporting Initiative's (GRI) Sustainability Reporting Standards, the International Integrated Reporting Council's Integrated Reporting Framework, the Sustainability Accounting Standards Board's (SASB) Sustainability Accounting Standards, and the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD)[19].

According to the same guidelines, SEC clarified that "companies who already have sustainability reports in accordance with internationally recognized frameworks and standards, their reports shall already be considered as their compliance with the reporting template." Companies may choose to attach the whole sustainability report to their annual report or just include a statement providing a link to said report. As of December 2024, 95 per cent of companies listed on the PSE are now reporting on their ESG initiatives, a significant increase from 22 per cent in 2017 before the guidelines were issued[20].

[18]Securities and Exchange Commission. (n.d.). Mandate, Mission, Values and Visions. Retrieved December 1, 2024, from https://www.sec.gov.ph/about-us/mandate-mission-values-and-vision-2/

[19]Securities and Exchange Commission. (2019). Sustainability reporting guidelines for publicly-listed companies (SEC Memorandum Circular No. 4, Series of 2019). https://www.sec.gov.ph/wp-content/uploads/2019/02/2019MCNo4.pdf

[20]Inquirer Business. (2025, January 21). SEC: 95% of listed PH companies now reporting ESG initiatives. Philippine Daily Inquirer. https://business.inquirer.net/497350/sec-95-of-listed-ph-companies-now-reporting-esg-initiatives

In late 2023, the SEC issued a draft memorandum circular on Revised Sustainability Reporting Guidelines for Publicly Listed Companies, which aims to integrate International Financial Reporting Standards (IFRS) 1 – General Requirements for Disclosure of sustainability-related Financial Information, and IFRS S2 standards- Climate-related Disclosures. The revised guidelines will require PLCs to submit sustainability reports in two formats: the Sustainability Report Narrative and the Sustainability Report (SuRe) Form[21].

SEC has also been active in promoting sustainability reporting practices through the Small and Medium Industries and Large Enterprises Embracing Sustainability (SMILEES) Roadshow. The SMILEES Roadshow is a multi-year initiative targeting crucial regions in the Philippines with the aim of capacitating and raising awareness among SMLEs on sustainability reporting practices through knowledge-sharing, best practice examples and interactive discussions[22]. This is being implemented in collaboration with the United Nations Development Programme (UNDP), through Accelerating Green and Climate Finance (ACGF), a project funded by the Government of Canada. The SEC remains committed to sustainability and has received several honours from the United Nations Conference on Trade and Development (UNCTAD) for promoting sustainability reporting.

Given their mandate, the upward trend of compliance, the continued development and improvement of the SuRE form, and the platform set for knowledge-sharing through the SMILEES roadshows and other partnerships, there is a big opportunity for SEC to drive companies to more transparent reporting of their sustainability performance and practices, including measures in support of child rights.

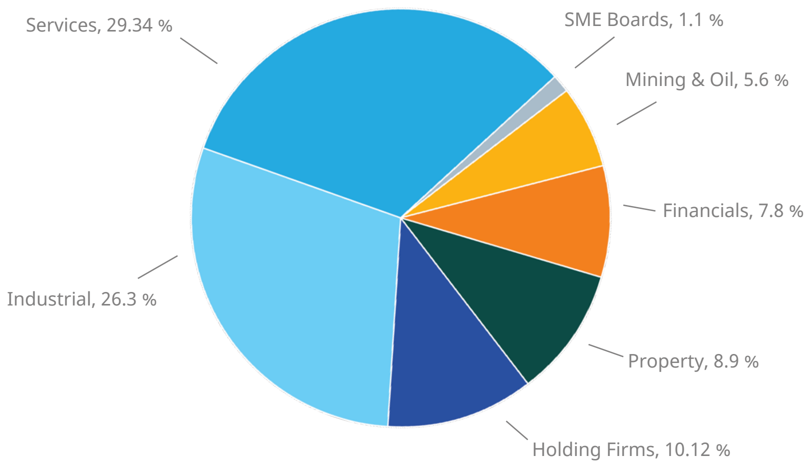
RESULTS AND DISCUSSION

This section provides the overall analysis of the 2023 sustainability reports of PLCs in the Philippines guided by the CRBP and the suggested sets of indicators from the UNICEF Tool for Investors on Integrating Children's Rights into ESG Assessment.

A. Company Profiles

Of the 86 companies reviewed, 34 per cent (29) belongs services sector, 30 per cent (26) from the industrial sector, 12 per cent from holding firms, 9 per cent (8) from properties, 8 per cent (7) from financials, 6 per cent (5) from mining and oil and 1 per cent (1) from SME Boards (Figure 2).

Figure 2: Profile of Selected Publicly Listed Companies (Philippine Stock Exchange)



Publicly Listed Companies Included in the Baseline Study based on the PSE Sector Classification

[21] ECC International. (2025, January 21). Changes to SEC sustainability reporting guidelines for Philippine PLCs: What businesses should know and prepare for - Part 1. https://www.eccinternational.com/sustainability-reporting/changes-to-sec-sustainability-reporting-guidelines-for-philippine-plcs-what-businesses-should-know-and-prepare-for-part-1/

[22] Securities and Exchange Commission. (2024, November 21). SEC wins third UN sustainability award for Philippines. GMA News Online. https://www.gmanetwork.com/news/cbb/content/929636/sec-wins-third-un-sustainability-award-for-philippines/story/

Figure 3: Company Subgroups under the Service Sector

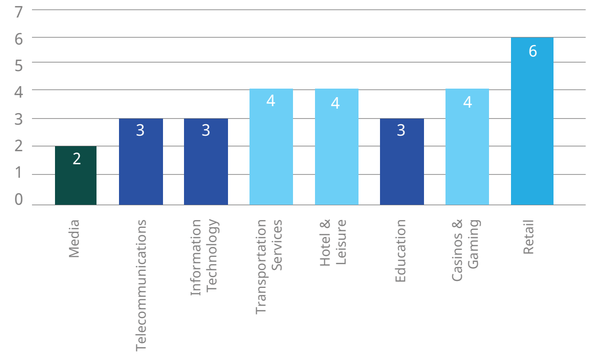


Figure 4: Company Subgroups under the Industrial Sector

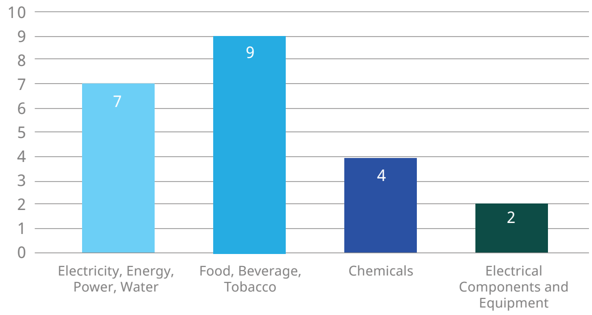
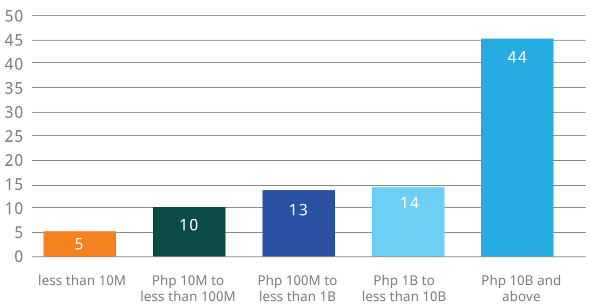
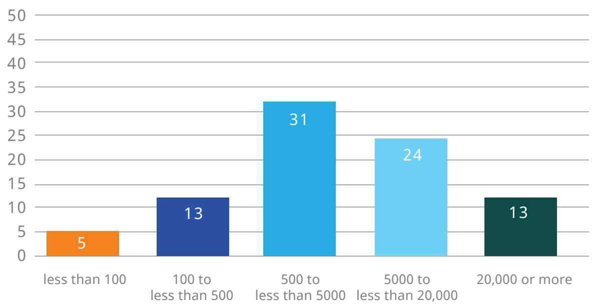


Figure 5: Number of Companies grouped by Annual Revenue or EVGD



*Revenues are based on the companies' reporting methods which either follow the calendar year or their 2022-2023 financial year.

Figure 6: Number of Companies grouped by Employee Size



* Employee numbers are based on the companies' reporting methods which either follow the calendar year or their 2022-2023 financial year, and which may or may not include contractual employees.

B. Material Considerations

For this baselining study, all companies' reports were evaluated against all the UNICEF ESG Tool Indicators indicated in the analytical framework. It is important for users of this study to know that material issues vary per industry, and that some issues are more relevant in a specific sector than others, and may also vary according to geographical, cultural and economic contexts. This section intends to provide an overview of known child-rights impacts and a summary of the most likely material indicators per industry to assist in the interpretation of results.

The indicators below are likely applicable to any industry, paying attention to which can help companies manage child-rights impacts of their operations:

- Commitment to Respecting Children's Rights
- Board Oversight
- Materiality Assessment
- Transparency and Reporting
- Equal Opportunities
- Parental Leave
- Flexible Work
- Childcare Support
- Living Wage
- Breastfeeding Support at Work
- Support for the United Nations SDGs
- Initiatives and Partnerships/ CSR (community and environment)

Table 4: Possible Impact of Business Operartions on Child Rights, by Industry

Industry	Possible Impact	Most Relevant Indicator
Banks & Other Financing Institutions	Banks and other financial institutions can impact children's rights directly and indirectly. Direct impacts include offering child-related services and ethical marketing. Children can also be affected by lending and investment decisions towards industries that may have adverse impact to children and communities[23].	• Commitment to Respecting Children's Rights • Due Diligence • Stakeholder Consultation • Grievance Mechanism • Transparency and Reporting • Data Privacy • Support for the United Nations SDGs • Initiatives and Partnerships/ CSR
Electricity, Energy, Power, Water	Children may be affected as dependents, community members and in some cases, workers. Unsustainable business practices in the utility sector may also threaten children's rights to food, water, health care and education[24].	• Health and Safety • Environment Assessment and Impact Measurement • Land Acquisition and Use • Emergency Response • Child Labour Commitment • Supplier Assessment/ Code of Conduct
Food, Beverage, Tobacco	Children may be impacted as workers, dependents of workers and community members in farming areas. This extends to the supply chain. Children are also impacted as consumers and are targets of marketing that may be harmful to their health.	• Product Safety • Responsible Marketing Communication • Unhealty Food Promotion • Child Labour Commitment • Supplier Assessment/ Code of Conduct • Environment Assessment and Impact Measurement

[23]UNICEF Switzerland and Liechtenstein. (n.d.). Children's rights and finance: How the Swiss and Liechtenstein financial industry can promote and protect children's rights. Retrieved January 20, 2025, from https://www.unicef.ch/en/what-we-do/national/publications-teaching-materials/childrens-rights-and-finance

[24]UNICEF UK. (n.d.). Climate change and child rights. Retrieved January 20, 2025, from https://www.unicef.org.uk/climate-change/

Table 4: Possible Impact of Business Operartions on Child Rights, by Industry

Industry	Possible Impact	Most Relevant Indicator
Chemicals	Children may be impacted as workers, dependents of workers and community members. Children's exposure to toxic substances can lead to severe health consequences[25].	• Health and Safety • Environment Assessment and Impact Measurement • Child Labour Commitment • Supplier Assessment/ Code of Conduct
Electrical Components and Equipment	Children may be impacted as workers themselves or as dependents, whether their caregivers are in family-friendly workplaces. Environment impact of manufacturing processes can also impact children.	• Product Safety • Child Labour Commitment • Supplier Assessment/ Code of Conduct • Health and Safety
Construction, Infra, Allied Services	Children may be impacted as workers, dependents of workers and community members. Large-scale projects may lead to displacement of communities, affecting children's way of life. Environmental damage from construction activities also has adverse impacts[26].	• Health and Safety • Child Labour Commitment • Land Acquisition and Use • Working Conditions for Young Workers • Skills Development and Training

[25]Child Rights International Network. (2018). Children's rights and toxics. https://archive.crin.org/sites/default/files/childrens_rights_and_toxics_-_footnotes.pdf

[26]GlobalNAPs, "Construction sector - National Action Plans on Business and Human Rights," https://globalnaps.org/issue/construction/, (accessed 15 January 2025).

Table 4: Possible Impact of Business Operartions on Child Rights, by Industry

Industry	Possible Impact	Most Relevant Indicator
Holding Firms	Holding companies can have direct and indirect impacts to children. They have a responsibility to ensure ethical practices throughout their corporate structure. The business practices of parent companies can indirectly impact children, while subsidiaries may engage in practices that can violate children's rights.	• Due Diligence • Transparency and Reporting • Board Oversight • Support for the United Nations SDGs
Property	Property developers and real estate companied play an important role in providing safe, stable and affordable housing. Children's rights must be protected throughout the property development process, from planning, construction and continue to be considered after completion when children are residing in and using the area.	• Land Acquisition and Use • Health and Safety • Environment Assessment and Impact Measurement • Child Safeguarding and Protection
Media	Most important children's rights issues include child online protection and digital marketing to children.	• Responsible Marketing Communication • Digital Marketing • Online Child Protection • Data Privacy
Telecommunications and Information Technology	Children can be harmed by communications technology as consumers and by impacts of supply chains. Priority children's rights issues include child online protection and digital marketing to children.	• Online Child Protection • Data Privacy • Digital Marketing • Product safety

Table 4: Possible Impact of Business Operartions on Child Rights, by Industry

Industry	Possible Impact	Most Relevant Indicator
Transportation Services	For transportation companies, the most salient child-rights issues are in child protection and safety.	• Health and Safety • Environmental Assessments and Impact Measurement • Child Safeguarding and Protection
Hotel and Leisure	The travel and tourism sectors have direct and indirect impacts on children's rights. Directly, through child labour, working conditions, sexual exploitation and trafficking and indirectly through water and land-use, pollution and environmental impact.	• Child Safeguarding and Protection • Health and Safety • Responsible Marketing Communication
Education	Educational institutions' primary consumers are children and young people, hence has significant impact across multiple dimensions. The sector directly affects children's right to education where there may be concerns on equity and inclusivity. Unsafe conditions in schools can affect children's development[27]. The rise of digital educational technology raises concerns about data privacy and screentime[28].	• Child Safeguarding and Protection • Online Child Protection • Data Privacy • Health and Safety

[27]Bourke, R. (2023). "Children's rights and their evidence as a force for inclusion in uncertain times," Frontiers in Education, 8, https://www.frontiersin.org/journals/education/articles/10.3389/feduc.2023.1027493/full (accessed January 15, 2025).

[28]Parents International, "The Impact of School, Family, and Community," https://parentsinternational.org/impact-of-school-family-and-community/, (accessed January 15, 2025).

Table 4: Possible Impact of Business Operartions on Child Rights, by Industry

Industry	Possible Impact	Most Relevant Indicator
Casino and Gaming	Casinos and gambling establishments in communities can affect children. In addition to this, the digital nature of modern gambling raises concerns on children's data privacy and online safety. Gambling marketing may also reach and encourage gambling[29].	• Responsible Marketing Communication • Child safeguarding and Protection • Online Child Protection
Retail	Aside from being workers themselves, children can also be affected as dependents of workers, and as consumers targeted by product marketing.	• Product safety • Responsible Marketing Communication • Child Labour Commitment • Supplier Assessment/ Code of Conduct
Mining and Oil	Environmental impact, land acquisition, working and market practices, labour migration and security arrangements can have adverse impacts on children.	• Health and Safety • Environmental Assessments and Impact Measurement • Land Acquisition and Use • Child Labour Commitment • Supplier Assessment/ Code of Conduct
Small and Medium-Sized Enterprises (SMEs)	SMEs may positively or impact child rights through their operations, products and community engagement[30].	• Child Labour Commitment • Health and Safety • Product safety • Responsible Marketing Communication

[29] Samantha Thomas, May C. I. van Schalkwyk, Mike Daube, Hannah Pitt, Darragh McGee, and Martin McKee, "Protecting children and young people from contemporary marketing for gambling," Health Promotion International 38, no. 2 (April 2023): daac194, https://doi.org/10.1093/heapro/daac194 (accessed January 15, 2025).

[30] Shift Project. (2023). SMEs and the corporate responsibility to respect human rights. Shift Project. Retrieved January 20, 2025, from https://shiftproject.org/smes-and-the-corporate-responsibility-to-respect-human-rights/

C. Overall Findings and Analysis

The table below presents a summary of findings from the analysis of PLC sustainability reports. The sustainability reports were evaluated against the CRBPs and the corresponding indicators prescribed by the UNICEF ESG Tool outlined in the analytical framework. This review examines how companies address various CRBP indicators, including child labour, decent work, protection and safety, product safety, marketing, environmental impacts, security, emergency response and community engagement. The findings highlight areas where companies demonstrate robust performance and identify gaps where further action is needed to fully integrate children's rights considerations into business practices.

This analysis used only publicly available data that companies disclosed in their sustainability reports. The sustainability reports were obtained from the Philippine Stock Exchange portal or downloaded from the respective company's website. Businesses who did not disclose their actions may appear as not committed to child rights as they really are in practice.

Table 5: Summary of Findings of Child-Rights Integration in Publicly Listed Companies' Sustainability Reports

Business Operations

The core principle of Child Rights Integration emphasizes the importance of integrating child rights considerations in all aspects of business operations. Disclosures pertaining to Principle 1 could typically be found in the Governance section of most sustainability reports.

CRBP Principle	Does the company...	Summary Findings
1	... meet its responsibility to respect children's rights and commit to supporting the human rights of children?	Findings for all eight indicators show no explicit mentions or commitments to respect children's rights. Most companies have implicit commitments through general human rights policies.

The workplace

This set of principles focuses on the impact business on the rights of children who work, as well as the rights of their parents and caregivers. It includes principles related to child labour, protection from harmful work and the integration of child rights into business policies.

Disclosures pertaining to Principles 2–4 could typically be found in the Social section of most sustainability reports, under topics such as Human Resources, Employee Benefits and Occupational Health and Safety.

CRBP Principle	Does the company...	Summary Findings
2	... contribute towards the elimination of child labour, including in all business activities and business relationships?	Findings for four indicators mostly show implicit or no evidence of prevention of child labour in business relationships. However, explicit mentions of elimination of child labour within the companies' own operations are high.
3	... provide decent work for young workers, parents and caregivers?	Indicators for decent work cover health and safety for young workers, skills development opportunities, equality and non-discrimination, availability of family leaves, job security, support for dependents, sufficient wages and breastfeeding support. Most companies showed no evidence in eight out of nine indicators. However, many companies provide explicit commitments to equal opportunities and non-discrimination owing to their diversity and inclusion policies.
4	... ensure the protection and safety of children in all business activities and facilities?	Indicators for protection and safety cover protection of children on company premises and digitally. There is no evidence of specific policies on child protection and safeguarding in physical and online settings for most companies. While most companies have data privacy policies, most do not specifically mention special consideration for children.

The marketplace

This set of principles focuses on the impact of business on children as consumers and users of products and services. It includes principles related to marketing and advertising, freedom of expression and the right to information.

Disclosures responding to Principles 5-6 could typically be found in the Social section of most sustainability reports, under topics such as Product or Customer Health and Safety, or Customer Engagement.

CRBP Principle	Does the company...	Summary Findings
5	... ensure that products and services are safe, and seek to support children's rights through them?	Most companies have general product safety policies. The implication is that this also includes safety for children.
6	... use marketing and advertising that respect and support children's rights?	The three indicators for marketing and advertising cover responsible marketing policies, marketing of unhealthy food and digital marketing practices to children. These are typically applicable to companies in food, retail, technology and consumer goods. Some explicit evidences are available in the mentioned industries. The assessment covered a wide range of companies, and results reflected that most companies showed no evidence of marketing and advertising that respect children's rights.

The community & environment

This set of principles focuses on the impact of business on the rights of children in the wider community and environment. It includes principles related to the environment and land, security, emergencies and community and government engagement.

Disclosures responding to Principle 7 could typically be found in the Environment section of most sustainability reports. Disclosures covering Principles 8 – 10 could be found in company's Social disclosures, which may cover safety, emergency response and corporate social responsibility.

CRBP Principle	Does the company...	Summary Findings
7	... respect and support children's rights in relation to the environment and to land acquisition and use?	The two indicators for the environment cover environment impact assessment for children and consideration of children's rights in land use. No companies explicitly considered children in land acquisition and impact assessment, even for industries with high potential for such operations. While most companies, however, report on environmental metrics and risk mitigation, they do not specify considerations of impact to children.

CRBP Principle	Does the company...	Summary Findings
8	... respect and support children's rights in security arrangements?	There were limited disclosures on companies' usage of security services. Except for one company which explicitly mentions respecting children's rights in security arrangements, others had no evidence of this in their reports.
9	... help protect children affected by emergencies?	While majority of companies provide emergency assistance during times of calamities and disasters, few explicitly mention specific provisions for children. The implication is that this also responds to children's needs.
10	... reinforce community and government efforts to protect and fulfill children's rights?	Companies show explicit support to the United Nations Sustainable Development Goals and implement various initiatives that specifically benefit children and support their rights.

D. Specific Findings: Discussion of Results

This section explores further the commitment of the company to the CRBP through examining the extent in which their sustainability disclosures addressed the indicators prescribed by the UNICEF ESG Tool for Investors. The CRBP is clustered into four (4) groups which include Integration of Child Rights, Children in Marketplace, Children in Workplace and Children in Community and Environment.

Principle 1: Meet their responsibility to respect children's rights and commit to supporting the human rights of children.

Central to the CRBP is the integration of children's rights in the entire business operations, beginning with the clear articulation and commitment to supporting the human rights of children. In Principle 1, respecting children's rights means ensuring that business operations do not infringe on children's rights and that they actively work to prevent any negative impacts on children. Using human rights lens, aside from avoiding harm to children, it is also expected that businesses take proactive steps to support and promote these rights through their policies, practices and community engagement.

A company's explicit commitment to respecting children's rights is an important foundation towards protecting children's rights throughout its operations, supply chain, products and broader sphere of influence. It also helps spread awareness within different levels in the organization and provides a guidepost for decision-making which considers children's rights.

To better assess companies' commitment to Principle 1, the analysis of sustainability reports was guided by the following key questions:

Commitment to respecting children's rights: Is there an explicit commitment to respecting children's rights?

Board Oversight: Does the company have board oversight of children's rights issues?

Due Diligence: Does the company integrate children's rights or human rights in its impact assessments?

Stakeholder Consultation: Does the company identify children as a stakeholder group and engage in consultation with stakeholders on children's rights?

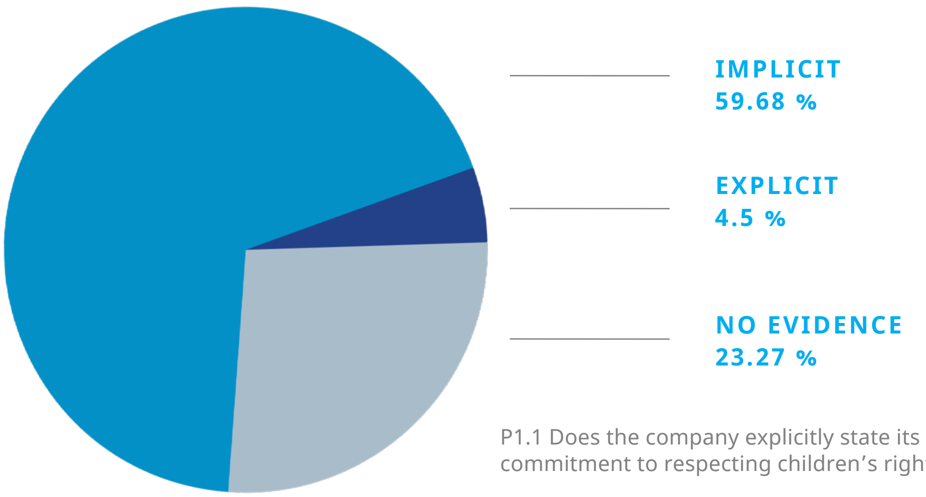
Grievance Mechanism: Does the company have an operational-level grievance mechanism that is focused on children's rights and accessible to children?

Training: Does the company support its children's rights commitments with training for personnel and business partners?

Materiality Assessment: Does the company include children's rights in its materiality assessments?

Transparency and Reporting: Does the company communicate externally how child-rights impacts are addressed?

Figure 7: Does the company explicitly state its commitment to respecting children's rights?



P1.1 Does the company explicitly state its commitment to respecting children's rights?

Table 6: Does the company explicitly state its commitment to respecting children's rights? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*A clear and direct statement or reference to implications on child rights, or an intention to. This could include specific policies, programmes or commitments related to the indicator.*	4
IMPLICIT	*Indirect references to child rights that can be inferred from company's disclosures. These can be existence of general policies but not specifically talking about child rights.*	59
NO EVIDENCE	*The company's disclosures do not contain any explicit or implicit references to child rights. This may indicate a lack of awareness, commitment or transparency regarding child-rights issues.*	23

A company's explicit commitment to respecting children's rights is an important foundation towards protecting children's rights throughout its operations, supply chain, products and broader sphere of influence. It also helps spread awareness within different levels in the organization and provides a guidepost for decision-making which considers children's rights[31].

While most companies acknowledge children's rights in general, there is an opportunity for a more explicit integration of child rights considerations in corporate policies and commitments. Out of the 86 studied companies, only four (4) companies make explicit commitments to child rights, fifty-nine (59) have implicit references through general human rights policies, while twenty-three (23) show no evidence of commitments.

The low number of explicit commitments to child rights could mean lack of consideration in other indicators. A comprehensive approach to child-rights consideration will most likely need a high level of commitment at the onset to translate to action and disclosure, especially if there are none or limited regulatory measures in place.

To illustrate practical examples of explicit commitments, here are some disclosures by the companies in their sustainability reports.

Table 7: Does the company explicitly state its commitment to respecting children's rights? Examples

COMPANY	DISCLOSURE
AYALA CORPORATION	*As part of its social thrusts, Ayala is currently developing a policy statement and framework on human rights in accordance with the UN Guiding Principles on Business and Human Rights and as guided by the following international human rights instruments: (including) Convention on the Rights of the Child.*
PLDT	*The Company's policies provide clear guidelines on expected behaviour from all their employees in support of laws and regulations such as the Labor Code, the General Labor Standards (GLS), and the Protection against Child Abuse, Exploitation, Discrimination. their People Group monitors and ensures compliance with these regulations.*
CONVERGE	*Company aims to uphold the rights of children and protect them against OSAEC/CSAEM, cyberattacks (including financial fraud) or online schemes targeting children. This policy signifies the Company's commitment to act on negative impacts brought about by the misuse and abuse of digital space, specifically targeting children.*

[31] Sean O'Shea, "Why are children's rights important in business?," Global Child Forum, https://globalchildforum.org/faq/why-are-childrens-rights-important-in-business/ (accessed January 15, 2025).

Figure 8: Does the company have board oversight of children's issues?

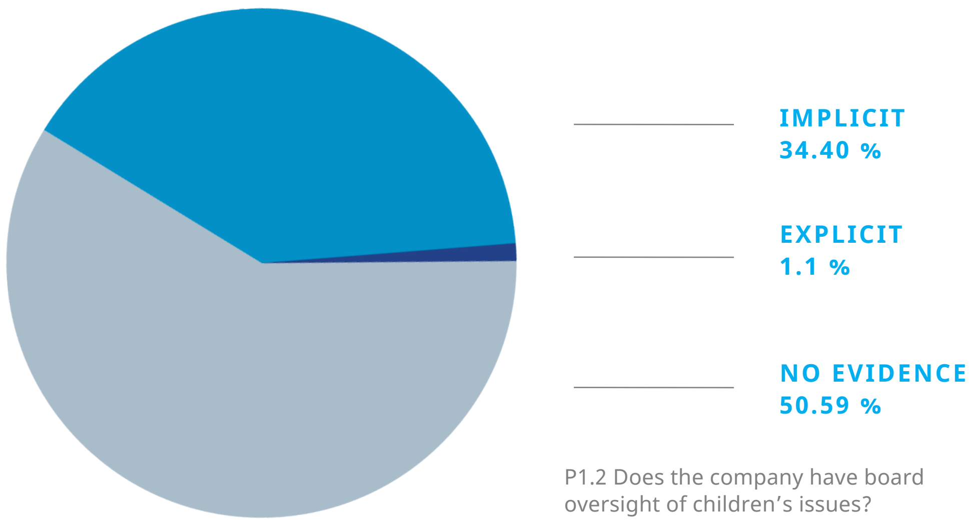


Table 8: Does the company have board oversight of children's issues? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company Board has oversight of policy to respect children's rights.*	1
IMPLICIT	*The company Board has oversight of policy to respect all internationally recognized human rights, although children's rights are not specifically included.*	34
NO EVIDENCE	*The company does not have Board oversight of children's rights or all internationally recognized human rights.*	50

Board oversight helps establish a commitment to child rights throughout the company. It influences top-level decision-making which can translate to day-to-day operations[32].

The desktop review showed that board-level engagement with children's rights issues is low, with only one (1) company out of eighty-five (85) showing evidence of explicit board oversight. Thirty-four (34) show implicit oversight, typically through general human rights oversight, while fifty (50) show no evidence of board-level involvement.

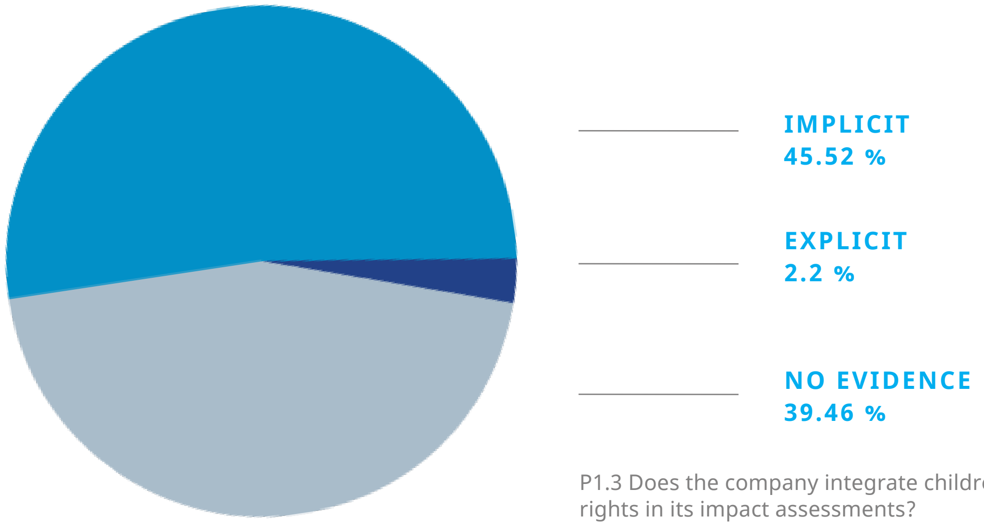
As expected, low level of explicit commitment to child rights lead to lack of allocation of leadership priorities to child-rights integration. There is a need for more board-level involvement to ensure consideration of child rights in business operations.

[32]Petra Hakamo and Outi Kauppinen, "Investors have an important role in influencing how companies respect children's rights," SWESIF, April 2023, https://swesif.org/en/2023/04/investors-have-an-important-role-in-influencing-how-companies-respect-childrens-rights/ (accessed January 15, 2025).

Table 9: Does the company have board oversight of children's issues? Example

COMPANY	DISCLOSURE
PLDT	*Child protection is identified as a material topic, The Governance, Nomination, and Sustainability Committee (GNSC) of the Board of Directors concurred and confirmed the materiality of the identified topics.*

Figure 9: Does the company integrate children's rights in its impact assessments?



P1.3 Does the company integrate children's rights in its impact assessments?

Table 10: Does the company integrate children's rights in its impact assessments? Summary

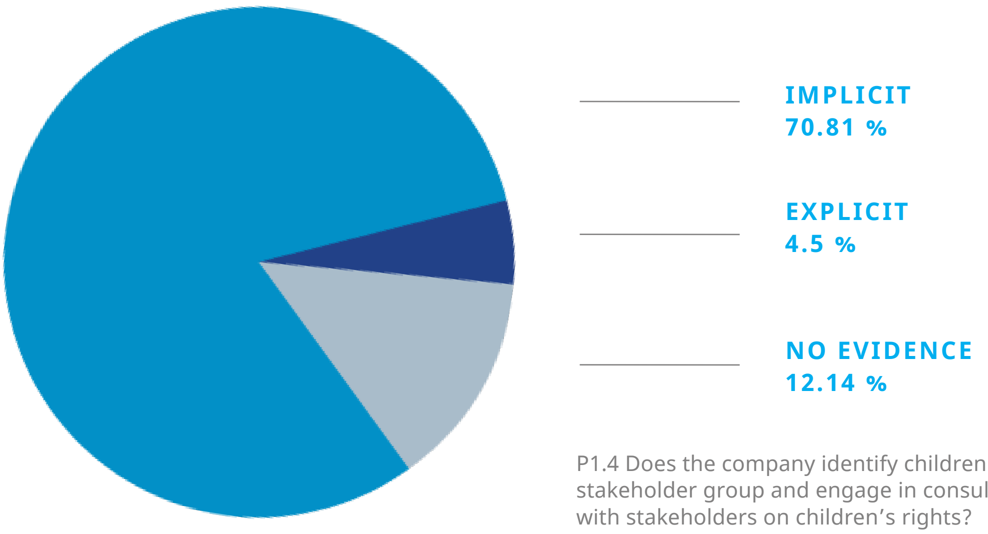
RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company integrates children's rights considerations into its risk and impact assessments.*	2
IMPLICIT	*The company carries out human rights or social/community impact assessments, but children's rights are not specifically referenced.*	45
NO EVIDENCE	*The company does not carry out human rights risk or impact assessments.*	39

By incorporating child rights into impact assessments, companies can identify and mitigate risks that are specific to children. Children are often more vulnerable to adverse effects of business activities. Only two companies made explicit mentions of including children's issues in risks and impact assessments.

Table 11: Does the company integrate children's rights in its impact assessments? Examples

COMPANY	DISCLOSURE
GLOBE	*Recognition of the role of youth in its risk mitigation plan: Educating the youth to better understand the impact of their online behaviour so they can be responsible digital citizens, thereby lessening cyber threats to Globe.*
PLDT	*Identifies child protection as part of its material topics. Using the final material topics identified, the group identifies impacts that fall under the SDGs, guiding its SDG prioritization exercise.*

Figure 10: Does the company identify children as a stakeholder group and engage in consultation with stakeholders on children's rights?



P1.4 Does the company identify children as a stakeholder group and engage in consultation with stakeholders on children's rights?

Table 12: Does the company identify children as a stakeholder group and engage in consultation with stakeholders on children's rights? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company identifies children as a stakeholder group and engages with children and/or representative stakeholders on children's rights topics.*	4
IMPLICIT	*The company does not identify children as a stakeholder group but engages with stakeholders on human rights topics.*	70
NO EVIDENCE	*There is no evidence that company identifies children as a stakeholder group or engages with stakeholder son children's rights topics.*	12

Only four (4) companies explicitly identify children as stakeholders. Seventy (70) companies engage stakeholders on general human rights topics including children's rights as part of the process.

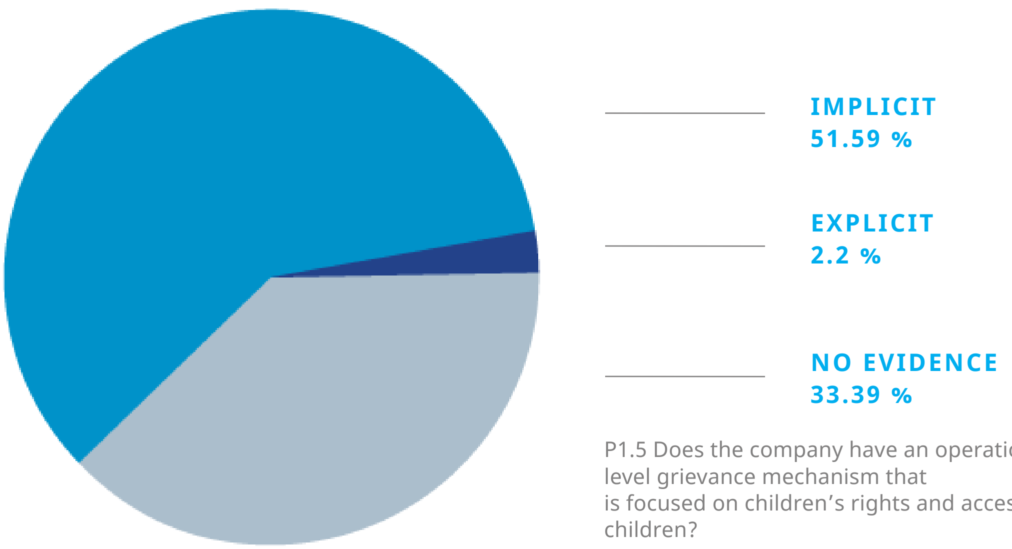
The high number could be attributed to the number of companies using GRI Standards in their reporting process. The mandated SEC Framework also based its standards from GRI. The GRI Standards, the most widely used sustainability reporting framework globally, explicitly emphasizes stakeholder engagement throughout the reporting process. Specifically, the "GRI 101: Foundation" standard provides guidance on identifying stakeholders and incorporating their perspectives into materiality assessment, data collection and reporting[33].

While direct engagement with children is rare, companies' involvement in human rights topics may be a good entry point to emphasize child rights. Companies should still consider children as a distinct stakeholder group, since children have different needs from adults. By identifying children as stakeholders, companies can ensure that operations do not adversely affect children's rights, and that strategies are responsive to children's needs[34].

Table 13: Does the company identify children as a stakeholder group and engage in consultation with stakeholders on children's rights? Example

COMPANY	DISCLOSURE
PLDT	*The PLDT Group therefore remains fully committed to providing a safe online environment for their customers, particularly the most vulnerable stakeholders – children.*

Figure 11: Does the company have an operational-level grievance mechanism that is focused on children's rights and accessible to children?



P1.5 Does the company have an operational-level grievance mechanism that is focused on children's rights and accessible to children?

[33] Global Reporting Initiative, "GRI Standards," https://www.globalreporting.org/standards/ (accessed January 15, 2025).

[34] Tara Milburn, "Children Are Stakeholders Too: The Role of Early Education in Building Better Businesses and a Stronger Economy," B The Change, https://bthechange.com/children-are-stakeholders-too-b5ea4476849d (accessed January 15, 2025).

Table 14: Does the company have an operational-level grievance mechanism that is focused on children's rights and accessible to children? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has an operational-level grievance mechanism that is focused on children's rights and designed to be accessible by children and/or their representatives.*	2
IMPLICIT	*The company has an operational-level grievance mechanism that focuses on human rights, but not children's rights and/ or the mechanism is not accessible to children.*	51
NO EVIDENCE	*There is no evidence of an operational-level grievance mechanism that focuses on human rights or children's rights.*	33

A child-focused grievance mechanism ensures that companies have a formal process to address potential violations of children's rights. An ideal mechanism provides a direct way for children to raise concerns about potential child-rights violations.

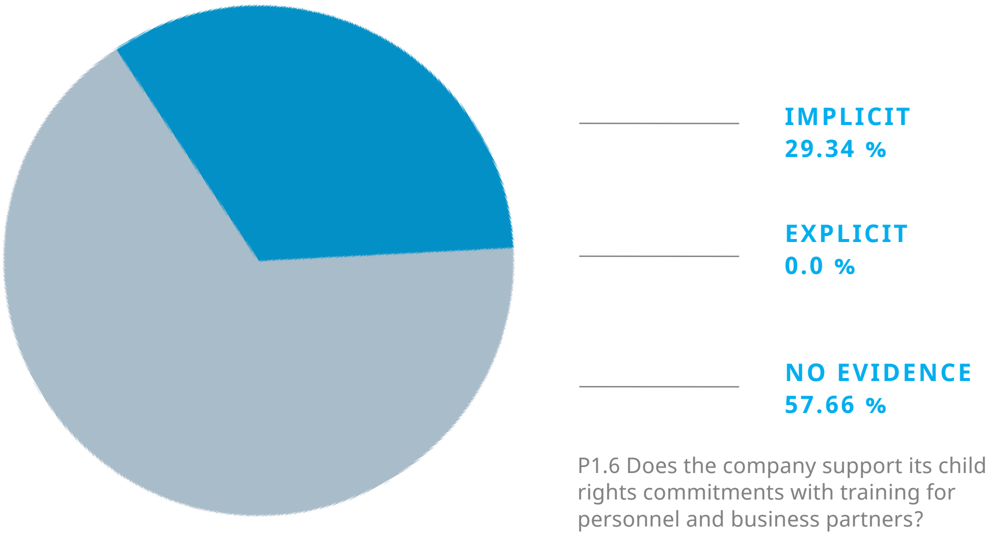
Two (2) companies claim to have child-focused grievance mechanisms, while fifty-one (51) report having grievance mechanisms while not necessarily disclosing if there are child-specific provisions. The remaining thirty-three (33) showed no evidence of grievance mechanisms.

Both examples tagged as explicit mentions in this review cites a centralized helpline for children. The sensitivity of the scoring has been adjusted to highlight these efforts to provide support for a child-specific reporting mechanism.

Table 15: Does the company have an operational-level grievance mechanism that is focused on children's rights and accessible to children? Examples

COMPANY	DISCLOSURE
ABS-CBN	*Bantay Bata 163. Founded in 1997, Bantay Bata 163 began as a rescue hotline for at-risk children. Through the years, its services have evolved to include helping indigent children through medical assistance and scholarships. Eventually, it opened the Children's Village, a halfway home for abused and at-risk children.*
GLOBE	*Globe also partnered with the Department of Education's (DepEd) Child Protection Unit (CPU), an office where students can report instances of abuse, violence, neglect and exploitation they have experienced.* *Through Globe's subsidiary m360, CPU will be enabled to do large-scale education drive through mobile connectivity on child protection.* *Filipinos are also enjoined to report child abuse incidents via Bantay Bata's #163 Helpline which Globe and TM customers can access free of charge.*

Figure 12: Does the company support its children's rights commitments with training for personnel and business partners?



P1.6 Does the company support its children's rights commitments with training for personnel and business partners?

Table 16: Does the company support its children's rights commitments with training for personnel and business partners? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*All of company's personnel and business partners receive training on children's rights.*	0
IMPLICIT	*The company indicates that all personnel and business partners are trained on human rights, but does not reference children's rights.*	29
NO EVIDENCE	*There is no training on children's rights or human rights.*	57

There were no companies who reported on delivering specific child-rights training to employees or stakeholders. Thirty-four per cent of companies report some version of human rights training. Training on human rights commitments ensures that the company's values are translated into action or embedded into decision-making by its staff.

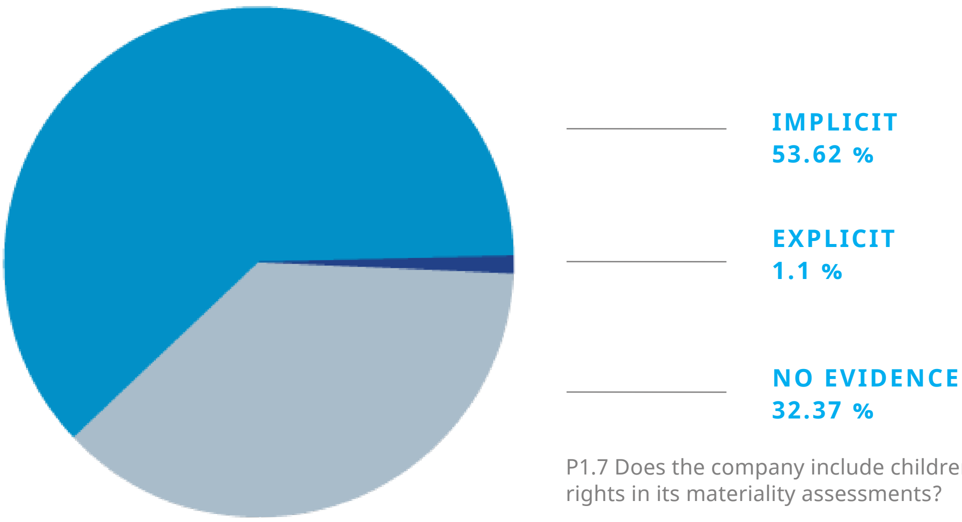
Training specific to respecting and promoting children's rights equips company personnel with knowledge and skills needed to identify, prevent and address potential child rights impacts in their daily work and decision-making.

The example below shows the commitment of one company to provide continuous training on broader company policies to employees, where it may be implied to include children's rights.

Table 17: Does the company support its children's rights commitments with training for personnel and business partners?
Example

COMPANY	DISCLOSURE
PLDT (implicit)	*For employees, the company conducts orientation and periodic training sessions on company policies, including corporate governance policies, cyber security, data privacy, business continuity and resilience, sustainability, internal controls, diversity, leadership, skills-building and wellness and development, supplemented with appropriate communication materials and feedback mechanisms.*

Figure 13: Does the company include children's rights in its materiality assessments?



P1.7 Does the company include children's rights in its materiality assessments?

Table 18: Does the company include children's rights in its materiality assessments?
Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company includes children's rights topics in its materiality assessment.*	1
IMPLICIT	*The company includes human rights in its materiality assessment, or company conducts a human rights impact assessment.*	53
NO EVIDENCE	*The company does not consider human rights or children's rights in its materiality assessment.*	57

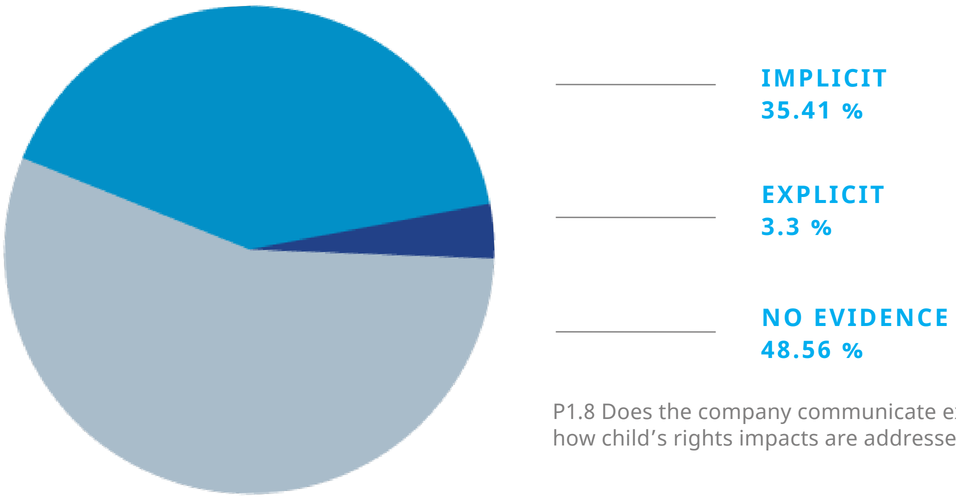
Based on the review, only one company explicitly reported including children's rights in materiality assessments. More than 50 per cent of companies include human rights in materiality assessments, typically including community and customer stakeholders in their assessments. Fifty-seven (57) companies show no evidence of including children of human rights in materiality assessments.

This suggests that while human rights are often considered material, specific focus on children's rights in these assessments is an area for improvement. Children have very specific needs and more sensitive to impacts that need to be addressed separately. Only one company explicitly incorporates children's safety in their materiality assessment.

Table 19: Does the company include children's rights in its materiality assessments? Example

COMPANY	DISCLOSURE
GLOBE	*As Child Online Safety remains to be a material topic for Globe, the company is committed to providing a digital environment where the youth can safely explore, learn and connect.*

Figure 14: Does the company communicate externally how child's rights impacts are addressed?



P1.8 Does the company communicate externally how child's rights impacts are addressed?

Table 20: Does the company communicate externally how child's rights impacts are addressed? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company communicates externally on its children's rights impacts and how they are being addressed and/or remediated.*	3
IMPLICIT	*The company does not explicitly report on children's rights but communicates its human rights impacts and how they are being addressed and/or remediated.*	35
NO EVIDENCE	*The company does not report on human rights or children's rights.*	48

Companies should report externally on its children's rights impacts, how these impacts are being addressed, managed and where relevant, remediated. Reporting establishes transparency and accountability for child/ human rights impacts.

While a lot of companies report on its corporate social responsibility activities benefiting women, children and families, there were hardly any explicit mentions on addressing child-rights impacts within company operations

In this study, three (3) companies were determined to explicitly report on children's rights impacts, while thirty-five (35) report on general human rights impacts. Forty-eight (48) companies show no evidence of reporting. This indicates a significant opportunity for companies to enhance their external reporting on children's rights issues.

Table 21: Does the company communicate externally how child-rights impacts are addressed? Examples

COMPANY	DISCLOSURE
GLOBE	*Globe reports on the impact of its hosted child online safety programmes and help centres. Globe monitors metrics such as:* *No. of children assisted.* *No. of teleconsultations scheduled* *No. of visits to microsite raising awareness on cyberbullying and encourage mindful online behaviour*
PLDT	*PLDT reports on its Better Today program, which aims to champion safe spaces online, promote child online protection and advocate for mental wellness for communities where it operates. In 2023, key Digital Wellness initiatives and impact included:* • *reached 6,983 individuals through the CyberSmart Internet safety and Better Today mental health awareness programmes.* • *trained 100 LGU representatives on Psychological First Aid under the Better Today Program.* • *received recognition for best practices in child protection from the Council for the Welfare of Children and DOJ-IACAT Region 7. PLDT and Smart also achieved leader status from the Global Child Forum for their child protection initiatives.*

Principle 2: Contribute to the elimination of child labour, including in all business activities and business relationships.

This principle highlights the importance of eliminating child labour in all its forms. It encourages businesses to establish strict policies against child labour, including in their supply chains. An explicit commitment to this principle demonstrates a company's dedication to protecting children from exploitation and ensuring their right to education and development.

To better assess companies' commitment to Principle 2, the analysis of sustainability reports was guided by the following key questions:

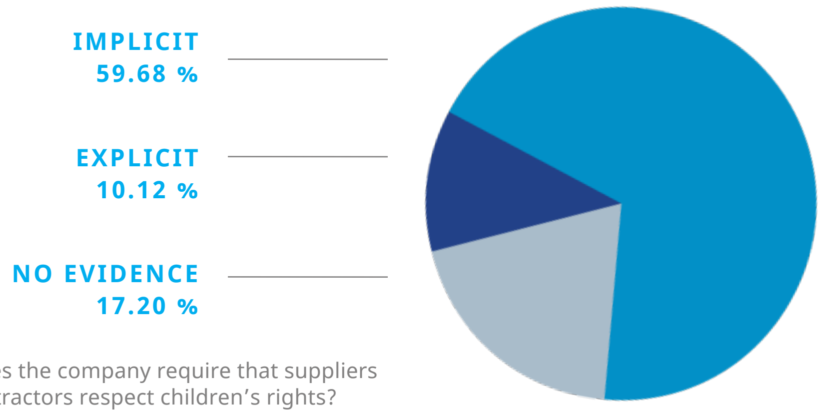
Supplier Commitment: Does the company require that suppliers and contractors respect children's rights?

Supplier Assessment/ Code of Conduct: Does the company assess suppliers and contractors on respecting children's rights and family-friendly policies?

Child Labour Commitment: Does the company commit not to use child labour in operations and the supply chain?

Child Labour Remediation: Does the company have a child labour prevention and/or remediation policy or plan?

Figure 15: Does the company require that suppliers and contractors respect children's rights?



P2.1 Does the company require that suppliers and contractors respect children's rights?

Table 22: Does the company require that suppliers and contractors respect children's rights? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company requires suppliers and/or contractors to respect children's rights through a common agreement or a written suppliers code of conduct.*	10
IMPLICIT	*The company mentions encouraging supplier and/or contractors to respect human and labour rights; or compliance with laws, but there is no mention of a written policy or agreement*	59
NO EVIDENCE	*There is no evidence of company influencing suppliers and contractors on elimination of child labour*	17

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

Companies were evaluated whether they require suppliers and contractors to respect children's rights. Only ten (10) companies reported having explicit requirements, fifty-nine (59) companies had implicit requirements, while the rest showed no evidence of such requirements. It should also be noted that explicit and implicit mentions typically include child labour but not much detail on other child rights.

Requiring suppliers and contractors to respect children's rights is important to ensure that a company's commitment to child rights extends through its supply chain. By setting clear policies among suppliers and contractors, companies can potentially impact a larger number of children.

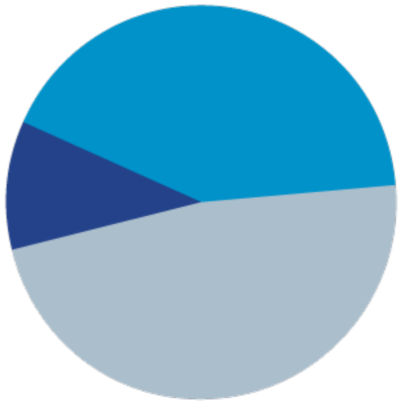
The low number of explicit disclosures could be attributed to the initial finding that hardly any company explicitly reported that they are committed to child's rights. The lack of this concrete commitment and recognition will most likely cascade to other areas in reporting.

Here are some examples of how companies are showing efforts to engage their suppliers and contractors to respect children's rights.

Table 23: Does the company require that suppliers and contractors respect children's rights? Examples

COMPANY	DISCLOSURE
CENTURY PACIFIC	*"Our Supplier Code of Conduct and Ethics (SCOCE) outlines the company's stance on responsible sourcing and supply chain sustainability and the corresponding requirements we expect our suppliers, manufacturers, and service providers to uphold... The SCOCE covers our standards on: Human rights (child labor, forced labor and human trafficking, nondiscrimination, harassment, working hours, wages and benefits)*
FIRST GEN	*Policy Against Forced Labor and Child Labor - We are steadfastly committed to promoting and protecting human and children's rights and taking a strong stance against forced or child labor. The new policy outlines our commitment to ensuring that our operations, supply chain and business relationships are free from forced and child labor.* *The policy also establishes compliance, implementation and enforcement guidelines, emphasizing the importance of working with suppliers and partners who share our commitment. Our new policy will align our Company with the global movement against forced and child labor and reinforce our position as a socially responsible and ethical business. All employees were required to complete the annual mandatory e-learning on workday (an online training platform).*
ACEN	*More than overseeing sustainability and climate issues, we hold sound governance and ethical conduct across all facets of our business. Our interactions with stakeholders, counterparties and communities are guided by a profound respect for human rights. As part of our dedication to integrating sustainability into our operations, we have established supplementary policies in 2023 to strengthen governance on crucial ESG themes.* *Policy Highlights* *› ESG Policy* *› Supplier Code of Conduct* *› Learning and Development Policy* *› Human Rights Policy*

Figure 16: Does the company assess suppliers and contractors on respecting children's rights and family-friendly policies?



P2.2 Does the company assess supllliers and contractors on respecting children's rights and family-friendly policies?

Table 24: Does the company assess suppliers and contractors on respecting children's rights and family-friendly policies? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company conducts ongoing compliance monitoring/ auditing of suppliers and contractors on respect for children's rights and family- friendly policies.*	9
IMPLICIT	*The company conducts ongoing compliance monitoring/ auditing of suppliers and contractors that respect human and labour rights.*	36
NO EVIDENCE	*There is no evidence of a procedure to assess suppliers and contractors on human or children's rights.*	41

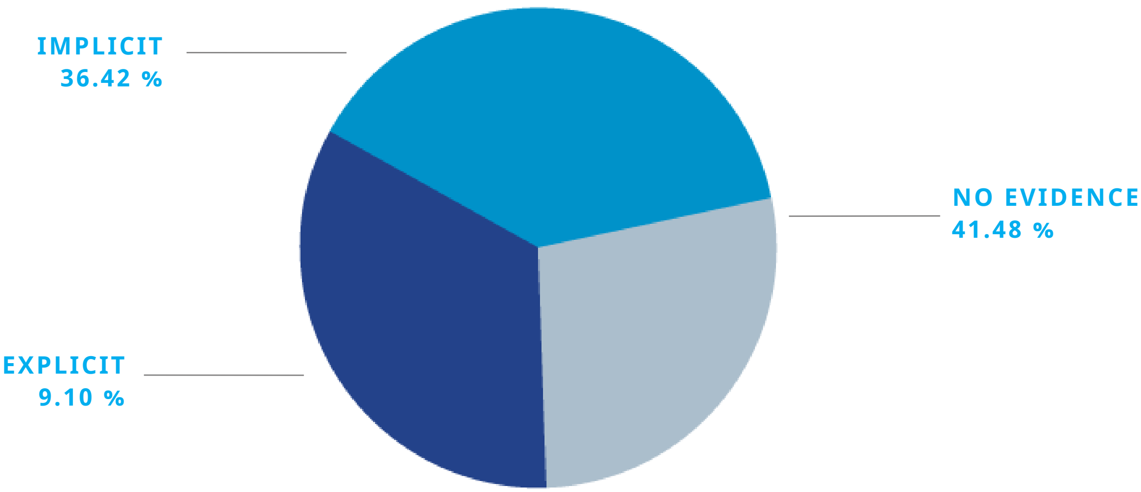
The evaluation for this section was limited to what was disclosed in the sustainability reports and rarely examined specific procurement and assessment policies, unless these were readily navigable or visible from the submitted sustainability reports. Findings show that nine (9) companies reported conducting formal assessments and compliance monitoring on child-related policies. Thirty-six (36) companies mentioned some form of supplier selection and monitoring process, but did not provide specific details, while forty-one (41) showed no evidence of supplier assessments.

Having a formal assessment process on their assessments for suppliers and contractors is important for verifying compliance and identifying areas for improvement. This moves beyond policy statements (as shown in indicator P2.1 above) to active monitoring and evaluation. More in-depth document reviews are needed examine the discrepancy between the policy statements and practices. This can mean either from a gap in policy alignment or simply overlooked during reporting.

Table 25: Does the company assess suppliers and contractors on respecting children's rights and family-friendly policies? Examples

COMPANY	DISCLOSURE
ACEN	*No Child Labor. The Supplier shall only employ workers who meet the applicable legal age requirement. The Supplier is also required to comply with local and international child labor laws and standard, including Republic Act No. 9231 ("Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act"), and the International Labour Standards on Child Labour particularly the Minimum Age Convention 1973 (No. 138) and Worst Forms of Child Labour Convention 1999 (No. 182), both of which were duly ratified by the Philippines.* *The Supplier shall, upon ACEN's request, submit documents and proof of compliance with the policies and standards set out in the Supplier Code. The Supplier shall also permit ACEN to conduct audit activities relating to the Supplier's compliance with the Supplier Code, which may include on-site inspections of Supplier's facilities, use of questionnaires, review of publicly available information, or other measures necessary to assess Supplier's compliance.*
FIRST GEN	*Policy Against Forced Labor and Child Labor - The policy also establishes compliance, implementation and enforcement guidelines, emphasizing the importance of working with suppliers and partners who share our commitment. Our new policy will align our Company with the global movement against forced and child labor and reinforce our position as a socially responsible and ethical business. All employees were required to complete the annual mandatory e-learning on workday.*

Figure 17: Does the company commit not to use child labour in operations and the supply chain?



P2.3 Does the company commit not to use child labour in operations and the supply chain?

Table 26: Does the company commit not to use child labour in operations and the supply chain? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company commits to not using child labour and to respect the minimum age of employment in line with International Labour Organization (ILO) conventions and national standards (whichever is higher), and discloses actions taken to ensure it does not contribute to child labour.*	29
IMPLICIT	*The company commits to not using child labour and to respect the minimum age of employment in line with ILO conventions and national standards, whichever is higher, in own operations and in the supply chain, but does not disclose actions taken not to contribute to child labour.*	33
NO EVIDENCE	*The company does not have a commitment to not use child labour in own operations and supply chain, or its commitments are not shown in disclosures.*	24

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

This area shows more positive results, with over 70 per cent of companies having some form of commitment against child labour, with twenty-nine (29) companies having explicit commitments and thirty-three (33) companies having implicit commitments. The high percentage reflects companies' awareness and compliance with Philippine labour laws, specifically RA 9231, the child labour law.

The twenty-four (24) companies who show no evidence of commitment may have not chosen to disclose any information on their child labour commitment or compliance with labour laws. These findings do not necessarily mean that the companies are non-compliant. While companies are required to submit reports to the DOLE, there is no specific format requiring this and compliance with child labour laws may be an implicit expectation within broader labour standards compliance.

Table 27: Does the company commit not to use child labour in operations and the supply chain? Examples

COMPANY	DISCLOSURE
FIRST GEN	*Policy Against Forced or Child Labor - The policy also establishes compliance, implementation and enforcement guidelines, emphasizing the importance of working with suppliers and partners who share our commitment. Our new policy will align our Company with the global movement against forced and child labor and reinforce our position as a socially responsible and ethical business. All employees were required to complete the annual mandatory e-learning on workday.*
PT&T	*We maintain a workplace free from forced or child labor, complying with both national and international standards outlined in the Philippine Constitution and the Universal Declaration of Human Rights.* *We recognize the imperative to explicitly denounce forced and child labor in our policies and are actively collaborating with various groups, agencies and organizations focused on human and labor rights to strengthen our approach.*

Figure 18: Does the company have a child labour prevention and/or remediation policy or plan?

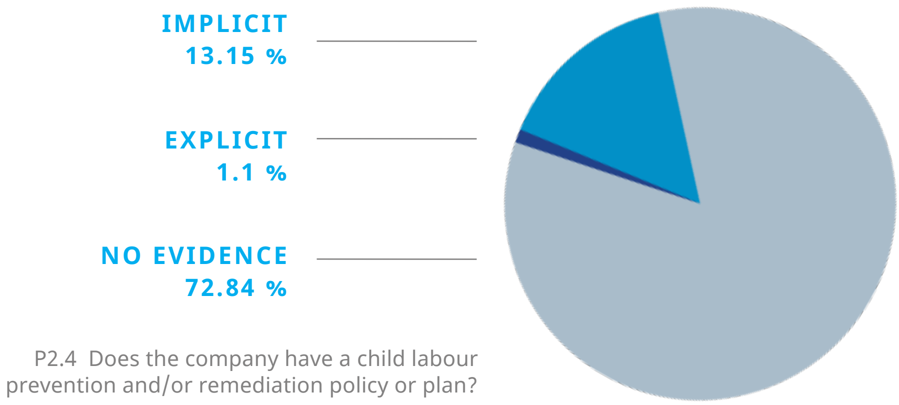


Table 28: Does the company have a child labour prevention and/or remediation policy or plan? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company shares measures taken if the presence of child labour or young workers is discovered/ proven in the workplace.*	1
IMPLICIT	*The company has a child labour remediation policy or plan, but it may not mention specifically the best interests of the child.*	13
NO EVIDENCE	*The company does not disclose anything regarding a child labour remediation plan.*	72

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

Out of the eighty (86) companies reviewed, only one company had an explicit disclosure on child labour/young worker remediation, while thirteen (13) companies had implicit policies.

Here is an example of a disclosure that mentions a company's remediation plan.

Table 29: Does the company have a child labour prevention and/or remediation policy or plan? Example

COMPANY	DISCLOSURE
MABUHAY VYNIL CORPORATION	*The corporate policy on Child Protection and Child-Friendly Environment Policy laid down worksite programs to ensure that there will be no incidents of child labor starting from the recruitment and employment process. Should there be employed below 18 years old, guidelines for work arrangement, work accommodation and continuing education are in place.*

Principle 3: Provide decent work for young workers, parents and caregivers.

This principle calls for businesses to respect the rights of young workers, including safe working conditions, protection from abuse and access to health services. It also encourages businesses to support workers in their roles as parents and caregivers, specifically, by providing a living wage, flexible working hours and access to some form of childcare and child support. Explicit commitment to this principle shows a company's dedication to supporting workers and their families, which indirectly benefits the well-being of children.

Decent work is defined by UNICEF as work that is productive and delivers a fair income. Decent work should provide security in the workplace and social protection for families, rights at work, social dialogue and better prospects for personal development and social integration. People, including young people of working age, should be free to express their concerns, to organize and to participate in the decisions that affect their lives, and have the right to equality of opportunity and treatment[35].

According to the CRBP, young workers are defined as those below 18 but above the minimum age of employment. In the Philippines, The National Youth Commission defines the youth as individuals aged 15 to 30 years old[36]. Sustainability reports reviewed offered limited information on young workers as companies do not usually distinguish this age group from the working population. Where applicable, the availability of student internships or on-the-job training programmes are considered by this research as benefits for young workers.

To better assess companies' commitment to Principle 3, the analysis of sustainability reports was guided by the following key questions:

Working Conditions for Young Workers: Does the company provide decent and safe work for young workers?

Skills Development and Training: Does the company employ young workers with an emphasis on skills development and vocational training?

Equal Opportunities: Does the company commit to equal opportunities and non-discrimination based on gender, pregnancy, maternity, paternity and family responsibilities?

Parental Leave: Does the company provide sufficient paid maternity, paternity and parental leave? Say implicit if there are any mentions of such kinds of leaves.

Job Security: Does the company guarantee job security for workers on maternity, paternity and parental leave?

Flexible Work: Does the company offer flexible working arrangements to workers with family responsibilities?

Child Care Support: Does the company support workers' children to access good quality childcare and early childhood education?

Living Wage: Does the company commit to paying wages that are sufficient for employees to meet their basic needs and the needs of their families

Breastfeeding Support: Does the company protect the health and safety of pregnant and breastfeeding workers?

Grievance Mechanism: Does the company have an operational-level grievance mechanism that is focused on children's rights and accessible to children?

Training: Does the company support its children's rights commitments with training for personnel and business partners?

Materiality Assessment: Does the company include children's rights in its materiality assessments?

Transparency and Reporting: Does the company communicate externally how child-rights impacts are addressed?

[35]UNICEF, UN Global Compact, and Save the Children, "Children's Rights and Business Principles," 2012, https://www.unicef.org/documents/childrens-rights-and-business-principles (accessed January 15, 2025).

[36]Republic Act No. 8044. (1995). An act creating the National Youth Commission, establishing a national comprehensive and coordinated program on youth development, appropriating funds therefor, and for other purposes. 1Retrieved from https://elibrary.judiciary.gov.ph/thebookshelf/showdocs/2/3803

Figure 19: Provide decent work for young workers, parents and caregivers

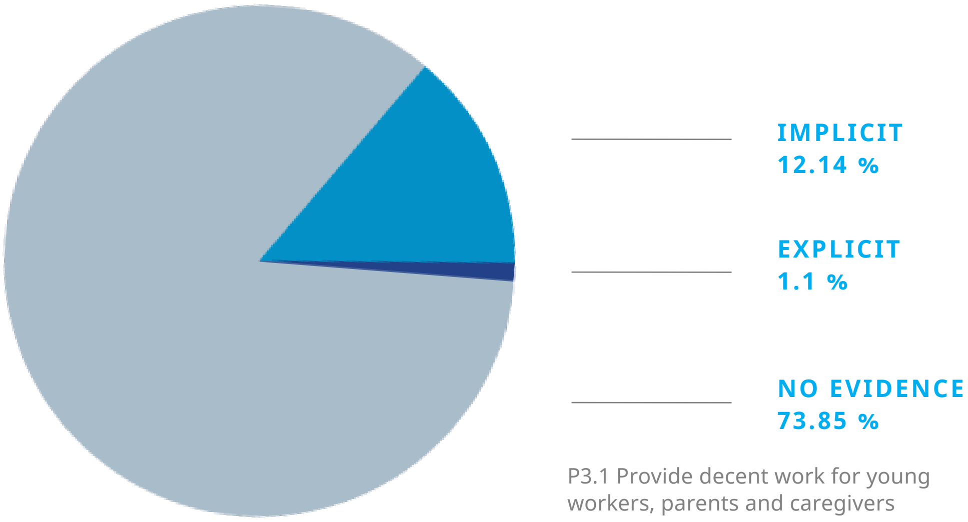


Table 30: Provide decent work for young workers, parents and caregivers Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has special health and safety protections in place for young workers to protect them from hazardous work and excessive hours in all operations.*	1
IMPLICIT	*The company mentions health and safety protections in place, this is implicitly assumed to cover workers of all ages, if any.*	12
NO EVIDENCE	*The company does not mention any safeguards against excessive overtime and hazardous work.*	73

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

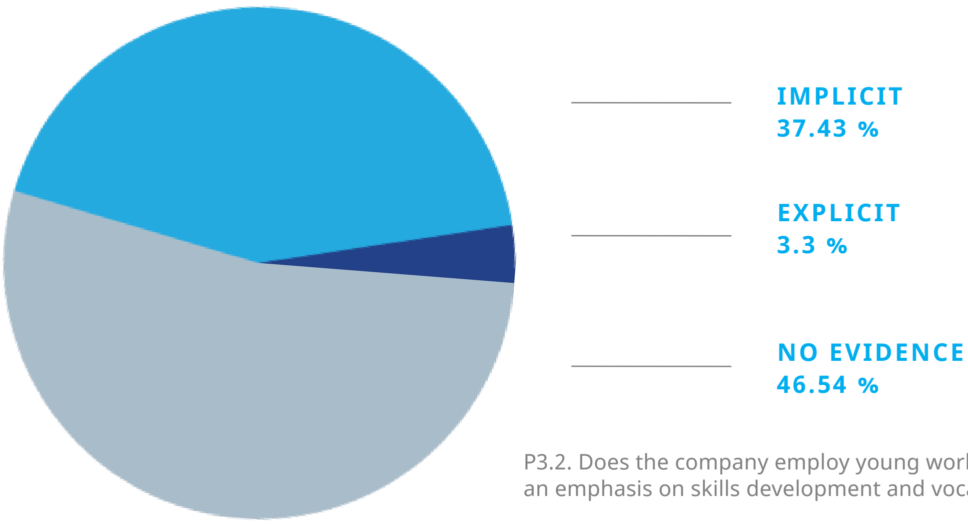
The company's approach should ensure that young workers are not subjected to excessive overtime or hazardous working conditions and should be paid at least the minimum wage for their work.

Should "young workers" be employed by these companies, most disclosures do not distinguish these workers from other classifications of workers. Those marked implicit mentioned general health and safety protection in general, and this is assumed to cover workers of all ages. Only one company explicitly mentioned the age group of its workers.

Table 31: Provide decent work for young workers, parents and caregivers Example

COMPANY	DISCLOSURE
METROBANK	*Furthermore, Metrobank is committed to nurturing future talent while upholding children's rights through our Student Internship Program. Aligned with the Commission on Higher Education (CHED) Memorandum Order (CMO) No. 104, our program ensures that student interns are at least 18 years old at the start of their internship period, with equitable compensation practices aligned with prevailing minimum wage rates set by DOLE in their assigned localities.*

Figure 20: Does the company employ young workers with an emphasis on skills development and vocational training?



P3.2. Does the company employ young workers with an emphasis on skills development and vocational training?

Table 32: Does the company employ young workers with an emphasis on skills development and vocational training? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has a defined approach to employing young workers that ensures they have access to skills development and vocational training (e.g. apprenticeships/ internships).*	3
IMPLICIT	*The company mentions skills development, vocational training or upskilling for its workers. It is implied that this is available to any worker in the company.*	37
NO EVIDENCE	*The company disclosures do not show any evidence of skills development or vocational training for young workers. There are no mentions of internships or on-the-job training.*	46

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

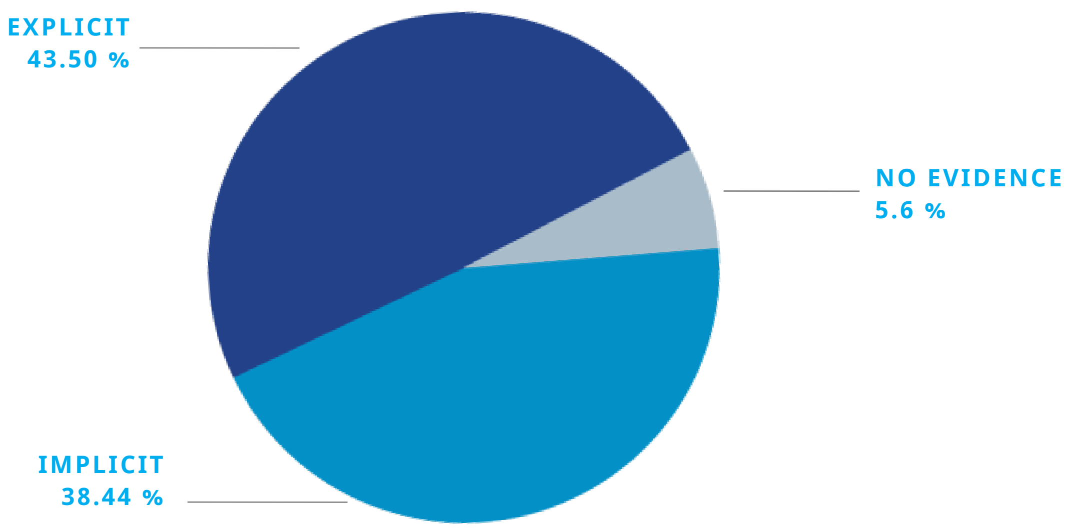
Findings show that three (3) companies have explicit programmes, thirty-seven (37) have implicit evidence, while forty-six (46) companies have no evidence. Skills development programmes help create safe and productive employment for young workers which contributes to their overall well-being.

Here are some examples of how some companies are offering opportunities for skills development for young people as part of their operations.

Table 33: Does the company employ young workers with an emphasis on skills development and vocational training? Examples

COMPANY	DISCLOSURE
AYALA CORPORATION	*Ayala also recognizes the importance of nurturing young talents and shaping a bright future for them. Through the Ayala Group Summer Internship Program (AGSIP), the company offers a unique learning opportunity for college students nationwide by immersing them in one of the business units within the Ayala Group.*
MABUHAY VYNIL CORPORATION	*Support to academe-industry linkage research and immersion programmes, on-the-job trainings of graduating students and other related educational programmes (e.g. MSU-IIT, MSU-Marawi, MSU-Naawan, San Carlos and other Schools and Universities).*

Figure 21: Does the company commit to equal opportunities and non-discrimination based on ender, pregnancy, maternity, paternity and family responsibilities?



P3.3. Does the company commit to equal opportunities and non-discrimination based on gender, pregnancy, maternity, paternity and family responsibilities?

Table 34: Does the company commit to equal opportunities and non-discrimination based on gender, pregnancy, maternity, paternity and family responsibilities? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company commits to equal opportunities and non-discrimination through a formal policy with explicit reference to gender, pregnancy, maternity/paternity or family responsibilities.*	43
IMPLICIT	*The company commits to equal opportunities and non-discrimination but does not offer specific references.*	38
NO EVIDENCE	*The company does not report on any action or commitment to equal opportunities and non-discrimination.*	5

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

There is a generally positive trend towards promoting equality and fairness in the workplace. Forty-three (43) companies had very clear references to women and families, while thirty-eight (38) showed broad declarations of non-discrimination and equal opportunities. These disclosures are typically part organizational diversity and inclusion policies (DEI).

These explicit disclosures may be driven by existing legal frameworks prohibiting discrimination and promoting equal opportunities, such as Republic Act 6725 of 1989, which prohibits discrimination against women in employment, or Republic Act 10911 of 2016, also known as the Anti-Age Discrimination in Employment Act[37]. The GRI Standards also emphasize stakeholder inclusivity and human rights.

Equal opportunities and non-discrimination policies in the workplace can support family well-being, provide equal access to employment and career development, safeguard health of mothers and children, among other benefits. Policies not only benefit worker-parents but can also impact their children's well-being and development.

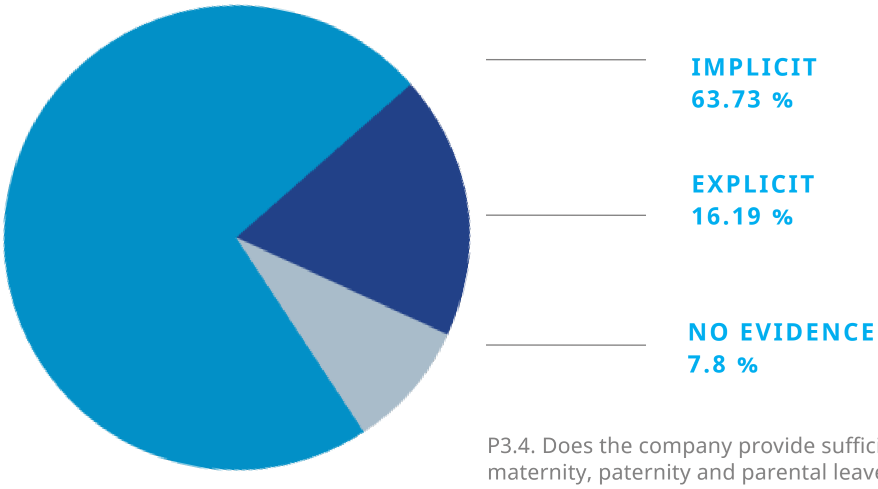
Table 35: Does the company commit to equal opportunities and non-discrimination based on gender, pregnancy, maternity, paternity and family responsibilities? Examples

COMPANY	DISCLOSURE
ABOITIZ	*Diversity and Inclusion* *In 2023, we at Aboitiz Equity Ventures further cemented our commitment to promote diversity, equity and inclusion (DEI) as foundational elements for cultivating a high- performing and deeply engaged workforce.* *Among our key efforts is the celebration of significant events like Women's Month, Pride Month and Mental Health Month through more enlightening info sessions. These sessions have been instrumental in raising awareness and encouraging open dialogues within our workforce on these critical topics.* *An active member of the Philippine Business Coalition for Women Empowerment, our company remains committed to advocating workplace gender equality.*

[37]Republic Act No. 6725, An Act Strengthening the Prohibition on Discrimination Against Women with Respect to Terms and Conditions of Employment, Amending for the Purpose Article One Hundred Thirty-Five of the Labor Code, as Amended. (1989). The Lawphil Project - Arellano Law Foundation.

COMPANY	DISCLOSURE
CEBU PACIFIC	*Cebu Pacific strongly believes that DEI are essential to fulfilling its organizational mission. Just as the Group provides affordable flights and makes moments happen for passengers, Cebu Pacific ensures that employees' needs are also met and that they are provided with a workplace that upholds respect and an environment that does not discriminate based on sexual orientation, gender identity or expression. Cebu Pacific's existing Diversity and Inclusion Policy formalizes this commitment.*
BLOOMBERRY RESORTS	*Our commitment to diversity and inclusion ensures that our workforce reflects the rich tapestry of the communities we serve. Believing that a team with varied backgrounds, skills and perspectives fosters creativity and drives innovation, we actively promoted an inclusive culture where every voice is heard and valued. Valuing skill sets above all else, we do not discriminate based on gender, religious beliefs or physical abilities in hiring and promotion.*

Figure 22: Does the company provide sufficient paid maternity, paternity and parental leave?



P3.4. Does the company provide sufficient paid maternity, paternity and parental leave?

Table 36: Does the company provide sufficient paid maternity, paternity and parental leave? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company shows evidence of paid parental leaves through reported metrics, with some narrative description of how it benefits the well-being of children and families.*	16
IMPLICIT	*The company disclosures show evidence of paid parental leaves through reported metrics (i.e. SEC template table).*	63
NO EVIDENCE	*The company does not provide paid maternity or paternity leave or disclosures show no evidence or do not mention parental leaves.*	7

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

There were sixteen (16) companies report providing sufficient parental leaves with a brief description on how it benefits children and families. Sixty-three (63) chose to implicitly mention parental leaves as part of a list of employee benefits or as required by their preferred reporting framework.

For companies disclosing on the availability of maternity leaves (whether explicit or implicit), it can be assumed that they comply with the Philippines' "First 100-day law" or the Expanded Maternity Leave Law (Republic Act 11210) which increased the maternity leave period for female workers in the Philippines from 60 days to 105 days, with an option to extend for an additional 30 days without pay. It also grants an additional 15 days for solo mothers[38].

The GRI framework likewise recommends disclosing information on parental leave policies, including the number of employees entitled to and taking such leave, disaggregated by gender, to promote transparency and accountability on issues of gender equality and work-life balance (GRI 401: Employment 2016, Disclosure 401-3)[39].

Seven (7) companies either do not provide leaves or did not include the information in the report.

Sufficient paid parental leaves allow parents to spend time with their children and contribute to their well-being. The following examples show how some companies have embedded parental leaves into their reporting.

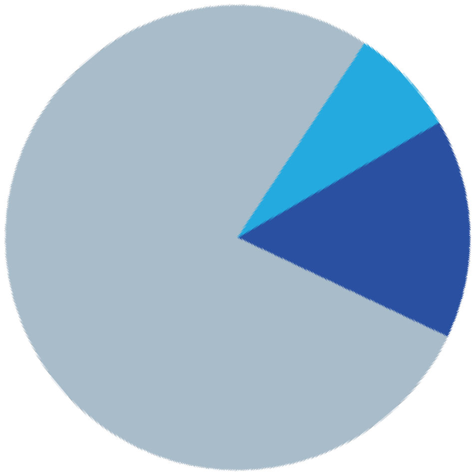
Table 37: Does the company provide sufficient paid maternity, paternity and parental leave? Examples

COMPANY	DISCLOSURE
DMCI	*Our parental leave policies afford new parents ample time to bond with their children and adapt to the demands of parenthood. We offer 17 weeks of fully paid primary parental leave and a week of fully paid secondary parental leave.* *In 2023, we supported 73 female and 303 male employees taking parental leave. We are proud to note that 96 per cent of female employee and 97 per cent of male employees returned to work following their leave.*
ICSTI	*Most of our terminals have policies supporting employee parental leave and childcare, with specific policies varying based on local contexts, codified in leave policies, employee handbooks and company codes.* *Examples of these policies include MNHPI's policies on Anti-Violence Against Women and their Children, Solo Parents, Paternity Leave, Maternity Leave and the Magna Carta for Women. These are uploaded at the company website and the intranet for easy reference.*

[38] Philippine Commission on Women, "Republic Act 11210: An Act Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female Workers with an Option to Extend for an Additional Thirty (30) Days Without Pay, and Granting an Additional Fifteen (15) Days for Solo Mothers, and for A Purposes," https://pcw.gov.ph/republic-act-11210-an-act-increasing-the-maternity-leave-period-to-one-hundred-five-105-days-for-female-workers-with-an-option-to-extend-for-an-additional-thirty-30-days-without-pay-and-granting/

[39] (GRI 401: Employment 2016, Disclosure 401-3).

Figure 23: Does the company guarantee job security for workers on maternity, paternity and parental leave?



P3.5.Does the company guarantee job security for workers on maternity, paternity and parental leave?

Table 38: Does the company guarantee job security for workers on maternity, paternity and parental leave? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company clearly reports on parental leaves, provides a narrative and show return rates.*	6
IMPLICIT	*The company provides an implicit mention of job security after parental leaves.*	13
NO EVIDENCE	*The company disclosures show no evidence of job security or return rates.*	67

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

While many companies report on parental leaves in some form (whether explicit or implicit), there is a need for more transparency on reporting on retention rates after parental leave with more than 70 per cent showing no evidence of return rates. High retention rates suggest that companies have policies that support employees during these life transitions.

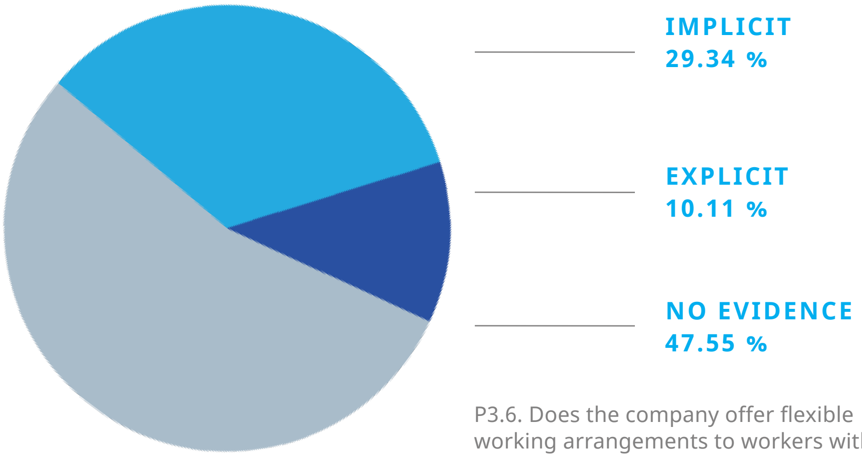
Some companies specifically report on return rates.

Table 39: Does the company guarantee job security for workers on maternity, paternity and parental leave? Examples

COMPANY	DISCLOSURE
MERALCO	*The satisfaction of the company's employees with their remuneration packages is evident in the high return-to-work rate of those who took parental leaves. For instance, in 2023, 98.9 per cent of employees who took any type of parental leave chose to remain employed with Meralco after completing their leaves.*

COMPANY	DISCLOSURE
DMCI	*In 2023, we supported 73 female and 303 male employees taking parental leave. We are proud to note that 96 per cent of female employees and 97 per cent of male employees returned to work following their leave.*
GMA	*GMA provides parental leaves (maternity, paternity, and solo parent leaves) beyond what the government mandates, to support our employees in looking after their children.*

Figure 24: Does the company offer flexible working arrangements to workers with family responsibilities?



P3.6. Does the company offer flexible working arrangements to workers with family responsibilities?

Table 40: Does the company offer flexible working arrangements to workers with family responsibilities? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has a flexible working policy and provides some description of the policy.*	10
IMPLICIT	*The company lists flexible work as part of its company benefits for employees (i.e. in SEC template table) but does not provide further details.*	29
NO EVIDENCE	*The company does not have a flexible working policy or does not provide information.*	47

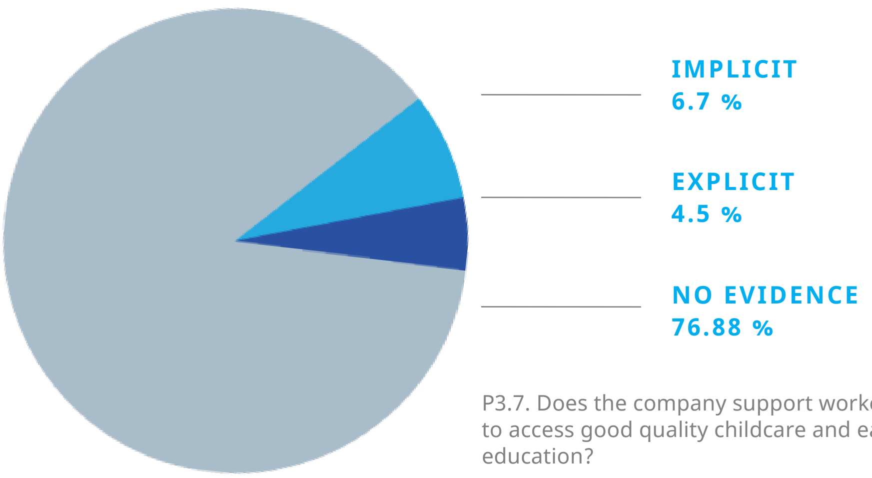
*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

Flexible work options support parents and caregivers in balancing work and family responsibilities. Out of the 86 sustainability reports reviewed, only ten (10) companies provide some level of detail or the rationale for their respective policies, while twenty-nine (29) shared that flexible work is part of benefit given to the employees without further discussion. The remaining forty-seven (47) did not include any information on flexible work arrangements.

Table 41: Does the company offer flexible working arrangements to workers with family responsibilities? Examples

COMPANY	DISCLOSURE
ICSTI	*Established in 2022, our 'Way of Working' Policy sets clear expectations for balancing remote and in-office work to fulfil job responsibilities. While 'work from office' remains our default, employees can either work from home or other Razon Group locations, subject to department manager approval. This flexibility empowers employees to manage their work effectively.*
GMA	*Whenever applicable or possible, we offer flexible work arrangements like flexible hours and remote work options. This approach promotes work-life balance and fosters a more adaptable workforce.*

Figure 25: Does the company support workers' children to access good quality childcare and early childhood education?



P3.7. Does the company support workers' children to access good quality childcare and early childhood education?

Table 42: Does the company support workers' children to access good quality childcare and early childhood education? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company supports workers' children to access benefits such as good quality childcare, early childhood education or scholarships.*	3
IMPLICIT	*The company mentions providing benefits to workers' children but does not provide specific details.*	6
NO EVIDENCE	*The company disclosures do not show evidence of benefits for workers' children.*	77

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

Provision of childcare and education support for workers' children aligns with child rights by ensuring that every child could develop their full potential. It also reduces financial stress for the parents, allowing them to focus on their relationship with their children as well as perform well at work.

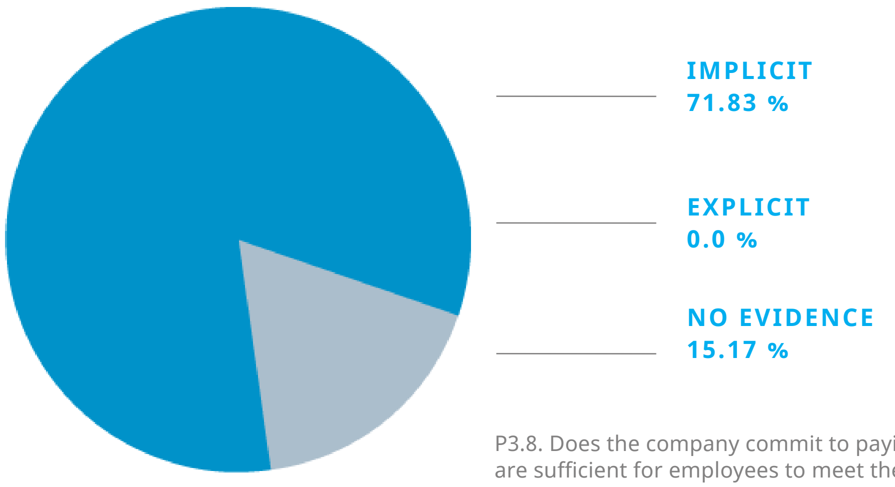
Among the reviewed reports, only three (3) companies explicitly reported support for childcare and education. At least six (6) mention they provide support to workers' children without further details. Majority of companies did not declare any initiatives providing support for workers' children.

The following company practices are being done to support the education of workers' children.

Table 43: Does the company support workers' children to access good quality childcare and early childhood education? Examples

COMPANY	DISCLOSURE
LBC	*The LBC Foundation provide scholarship assistance to employees dependent incoming college students. The full cost of tuition, up to a maximum of PHP50,000 per semester, is covered.*
PUREGOLD	*Puregold also offers a scholarship program for the children of its deserving employees under the LCCK Foundation. This opportunity is open to all regular employees regardless of rank. As of 2023, Puregold has a total of 13 graduate scholars and current scholars. Among the 13 graduates, 4 have successfully passed licensure examinations in their respective fields: a psychometrician, a civil engineer, a chemist and a nurse.*
PHILEX	*For the head office – educational support; for Padcal Mine employees - free elementary and subsidized high school education.*

Figure 26: Does the company commit to paying wages that are sufficient for employees to meet their basic needs and the needs of their families?



P3.8. Does the company commit to paying wages that are sufficient for employees to meet their basic needs and the needs of their families?

Table 44: Does the company commit to paying wages that are sufficient for employees to meet their basic needs and the needs of their families? Summary

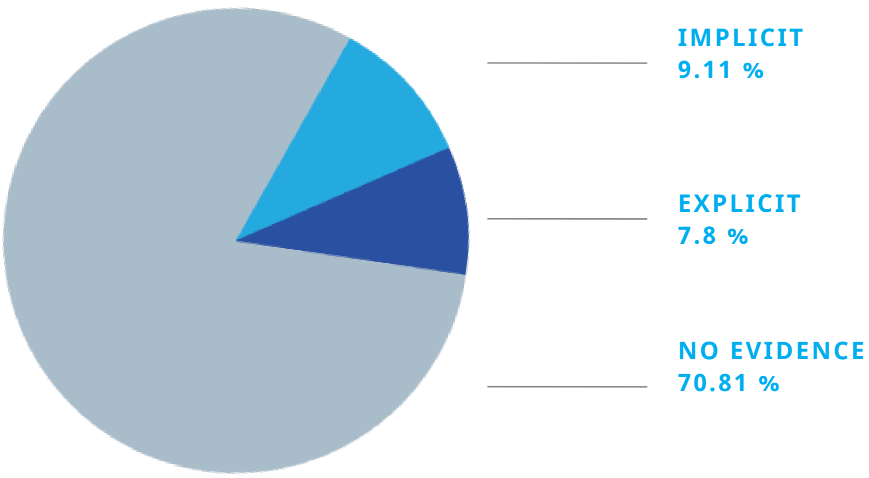
RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company commits to paying all employees living wages across all operations.*	0
IMPLICIT	*The company commits to paying employees either fare wages, competitive wages, sufficient wages or wages that comply with labour laws.*	71
NO EVIDENCE	*The company does not provide any narratives regarding wages.*	15

The UNICEF ESG Tool specifically referred to provision of living wages to employees. Living wages is defined as wages that are sufficient for employees to meet their basic needs and the needs of their families (whether voluntary or legally required). Compliance with minimum wage requirements is not considered payment of living wages.

Lack of explicit mentions of paying living wages could be attributed to the absence of an available official living wage rate in the Philippines. The rating definitions were adjusted to reflect the underdevelopment of living wage studies in the Philippines.

Most sustainability reports (82 per cent) implicitly mention paying sufficient wages by disclosing compliance with Philippine labour laws or providing statements on paying "fair and competitive wages" for their employees. Seventeen (17 per cent) do not mention anything about employee wages.

Figure 27: Does the company support workers to breastfeed?



P3.9. Does the company support workers to breastfeed?

Table 45: Does the company support workers to breastfeed? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company supports breastfeeding employees with specific lactation and breastfeeding policies by providing dedicated nursing facilities in the workplace.*	7
IMPLICIT	*Support for breastfeeding is implied with availability of dedicated nursing facilities in the workplace.*	9
NO EVIDENCE	*There is no evidence of support for breastfeeding.*	70

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

The UNICEF ESG Tool had two breastfeeding indicators, (1) Health and Safety of Pregnant and Breastfeeding Workers, and (2) Support for exclusive breastfeeding for the first six months and complimentary of however long they choose. Current disclosures show limited details on specific health and safety provisions and duration of breastfeeding, thus for the purpose of this study only the indicator, "Support for workers to breastfeed" will be included to capture availability of a breastfeeding policy or facilities.

Nine (9) companies explicitly reported on company breastfeeding policies, while seven (7) companies implied to support breastfeeding through provision of nursing and lactation facilities in the workplace.

Majority of the companies did not have any information regarding breastfeeding in their disclosures.

Table 46: Does the company support workers to breastfeed? Examples

COMPANY	DISCLOSURE
ALSONS	*The company is committed to providing amenities in its facilities to support the Department of Labor and Employment's (DOLE) Ten Dimensions of the Family Welfare Program. The amenities provided are designed to meet the diverse needs of employees with a dedicated space for breastfeeding mothers and a multipurpose room for religious activities.*
PUREGOLD	*Worksite Lactation Program and Policy: To reduce barriers in breastfeeding for employees and their family members. This includes awareness programmes, a culture of support for breastfeeding employees, and making private areas available for breastfeeding.*
FIRST GEN	*Breastfeeding Policy:* *While the company has been practicing all provisions and legal requirements stated in the law (RA 10028) prior to its enactment, we were duty- bound to formalize breastfeeding benefits and privileges into a company policy as required by this labor law. The policy promotes well-being and childcare for women.*

Principle 4: Ensure the protection and safety of children in all business activities and facilities.

Principle 4 emphasizes the importance of protecting children from harm in all business activities and facilities. It calls for businesses to ensure that their facilities are safe for children, and that staff are aware of child protection policies. An explicit commitment to this principle demonstrates a company's dedication to creating a safe and protective environment for children.

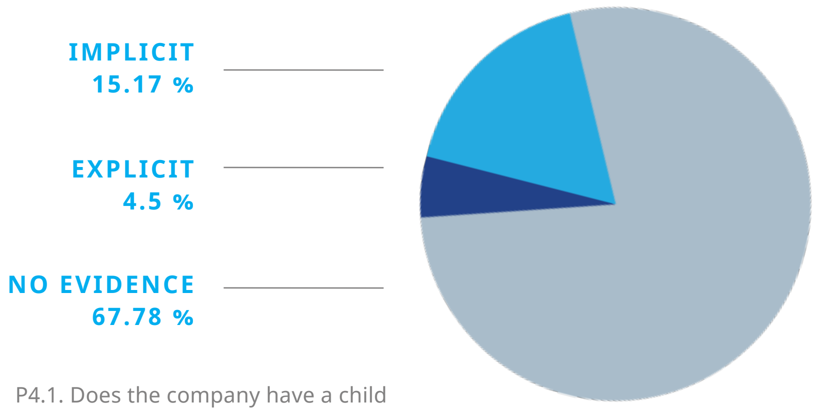
To better assess companies' commitment to Principle 4, the analysis of sustainability reports was guided by the following key questions:

Child Safeguarding and Protection: Does the company have a child safeguarding or protection policy?

Online Child Protection: Has the company put in place measures in place to protect children using digital services?

Data Privacy: Does the company have standards on privacy and the collection of personal data on or from children?

Figure 28: Does the company have a child safeguarding or protection policy?



P4.1. Does the company have a child safeguarding or protection policy?

Table 47: Does the company have a child safeguarding or protection policy? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*Company has an explicit child safeguarding / protection policy*	4
IMPLICIT	*Company has a safeguarding / protection policy not necessarily specifying children*	15
NO EVIDENCE	*There is no evidence of a safeguarding or protection policy*	67

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

The child safeguarding or protection policy should prohibit the use of any company facilities, property, expense accounts and IT networks for any purposes involving child exploitation and physical, emotional, sexual or verbal abuse. It should outline child safeguarding controls and accountabilities for all employees (and other persons whom the company is responsible for e.g., volunteers, business partners and suppliers) who encounter children as part of their work, whether in person or online. The policy should apply to all operations and activities, or the company could have more than one policy that together cover all operations and activities.

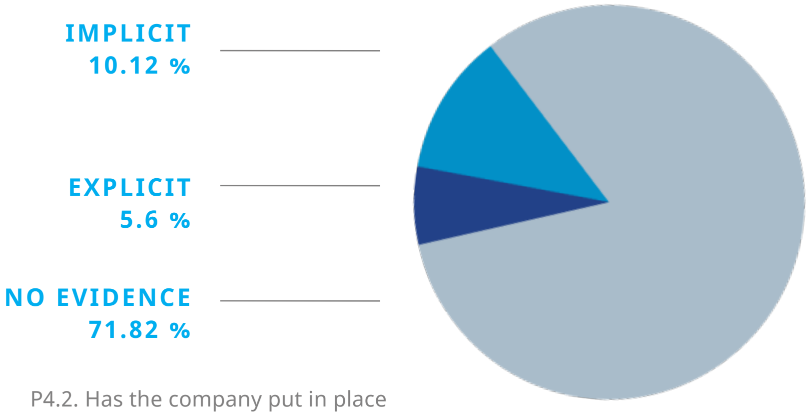
Child safeguarding policies are essential for any business that interacts with children, directly or indirectly. Such policies demonstrate a commitment to protecting children from harm and exploitation.

Most companies (67 out of 86) do not report on any child safeguarding or protection policy. Only four (4) companies have a policy that explicitly includes children, while fifteen (15) have general safeguarding and protection policies. Findings also show that the companies claiming to have child protection policies, usually cover only online or Internet safety, and not the physical facilities.

Table 48: Does the company have a child safeguarding or protection policy? Examples

COMPANY	DISCLOSURE
CONVERGE	*The Child Online Safeguarding Policy represents the company's mandate to promote and foster a safer Internet experience for its customers and end users, particularly children who are vulnerable to malicious content, cyberattacks and online exploitation. Converge established this policy to combat threats targeting children and build effective prevention and control measures within Converge's network.* *Through the implementation of this policy, the Company aims to uphold the rights of children and protect them against OSAEC/CSAEM, cyberattacks (including financial fraud) or online schemes targeting children. This policy signifies the Company's commitment to act on negative impacts brought about by the misuse and abuse of digital space, specifically targeting children.*
BDO	*Aligned with its Human Rights Policy to protect and respect human rights in the workplace, the Bank has recognized the increasing risk posed by online sexual abuse and exploitation of children (OSAEC) and has implemented measures and controls to mitigate risks arising from this crime. It has reinforced an ongoing monitoring process in its alert scenario parameters under its transaction monitoring system to effectively detect human trafficking and child exploitation activities.*

Figure 29: Has the company put in place measures in place to protect children using digital services?



P4.2. Has the company put in place measures in place to protect children using digital services?

Table 49: Has the company put in place measures in place to protect children using digital services? Example

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has comprehensive measures in place to protect children using digital services.*	5
IMPLICIT	*The company has measures in place to protect children using digital services, but some key measures are missing.*	10
NO EVIDENCE	*The company does not have measures in place to protect children using digital services.*	71

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

With the increasing use of digital technologies, children are exposed to various online risks. Businesses, especially those that provide digital services or products, have a responsibility to implement measures to protect children from these risks.

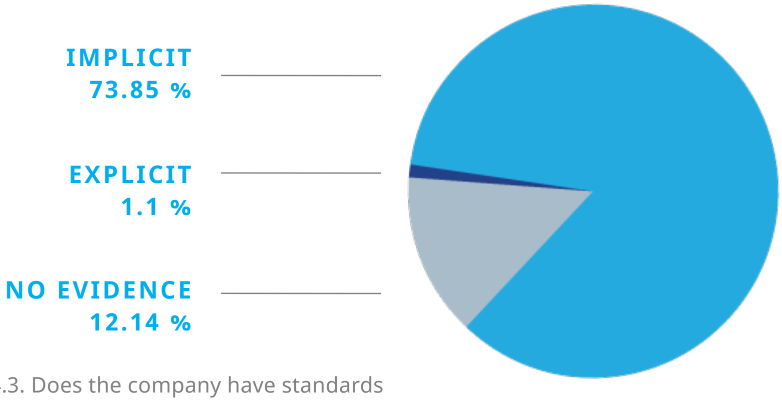
Seventy-one (71) out of 86 companies show no evidence of online protection measures. Only five (5) companies have comprehensive measures in place, while ten (10) have some measures in place. It is good to note that majority of the companies who include online child protection in their reporting and practices are those exposed to higher online risks for children. These include companies from the Casinos and Gaming, IT, Media, Telecommunications industries.

This could be attributed to local regulations, such as the Republic Act No. 11930 or the Anti-Online Sexual Abuse or Exploitation of Children (OSAEC) and Anti-Child Sexual Abuse or Exploitation Materials (CSAEM) Act, and a rather advanced industry awareness on online risks to children.

Table 50: Has the company put in place measures in place to protect children using digital services? Examples

COMPANY	DISCLOSURE
CONVERGE	*The Child Online Safeguarding Policy represents the company's mandate to promote and foster a safer Internet experience for its customers and end users, particularly children who are vulnerable to malicious content, cyberattacks and online exploitation. Converge established this policy to combat threats targeting children and build effective prevention and control measures within Converge's network. Through the implementation of this policy, the Company aims to uphold the rights of children and protect them against OSAEC/CSAEM, cyberattacks (including financial fraud) or online schemes targeting children. This policy signifies the Company's commitment to act on negative impacts brought about by the misuse and abuse of digital space, specifically targeting children.*
ABS-CBN	*Bantay Bata 163. Founded in 1997, Bantay Bata 163 began as a rescue hotline for at-risk children. Through the years, its services have evolved to include helping indigent children through medical assistance and scholarships. Eventually, it opened the Children's Village, a halfway home for abused and at-risk children. In 2022, the program launched holistic and proactive projects to address the needs of Filipino children today. It also extended its mental health support through email and social media as it realized the importance of reaching children in the digital age.*
GLOBE	*Child Online Safety continues to be a material topic for Globe as technological abuse and misuse leading to online sexual exploitation and abuse and cyberbullying remains rampant in the Philippines.* *Through Globe's partnership with the Internet Watch Foundation (IWF) and the Canadian Center for Child Protection (C3P), the company blocked 489,849 URLs and domains associated with child sexual exploitation and abuse materials. This is also in compliance with the Anti-Child Pornography Act (Republic Act No. 9975) which mandates Internet service providers to install content filter networks and security control to prevent malicious, harmful and fraudulent content from propagation.* *Globe also measures child online safety metrics.*
PLDT	*The PLDT Group is a proactive advocate of Internet safety and cybersecurity for customers and end users, aiming to protect the most vulnerable segments like children and the youth. The group strives to ensure that stakeholders have high-quality and affordable connectivity as well as a safe and secure digital experience. The Better Today program leverages the group's digital expertise and shared value partnerships to champion safe spaces online, promote child online protection and advocate for mental wellness for communities where it operates.*

Figure 30: Does the company have standards on privacy and the collection of personal data on or from children?



P4.3. Does the company have standards on privacy and the collection of personal data on or from children?

Table 51: Does the company have standards on privacy and the collection of personal data on or from children? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has comprehensive standards on privacy and collection of personal data specifically from children*	1
IMPLICIT	*The company has generic data privacy policies*	73
NO EVIDENCE	*There is no evidence of a data privacy policy*	12

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

Data privacy standards help ensure that children's information is collected, used and disclosed in a responsible and ethical manner.

Most companies (73 out of 86) mentioned having data privacy policies. This high level of awareness and practice could be due to the existence of the Data Privacy Act (DPA) of the Philippines. The DPA establishes strict compliance requirements for data protection, with non-compliance resulting in severe penalties including fines and imprisonment[40].

The law has indeed raised awareness about data privacy among companies. However, the DPA does not specifically address children's information. While it recognizes minors as vulnerable data subjects requiring special protection, there are no explicit provisions for data privacy in the act itself[41].

Only one (1) company explicitly mentioned protecting children's data privacy, while twelve (12) show no evidence of such policies.

[40]Clym, "Republic Act 10173 (Data Privacy Act of 2012)," https://clym.io/regulations/republic-act-10173 (accessed January 15, 2025)

[41]Baker McKenzie, "Global Data Privacy and Cybersecurity Handbook: Philippines - Minors," Resource Hub, https://resourcehub.bakermckenzie.com/en/resources/global-data-privacy-and-cybersecurity-handbook/asia-pacific/philippines/topics/minors_

Table 52: Does the company have standards on privacy and the collection of personal data on ora from children? Examples

COMPANY	DISCLOSURE
PLDT (explicit)	*PLDT works to strengthen online safety culture for vulnerable stakeholders such as children by working with organizations such as UNICEF, International Justice Mission (IJM), Forum of Incident Response and Security Teams (FIRST), Internet Watch Foundation (IWF), Council for the Welfare of Children, We Protect Global Alliance, Google, Microsoft, University of the Philippines Open University, Kids for Kids, Youth for Mental Health Coalition, Mindanao Gold Star Daily, InnoPub Media and Tech Sabado.* *Through the CyberSmart online caravan, they help raise a generation of cyber warriors who can identify online threats and practice cybersecurity every day.*
CONVERGE (implicit)	*Converge has a comprehensive Data Privacy policy, which, combined with the strength of their Child Protection policy may be combined to imply that this covers children as well.*

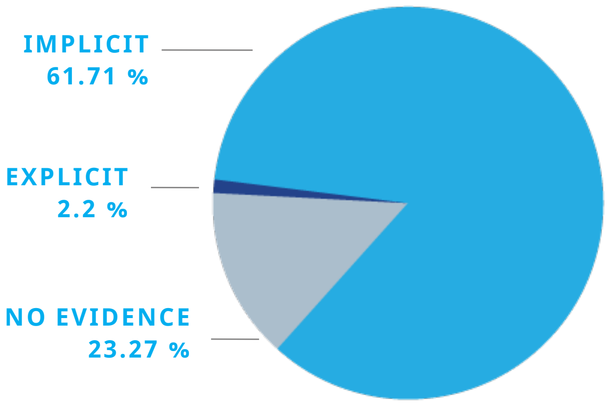
Principle 5: Ensure that products and services are safe and seek to support children's rights through them.

This principle focuses on the responsibility of businesses to provide safe products and services for children. It calls for businesses to ensure that their products and services do not harm children's health or well-being and that they are marketed responsibly. An explicit commitment to this principle shows a company's dedication to protecting children as consumers and ensuring their right to safe products and services.

To better assess companies' commitment to Principle 5, the analysis of sustainability reports was guided by the following key questions:

Product Safety: Does the company ensure that its products are safe for customers, specifically, children?

Figure 31: Does the company ensure that its products are safe for children?



F5.1. Does the company ensure that its products are safe for children?

Table 53: Does the company ensure that its products are safe for children? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has a policy to ensure that products are safe for children and all products are labelled with safe information for children.*	2
IMPLICIT	*The company has a policy on product safety and appropriate labelling of safety information but does not specifically reference children.*	61
NO EVIDENCE	*The company does not have a policy on product safety.*	23

Only two (2) out of the reviewed sustainability reports show explicit mention of product safety for children. Most companies (61 out of 86) report on product safety, but do not necessarily have specific guidance referencing safety for children.

Table 54: Does the company ensure that its products are safe for children? Examples

COMPANY	DISCLOSURE
CONVERGE	*We prioritize our customers' health and safety through various initiatives, including ensuring that our CPEs meet rigorous quality and safety standards. Our commitment extends to protecting the well-being of our younger stakeholders online, as reflected in our Human Rights Policy and Child Online Safeguarding Policy.*
BDO	*The BDO SFF acts as a guiding principle for issuing Green, Blue, Social, Orange/ Gender, and Sustainability Bonds, as well as other debt financing instruments, enabling the bank to diversify funding sources and expand its investor base to include those focused on Environmental, Social and Governance (ESG) criteria.*

Principle 6: Use marketing and advertising that respect and support children's rights.

Marketing and advertising indicators cover responsible marketing policies, marketing of unhealthy food and digital marketing practices to children. These are typically applicable to companies in food, retail, technology and consumer goods. This principle highlights the importance of responsible marketing and advertising practices. It calls for businesses to ensure that their marketing and advertising do not exploit or harm children and that they promote positive values and healthy lifestyles. An explicit commitment to this principle demonstrates a company's dedication to protecting children from harmful marketing practices and promoting their right to information and freedom of expression.

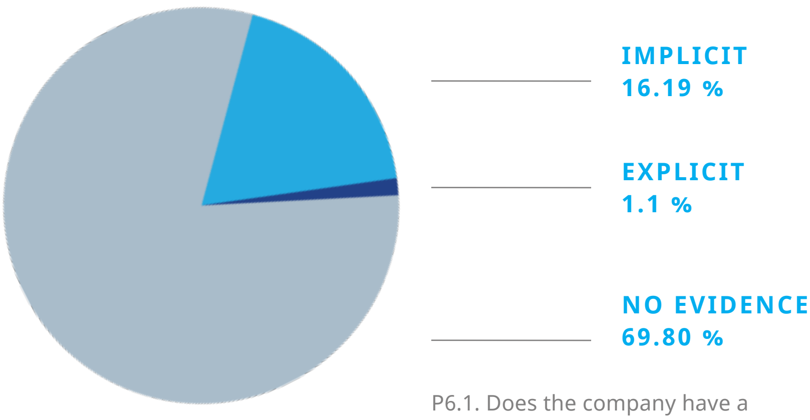
To better assess companies' commitment to Principle 6, the analysis of sustainability reports was guided by the following key questions:

Responsible Marketing Communication: Does the company have a responsible marketing policy that places limits on marketing to children

Unhealthy Food Promotion: Does the company limit marketing of unhealthy foods to children?

Digital Marketing: Does the company have responsible digital marketing practices with respect to children?

Figure 32: Does the company have a responsible marketing policy that places limits on marketing to children?



P6.1. Does the company have a responsible marketing policy that places limits on marketing to children?

Table 55: Does the company have a responsible marketing policy that places limits on marketing to children? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has a responsible marketing policy that is specific to marketing to children*	1
IMPLICIT	*The company has a responsible marketing policy but does not specifically mention responsible marketing to children*	16
NO EVIDENCE	*The company sustainability report does not report on any responsible marketing policy*	69

Children are recognized as a significant consumer group, with discretionary income and influence on family purchases. Marketing to children can have a significant impact on their health, opinions and development and these impacts can be positive or negative depending on what is being advertised. Children's development can also be impacted by harmful stereotypes and early sexualization that can be present in advertising practices[42].

Only one (1) company explicitly mentioned a child-specific responsible marketing policy, while sixteen (16) mentioned general responsible marketing policies. Majority of the sustainability reports reviewed did not have any information on responsible marketing.

The one company identified with the responsible marketing policy came from the food and beverage industry (F&B). This study reviewed a total of nine (9) F&B sustainability reports, and while most have a responsible marketing policy, none of them had specific guidelines for child marketing.

Table 56: Does the company have a responsible marketing policy that places limits on marketing to children? Examples

COMPANY	DISCLOSURE
JOLLIBEE (explicit)	*As part of our policy, we do not advertise Jollibee products in any measured media channel where 30 per cent or more of the media audience is under 13 years old. Placements for Jollibee advertising materials exclude child-directed programs on TV and digital platforms (Meta, TikTok, YouTube, Programmatic Advertising Platforms).*
EMPERADOR	*Emperador promotes consumer awareness and responsible behaviour by adhering to company policies and regulations on marketing and labelling. This protects the health of the consumer and promotes trust in the brand.*
SAN MIGUEL FOOD AND BEVERAGE (implicit)	*To help consumers make informed choices on their product purchases, the group strives to make information on labels simple and clear. Marketing and advertising campaigns comply with standards set by regulatory agencies.* *For its alcoholic beverages, the group promotes responsible drinking among its consumers. In every commercial, advertisement and promotional material, the statement, "Drink Responsibly" is always included. In light of the COVID-19 pandemic where some on-premise channels have remained closed since March 16, 2020 and large gatherings are prohibited or regulated, SMB and GSMI have been promoting at-home consumption in their communications.* *In addition, product labels for all products of SMFB abide by the applicable regulations issued by government agencies, such as the Philippine Food and Drug Administration and the Department of Trade and Industry.*

[42]UNICEF, "Children's Rights in Sustainability Reporting: A Tool for Companies," December 2013, https://assets.ctfassets.net/gl8rzq2xcs2o/3d4ZjstZ8XOnvW9bUcFiyU/a86375a324979a5ae134329378046e9c/Children_s_Rights_in_Sustainability_Reporting_231213_Web.pdf (accessed January 15, 2025)

Figure 33: Does the company limit marketing of unhealthy foods to children?

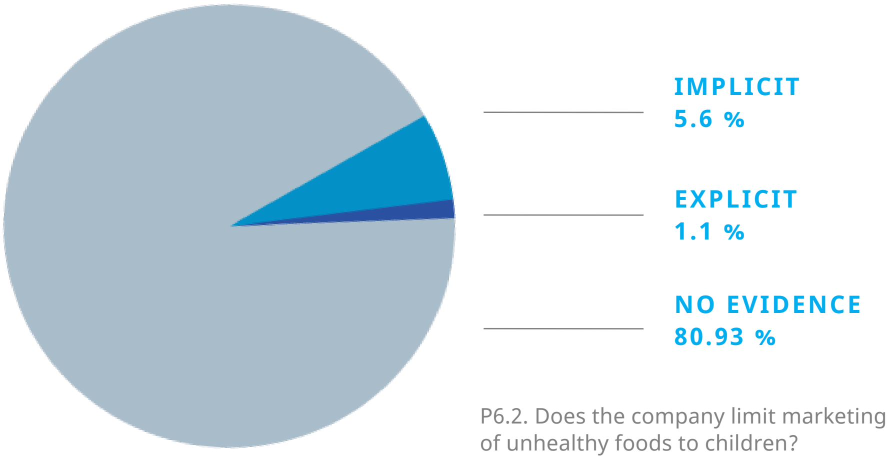


Table 57: Does the company limit marketing of unhealthy foods to children? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has a responsible marketing policy that comprehensively restricts all forms of marketing of unhealthy foods to children under 18 and uses independent nutritional criteria*	1
IMPLICIT	*The company has a responsible marketing policy that partially restricts the marketing of unhealthy foods to children*	5
NO EVIDENCE	*The company does not have a policy that limits marketing of unhealthy foods to children*	80

Exposure to unhealthy food marketing can have negative effects on children's health. Children are particularly vulnerable to marketing campaigns that promote products with a high content of fat, sugar and salt (HFSS). Advertising influences children's food preferences, purchase requests and consumption patterns. Advertising of HFSS foods is also associated with an increased risk of overweight and obesity among children[43].

This principle is technically applicable only to F&B or Retail Companies, which comprise approximately fifteen (15) out of eighty-six (86) sustainability reports reviewed.

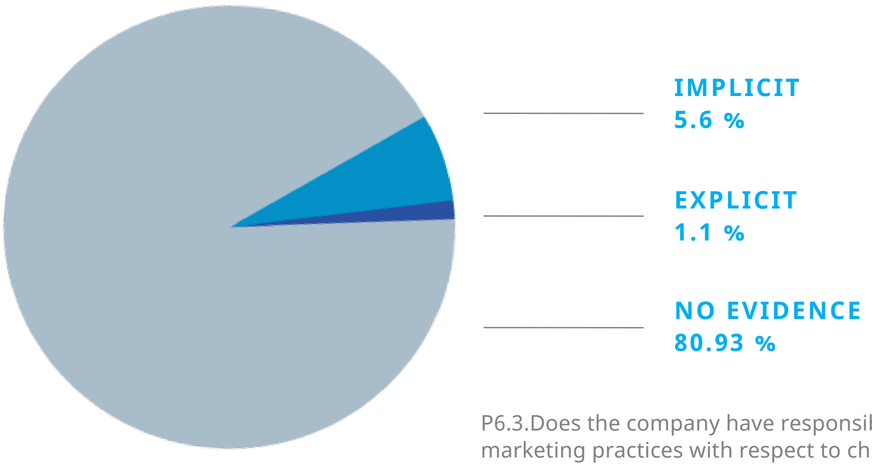
Results show that only one company explicitly reports on limiting marketing of unhealthy food to children, which is covered by their published responsible marketing policy. This disclosure and examples of implicit disclosures on unhealthy food are included below.

[43] UNICEF. (2021). Marketing of unhealthy foods and non-alcoholic beverages to children. https://www.unicef.org/mongolia/media/5591/file/Marketing%20of%20unhealthy%20foods%20and%20non-alcoholic%20beverages%20to%20children.pdf

Table 58: Does the company limit marketing of unhealthy foods to children? Examples

COMPANY	DISCLOSURE
JOLLIBEE	*As part of our policy, we do not advertise Jollibee products in any measured media channel where 30 per cent or more of the media audience is under 13 years old. Placements for Jollibee advertising materials exclude child-directed programs on TV and digital platforms (Meta, TikTok, YouTube, Programmatic Advertising Platforms).* *The scope will be expanded to include other Jollibee group brands in succeeding years.*
DEL MONTE (implicit)	*In previous years, the company updated its Food Safety Policy and Environmental Policy, and issued a new Health Statement, Responsible Marketing Policy, Supplier Code of Conduct and Human Rights Policy.*

Figure 34: Does the company have responsible digital marketing practices with respect to children?



P6.3.Does the company have responsible digital marketing practices with respect to children?

Table 59: Does the company have responsible digital marketing practices with respect to children? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has a responsible digital marketing policy affording special consideration and comprehensive protections to all users under the age of 18.*	1
IMPLICIT	*The company has a responsible digital marketing policy, but it does not afford special considerations or comprehensive protections to all users under the age of 18.*	5
NO EVIDENCE	*The company does not have a responsible marketing policy on digital marketing.*	80

Advertising has gone beyond the traditional mediums and have overtaken digital platforms. Children are susceptible to these influences and can also be at-risk from covert data collection.

Findings show that only one (1) company explicitly includes digital channels as part of their responsible marketing policy. This disclosure and examples of implicit disclosures on unhealthy food are included below. Responsible digital marketing practices could be implied from five (5) sustainability reports of other companies, where they share information or responsible online practices without reference to children.

Table 60: Does the company have responsible digital marketing practices with respect to children? Examples

COMPANY	DISCLOSURE
CONVERGE	*Converge's comprehensive online child safety policies and marketing practices imply responsible digital marketing practices.* *To reinforce online safety and cybersecurity, we maintain partnerships with organizations such as the Internet Watch Foundation (IWF), leveraging their master list of URLs to block content featuring abuse through our domain-filtering technology. We also have an ongoing collaboration with the Stairway Foundation to foster safer online spaces for Filipino children and help combat various cyber threats such as online sexual abuse and exploitation of children (OSAEC).* *Every marketing material with claims and above-the-line campaigns undergoes scrutiny for compliance with the Ad Standards Council (ASC) requirements. To ensure our agents are well-versed in our products and services, we conduct sales training for agents under our MSPs and Managed Service Agreements (MSAs). Additionally, Converge secures necessary fair trade permits from Department of Trade and Industry and ASC for any sales promotion. These practices contribute to a transparent and ethical consumer experience.*
DIGI PLUS	*Responsible Digitalization. This pillar puts an emphasis on creating a safer online environment for Filipinos. We will collaborate with various groups to create an information campaign that will spread awareness on key topics such as responsible gaming, data privacy and cybercrime. This will help ensure online safety and confidence, not only for online gamers, but for Internet users at large.*

Principle 7: Respect and support children's rights in relation to the environment and to land acquisition and use.

Principle 7 focuses on the impact of land acquisition and the environment to children and should be of particular interest to businesses with activities most likely to acquire or work with large tracts of land and those with significant environmental impact. These could be in industries such as mining, oil, agriculture, property, construction and infrastructure, manufacturing and travel and tourism.

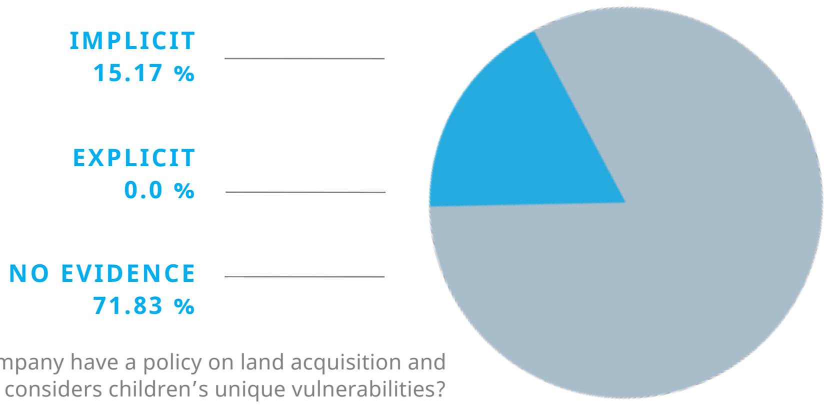
It calls for businesses to ensure that their operations do not harm the environment or displace communities, and that they respect the rights of children in all their environmental and land-related activities. An explicit commitment to this principle shows a company's dedication to protecting the environment for future generations and ensuring that children's rights are considered in all environmental and land-related decisions.

To better assess companies' commitment to Principle 7, the analysis of sustainability reports was guided by the following key questions:

Land Acquisition and Use: Does the company have a policy on land acquisition and resettlement that considers children's unique vulnerabilities?

Environmental Assessments and Impact Measurement: Does the company identify and monitor special environmental risks to pregnant women and children in the community?

Figure 35: Does the company have a policy on land acquisition and resettlement that considers children's unique vulnerabilities?



P7.1. Does the company have a policy on land acquisition and resettlement that considers children's unique vulnerabilities?

Table 61: Does the company have a policy on land acquisition and resettlement that considers children's unique vulnerabilities? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has a policy on land acquisition and resettlement that considers children's unique vulnerabilities*	0
IMPLICIT	*The company has a policy on land acquisition and resettlement, but it does not recognize children's unique vulnerabilities*	15
NO EVIDENCE	*The company does not have a policy on land acquisition and resettlement*	71

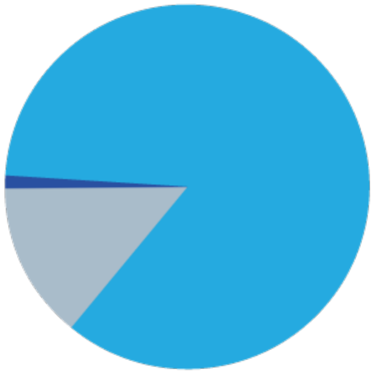
Land acquisition can displace communities and disrupt children's lives. The company's policy should commit to respecting land ownership and natural resource rights, recognizing legitimate tenure rights and International Finance Corporation Performance Standards to obtain Free, Prior and Informed Consent (FPIC) from Indigenous People and local communities for transactions involving land and natural resources In addition, companies should recognize children's unique vulnerabilities in resettlement and relocation and commit to considering them in impact assessments and addressing them in the consultation and resettlement process.

None of the sustainability reports reviewed contained disclosures regarding specific land acquisition and resettlement that considers children's rights. Disclosures which imply consideration of environmental impacts were marked as implicit.

Table 62: Does the company have a policy on land acquisition and resettlement that considers children's unique vulnerabilities? Examples

COMPANY	DISCLOSURE
ORIENTAL PETROLEUM	*However, the field located anywhere near a protected site or areas of high biodiversity. In fact, during the last underwater survey done during the recent decommissioning and abandonment of the Nido and Matinloc Platforms in the Nido-Matinloc Oilfield, Philodrill, the service contract operator, found that coral reefs bloomed in the legs of the platforms and many marine animals are dwelling within the platforms. These is proof that the water column is healthy and habitable. There were also plans that these platforms can be used for recreational diving sites in the future. Moreover, before awarding the service contract, protected sites are being identified and carved out by the Department of Energy from the service contract. Thus, protected areas are not included within the service contract areas.*
VISTA LAND	*Vista Land reports no significant impacts to lands with high biodiversity value or near protected areas. Before acquiring any property, Vista Land conducts market research to meet the demands of future homeowners.* *The company considers the following criteria in its land acquisition study: the general economic condition of the environment surrounding the property; proximity of land to areas to existing products and service brought about by nearby developments; accessibility to roads and major thoroughfares; availability of electric facilities, telephone lines, and water systems; and overall competitive landscape and neighbouring environment and amenities.* *Vista Land also considers the feasibility of obtaining required governmental licences, permits, authorizations, and developing necessary improvements and infrastructure, including sewage, roads and electricity.* *While landscapes play a big factor in a prospective homeowner's selection of a residential community, Vista Land looks at landscapes beyond mere embellishment. Rather it is an investment into nurturing a lush and green environment for future generations.*

Figure 36: Does the company identify and monitor special environmental risks to pregnant women and children in the community?



P7.2. Does the company identify and monitor special environmental risks to pregnant women and children in the community?

Table 63: Does the company identify and monitor special environmental risks to pregnant women and children in the community?
Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has a process for assessing, identifying and monitoring special environmental risks to pregnant women and children*	1
IMPLICIT	*The company has a process for assessing, identifying and monitoring environmental risks to communities, but does not specifically mention pregnant women and children*	73
NO EVIDENCE	*The company has no process for assessing, identifying and monitoring environmental risks to communities*	12

Sustainability reporting frameworks, including the Philippines SEC reporting template has robust environmental metrics monitoring sections. This is evident in the findings, where seventy-three (73) out of eighty-six (86) companies were seen to be reporting diligently on environmental risks and metrics. However, these reports do not specifically identify and monitor risks to pregnant women and children.

Only one company explicitly mentioned addressing environmental risks for pregnant women, shared below:

Table 64: Does the company identify and monitor special environmental risks to pregnant women and children in the community?
Example

COMPANY	DISCLOSURE
MERALCO	*In addition to off-grid public schools, barangay health stations and rural health centers in mountain communities in Tanay, Rizal and Kiamba, Sarangani, were also energized, benefiting a total of 4,620 residents in those areas. This enables barangay health workers to utilize essential tools such as nebulizers for respiratory ailments, fetal dopplers for pregnant women, and cold storage for vaccines in health centers.*

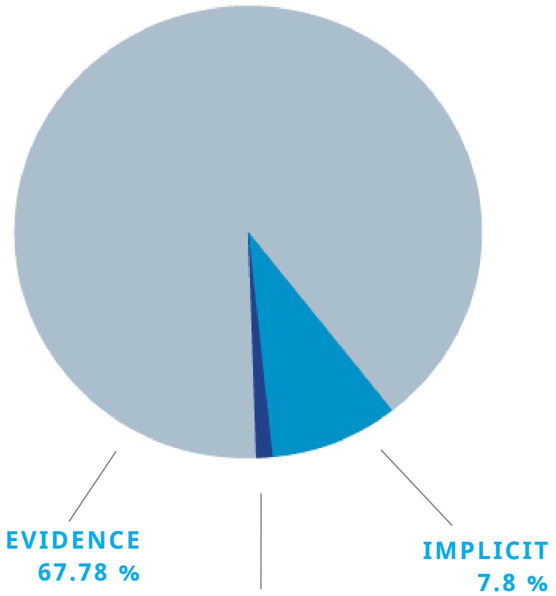
Principle 8: Respect and support children's rights in security arrangements.

Children are vulnerable to impacts of security arrangements and may face risks of abuse, violence, harassment or recruitment if made carelessly. Incorporating children's rights into security arrangements and ensuring that their rights are respected are most likely material in the following industries: Mining, Oil, Agriculture, Manufacturing, Electronics and Tourism. It calls for businesses to ensure that their security arrangements do not harm children and that they respect children's rights in all security-related activities. An explicit commitment to this principle demonstrates a company's dedication to protecting children from harm and ensuring their right to security.

To better assess companies' commitment to Principle 8, the analysis of sustainability reports asked one question:

Security Arrangements: Does the company ensure that children's rights are protected in security arrangements?

Figure 37: Does the company ensure that children's rights are protected in security arrangements?



P8.1. Does the company ensure that children's rights are protected in security arrangements?

Table 65: Does the company ensure that children's rights are protected in security arrangements? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has a policy in place on the procurement of security services that incorporates respect for children's rights.*	1
IMPLICIT	*The company has a policy in place on the procurement of security services, covering both public and private providers, that incorporates respect for human rights (but does not specifically reference children's rights or use of children).*	7
NO EVIDENCE	*The company does not have a policy on the procurement of security services.*	78

Out of the eighty-six (86) sustainability reports reviewed, only one (1) company mentioned how their security personnel are trained in human rights policies and procedures, while seven (7) mentioned general procurement policies for security services. The remaining seventy-eight (78) had no disclosures related to security services. Note that there is no available information on which companies procure or require the services of security personnel.

Table 66: Does the company ensure that children's rights are protected in security arrangements? Examples

COMPANY	DISCLOSURE
SM PRIME	*"Security personnel trained in human rights policies or procedures"*
NICKEL ASIA	*Facilities improvement: This project aims to assist the barangay in various ways: improving access roads and flood control, enhancing communal facilities, restoring electricity access to two isolated barangays affected by adverse weather conditions, upgrading tourist spots to comply with DAO 2022 standards, constructing drainage canals for rainwater overflow, ensuring the security of children and school property, supporting communal facility improvements.*

Principle 9: Help protect children affected by emergencies.

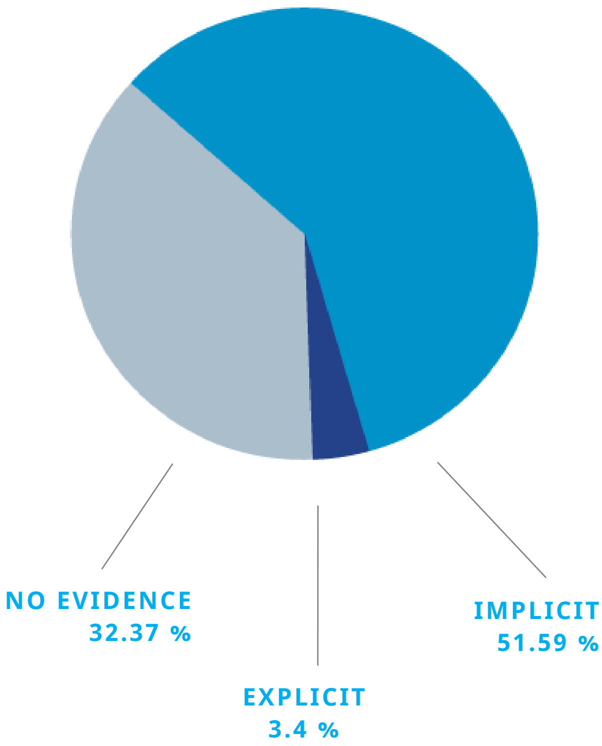
This principle focuses on the responsibility of businesses to protect children affected by emergencies. It calls for businesses to avoid actions that could harm children in emergencies and to support efforts to protect and assist children in such situations. An explicit commitment to this principle shows a company's dedication to protecting children in vulnerable situations and ensuring their right to safety and assistance in times of crisis.

Emergencies can impact children more than adults. In this set of indicators, emergencies are situations where lives, physical and mental well-being or development opportunities for children are threatened because of armed conflict, violence, epidemics, famine, natural disaster or the breakdown of social or legal order.

To better assess companies' commitment to Principle 9, the analysis of sustainability reports was guided by the following question:

> **Emergency Response:** Does the company help protect children affected by emergencies?

Figure 38: Does the company help protect children affected by emergencies?



P9.1. Does the company help protect children affected by emergencies?

The UNICEF ESG Tool did not have any indicators regarding protection of children affected by emergencies. The criteria below were used for this evaluation.

Table 67: Does the company help protect children affected by emergencies? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company has programmes or policies related to emergency response, and explicitly mentions provisions for children.*	3
IMPLICIT	*The company has programmes or policies related to emergency response but does not specifically mention children.*	52
NO EVIDENCE	*There is no evidence of programmes on emergency or disaster response.*	32

Three (3) companies have disaster or emergency response programmes explicitly mentioning provisions or benefits for children, while fifty-two (52) reported having disaster or relief operations during emergencies, typically as part of their corporate social responsibility or through employee initiatives. The remaining thirty-two (32) did not share any information regarding emergency response, disaster or relief operations.

Table 68: Does the company help protect children affected by emergencies? Examples

COMPANY	DISCLOSURE
MERALCO (explicit)	*The company will soon be launching the Meralco Rescue Academy, a new platform that will offer short courses on emergency preparedness and response to all One Meralco employees and their dependents. This initiative aims to (1) capacitate them with knowledge and skills necessary in cases of emergencies; and (2) supplement the government's efforts in making communities resilient.*
FIRST GEN (explicit)	*Our Family Preparedness Program (FPP) was created to increase awareness of disaster preparedness and enhance the survival skills of workers and their families through continuous learning and sharing of best practices.*
ABS-CBN (explicit)	*Project MIND (Mental Health Intervention for children in Need/affected by Disasters) endeavours to address the gaps in providing community-based mental health and psychosocial support services (MHPSS) to children and their caregivers after disasters and other emergency situations.*
BDO (implicit)	*During natural disasters (i.e. typhoons, flooding, earthquakes), advisories are released by Branch Banking Group to guide employees on proper handling of safety reminders and instructions during such situations, including assistance to be provided to our clients.* *Whenever there are unusual/hazardous circumstances happening within the branch premises (e.g. vehicular accident which destroyed the facade of the branch, foul smell caused by sewer pipe leak, lithium ion battery fire incident of nearby establishment, etc.), the branch bankers are trained to handle safety and security.*

Principle 10: Reinforce community and government efforts to protect and fulfil children's rights.

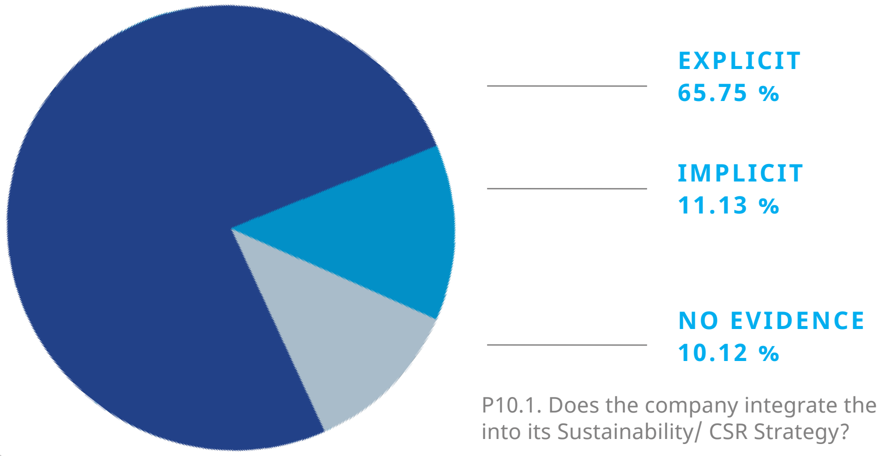
While most of the other principles investigate company operations, principle 10 highlights the importance of businesses looking beyond its business and supporting community and government efforts to protect and fulfil children's rights. An explicit commitment to this principle demonstrates a company's dedication to being a responsible member of society, contributing to the national and global goals, while upholding the protection and well-being of children.

To better assess companies' commitment to Principle 10, the analysis of sustainability reports was guided by the following key questions:

Support for the United Nations SDGs: Does the company integrate the SDGs into its Sustainability/ CSR Strategy?

Initiatives and Partnerships/ CSR: Does the company participate in initiatives and partnerships to support the realization of children's rights?

Figure 39: Does the company integrate the SDGs into its Sustainability/ CSR Strategy?



P10.1. Does the company integrate the SDGs into its Sustainability/ CSR Strategy?

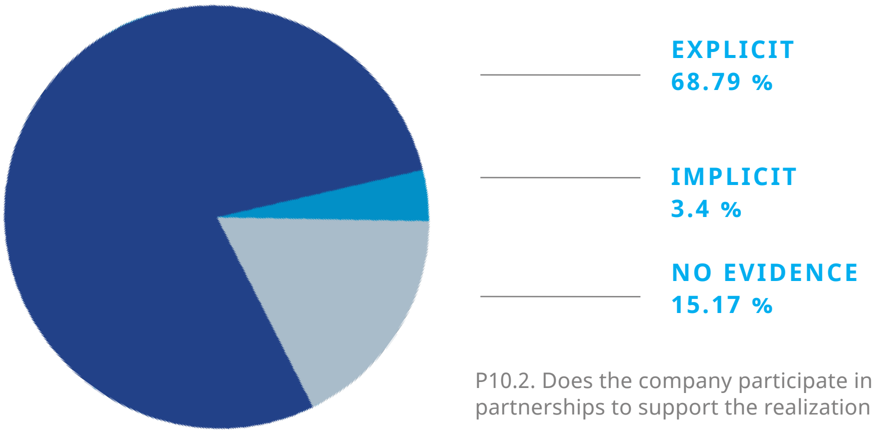
Table 69: Does the company integrate the SDGs into its Sustainability/ CSR Strategy? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company integrates SDGs that support children's rights into its sustainability/ CSR strategy, referencing one of the following SDGs that aim to improve the lives of children and young people: Goal 1 (Poverty Reduction), Goal 2 (Zero Hunger), Goal 3 (Health), Goal 4 (Education), Goal 5 (Gender Equality), Goal 6 (Water and Sanitation), Goal 8 (Decent Work), Goal 10 (Reducing Inequalities), or Goal 16.2 (Violence against Children).*	65
IMPLICIT	*The company integrates SDGs into its sustainability/CSR strategy, but does not specify which ones or does not integrate SDGs linked to children's rights.*	11
NO EVIDENCE	*There is no evidence of integration of the SDGs into company's sustainability/CSR strategy.*	10

There is a big uptake on integrating the United Nations SDGs into company sustainability strategy among the evaluated sustainability reports. This integration is not new to Philippine companies and have gained more traction since alignment to the SDGs is a required disclosure included in the SEC sustainability report Guidance for Companies.

At least 75 per cent of companies (65 out of 86) have declared its alignment with the SDGs and mention at least one of the goals that aim to improve the lives of children. Eleven (11) reports integrate or mentions SDG alignment, but goals are not specified, or there are no references to children, while ten (10) are yet to report on aligning their strategy with the goals.

Figure 40: Does the company participate in initiatives and partnerships to support the realization of children's rights?



P10.2. Does the company participate in initiatives and partnerships to support the realization of children's rights?

Table 70: Does the company participate in initiatives and partnerships to support the realization of children's rights? Summary

RATING	DEFINITION	# OF COMPANIES
EXPLICIT	*The company participates in initiatives and partnerships to support the realization of children's rights or to benefit children and families in general.*	69
IMPLICIT	*The company participates in voluntary initiatives to support human rights or the SDGs generally without an explicit mention of children and families.*	2
NO EVIDENCE	*There is no evidence that company participates in initiatives or partnerships on human rights, children's rights or SDG issues.*	15

*Rating definitions were adjusted to capture the range of disclosures and practices in the local setting.

Supporting the realization of child rights mean undertaking or contributing to programmes on health, education, recreation, child protection and raising awareness of children's rights.

Results are positive for this indicator, where 80 per cent of companies reported undertaking CSR programmes for the benefit of children and families. Two (2) companies run only CSR programmes for the environment, however it could also be implied that this could positively impact children as well. There are fifteen (15) companies who did not have any information on CSR programmes in their sustainability reports.

Here are some examples of company CSR programmes that benefit children and families.

Table 71: Does the company participate in initiatives and partnerships to support the realization of children's rights? Examples

COMPANY	DISCLOSURE
PHINMA CORPORATION	*CSR activities benefiting children and families:* *- Scholarship programmes for students from low-income families* *- Affordable housing projects for low and middle-income families* *- Community development initiatives in areas where they operate*
SM INVESTMENTS CORP	*We create positive community impact through scholarships and infrastructure support* *• 1,728 scholarship grants in 2023* *• 10,564 scholar graduates to date* *• 172 schools donated/constructed* *• 372 health centres and medical facilities built/renovated*
CEBU PACIFIC	*Cebu Pacific and UNICEF, which aims to promote and protect children's rights, continue their partnership for the Change for Good initiative. To date, CEB is the first and only airline partner of UNICEF in Southeast Asia for the Change for Good campaign. It is also the only local carrier that actively raises funds to support children in its home country.* *The Autism Angels Take Flight initiative, conducted in November 2023, provided an opportunity for children with autism to enjoy an immersive experience that featured different airport travel procedures. The event was designed to give them insights into navigating an airport and contribute to their understanding of air travel. This initiative with the Autism Society of the Philippines (ASP) highlighted the following values:* *Cebu Pacific, AHA! Learning Center, and the Epifanio Delos Santos Elementary School partnered for the success of the Fun for Little Juans (FFLJ) and Brigada Eskwela initiatives in 2023. The activities provided both tangible support and experiential learning opportunities for students and communities. For FFLJ, Cebu Pacific facilitated a visit to Manila Ocean Park for 181 children and 139 guardians from Better World Tondo. Meanwhile, Cebu Pacific employees volunteered to pack 300 school kits and paint murals during the Brigada Eskwela back-to-school preparations.*

CONCLUSIONS AND RECOMMENDATIONS

The overall findings of this baseline study showed that the explicit mention or integration of children's rights in PLC sustainability reports is rare. The absence of children or children's rights in company due diligence processes, assessments, and stakeholder analysis lead to the lack of attention that it receives in other parts of sustainability reporting, and perhaps consequently, in company practices. SEC's reporting template provides a structured approach to sustainability disclosures, companies may have varying levels of detail in reporting on children's rights depending on their chosen frameworks. For example, evaluating PLCs using the CRBP may not be appropriate if the CRBP framework was not adopted by the company.

Despite the lack of explicit inclusion of children's rights in sustainability reports, there are areas wherein a good foundation seems to be available. Companies are seen to already address child labour issues explicitly in their operations, and the beginnings of comprehensive supply chain policies are evident. Majority of companies' corporate social responsibility programmes typically benefit children in the areas of health, education and livelihood. While it is positive that companies acknowledge child labour prevention and support their rights through CSR, the lack of explicit integration of child rights in due diligence and reporting reveals a potential disconnect. There is a need to push for the consideration of the broader spectrum of children's rights across company operations. This includes rights beyond child labour, providing them the right to participate in decisions that affect them, ensuring the provision of decent work to parents and caregivers, protection and safety of children that extends from business activities, facilities to products, responsible marketing, safety from environment impacts, emergencies and security issues.

Findings show that companies are more likely to integrate child-friendly measures and metrics when: (1) Companies recognize their direct impact to children, for instance, when children are identified as consumers or users of services, (2) There are explicit government and industry regulations that companies are bound to comply with. For example, telecommunications and IT companies are governed by several laws specifically protecting children's rights, covering anti-child pornography, cybercrime, data privacy and online child protection. Existence of such "child-friendly" laws push companies to report on such initiatives, and (3) Companies adhere to best practice sustainability reporting guidelines and frameworks that explicitly include child-rights consideration in their templates. Companies that report according to international reporting standards such as GRI tend to disclose more comprehensive narratives on their ESG practices. Companies that are new to reporting and are reporting the minimum disclosures required by the SEC are compelled to include child labour policies and provide discussion on United Nations SDGs integration, hence the high ratings on such indicators.

© UNICEF/UNI680332/San Diego

As UNICEF advances in promoting the 10 CRB Principles, we also looked at thematic areas around family-friendly policies, online sexual exploitation and abuse, climate and environment and marketing as areas where direct impact to children can be seen. The following general observations were made within the thematic areas for CRB:

On Family-Friendly Policies:

Family-friendly policies are generally well-represented in the reviewed sustainability reports, with many companies showing implicit or explicit evidence of such practices. Key highlights include:
High compliance and disclosures about parental leave policies, likely due to Philippine labour laws and inclusion in the SEC Sustainability template.

Some companies offer flexible work arrangements, but these need to be reinforced by detailed policies.

Few companies explicitly support child care or early childhood education for employees' children.

There is a need to expedite and support studies on Philippine living wages to urge companies to provide these to their employees.

On Online Sexual Exploitation and Abuse:

Awareness and action on online child protection are growing but could further be improved.

Most companies in IT and telecommunications report on explicit policies or measures to protect children online. These are further reinforced by several industry and regulatory standards that strengthen multi-sectoral efforts against online sexual exploitation and abuse.

Aside from regulatory compliance, some companies are partnering with organizations to combat online sexual exploitation of children.

It was also observed that there is a lack of child-specific data privacy considerations across most sectors.

On Climate and Environment:

While environmental reporting among the reviewed sustainability reports is robust, child-specific considerations are rare. Most companies only report on general environment and risks as guided by the available reporting frameworks.

No companies explicitly consider or monitor environmental risks specific to children or pregnant women.

Land acquisition policies, when available, did not show evidence of accounting for children's vulnerabilities and needs.

On Marketing:

Explicit responsible marketing policies, especially regarding children, are underdeveloped. There is a significant need for more child-focused marketing policies, especially in industries directly impacting children, like F&B, retail, and digital services, including online gambling.

©UNICEF/UNI705223/Piojo

This study provides the following recommendations to improve child-rights integration and reporting practices in Philippine businesses.

For Companies

Integrate child rights into due diligence and impact assessments across all business operations, including supply chains. Look into developing a child-rights policy that aligns with the United Nations Convention on the Rights of Children or the UN CRBP. Consider including children in stakeholder assessments to promote child inclusion and participation, and establish a grievance mechanism for children and their representatives to raise concerns.

Seek to understand more about indirect impacts of company operations.

Integrate child-rights considerations into core business practices. While corporate social responsibility brings benefits to children and the community, going beyond the philanthropic endeavours will lead to more sustained benefits for children and families

For Government Agencies and Regulators

Enhance industry regulations geared towards protection of child rights across all sectors. Findings show that industries covered by mandatory regulations tend to be more transparent and explicit with child-related disclosures. Some examples of regulations which drive explicit action and disclosures are the following:

Child Labor: Republic Act No. 9231 (An Act Providing for the Elimination of the Worst Forms of Child Labor and Affording Stronger Protection for the Working Child) prohibits the worst forms of child labour and sets the minimum age of employment at 15.

Data Privacy: RA 10173 (Data Privacy Act of 2012) safeguards individuals' right to privacy, including children, by regulating the collection, use and disclosure of personal information.

Online Protection of Children: RA 11930 (Anti-OSAEC and Anti-CSAEM Act) combats online sexual abuse and exploitation of children by criminalizing these acts and mandating proactive measures from Internet service providers.

Guarantee that women are not discriminated against based on pregnancy, motherhood or family responsibilities. **Republic Act No. 9710: Magna Carta of Women**

Establish a minimum of six months paid maternity leave for mothers and four weeks paid paternity for fathers. **Republic Act No. 11210: Expanded Maternity Leave Law & Act No. 8187: Paternity Leave Act of 1996** (only 7 days for paternity).

Enable breastfeeding at work.
Republic Act No. 10028: Expanded Breastfeeding Promotion Act of 2009
Republic Act No. 11148: The "First 1,000 Days" Act
Republic Act No. 11861 of June 04, 2022 - Benefits and Privileges to Solo Parents and Their Children ("[REPUBLIC ACT NO. 11861, June 04, 2022] - the Lawphil Project")

Support access to affordable, quality childcare and early learning programmes.
Republic Act No. 10410: Early Years Act of 2013

Grant flexible working time arrangements. **Republic Act No. 11165: The Telecommuting Act**

Beyond legal compliance, promote decent working conditions such as wages that reflect the true cost of living for families. **Republic Act No. 9710: Magna Carta of Women**

Encourage positive parenting practices with staff – highlighting the importance of early childhood development.
Republic Act No. 11908 of 2022 - Parent Effectiveness Service Program Act
DOLE-BWSC Department Order 56-03 of 2003 for Establishing Family Welfare Program (FWP)
Republic Act No. 8042 of 1995 (Migrant Workers and Overseas Filipinos Act)
Republic Act No. 8980 of December 05, 2000 (Early Childhood Care and Development Act)

Examining and improving other legislation could drive child-rights integration in business. The Senate Bill 2700, Healthy Food Marketing Environment Act, when passed, can pave the way towards better business practices and healthier food options for children. Child-rights consideration into the Department of Environment and Natural Resources Environment Impact Assessments (EIA) can support awareness of child-rights impacts of high-risk industries such as extractives and property development. Child-rights considerations in building permits can potentially improve child safety.

©UNICEF Philippines/2019/Shehzad Noorani

For Securities and Exchange Commission

Encourage more comprehensive and explicit reporting on children's rights impacts. The SEC Sustainability Reporting Template ("SEC Memorandum Circular No. 4, series of 2019, Annex A") already includes disclosures on employee benefits, labour standards and human rights, which may encompass child rights indirectly.

SEC's framework provides a foundation for sustainability disclosures, including child-rights considerations. As part of the SuRe guidelines, SEC can encourage companies to include children in risk assessment. Guidelines can also specify recommended indicators for monitoring by specific industries to report on their impact on children. For example, advise property companies to disclose land acquisition practices, mandate casinos and gaming companies to disclose responsible marketing practices, or ensure that safety measures include specific consideration of children's welfare.


©UNICEF Philippines/2019/Shehzad Noorani

Provide resources and integrate child-rights training to help companies understand and implement child-rights reporting. In cooperation with UNICEF, SEC can develop practical guidelines and training to ensure that reporting requirements and business practices align with CRBP Principles. SEC can integrate this into its SMILEES Roadshow or as a specialized program. SEC may also consider expanding its investor education series to include ESG awareness, with focus on child rights lens-investing.

For UNICEF

Build the capacity of companies in developing policies and commitments to children's rights. In cooperation with SEC, DOLE, industry associations and other partners, UNICEF can support businesses with practical resources and guidelines for essential topics like child-lens impact and materiality assessments, stakeholder engagements, community partnerships and business practices reviews.

Focus CRBP education and advocacy on high-potential, high-risk industries. Findings of this study show that some industries already have a good foundation set up for CRBP integration and just need a push in the right direction. These are industries that fall under the categories of known high risks to children's rights, regulatory controls in place, comprehensive sustainability report/ESG strategies, evidence of explicit and implicit mentions across child rights integration indicators, CSR programmes in place.

Embark on further studies to gain more insight on the extent of child-rights integration in business and legislation. A follow-up study to this benchmarking analysis may include stakeholder interviews and review of external sources to verify the data coming from the sustainability reports. A more comprehensive study that is validated by the companies and supported by additional evidence would enable a verifiable gauge of child-rights integration in business operations.


©UNICEF Philippines/2019/Shehzad Noorani

An in-depth look at child-rights impacts per sector will provide a good foundation for materiality and impact assessments for companies. This could provide a good foundation for businesses to integrate child rights in their business processes.

Mapping and analysis of current business regulations and compliances can also create a good foundation for the inclusion of child-rights considerations in legislation and business.

This study also recognizes the role of investors in driving child-rights integration in business. A more comprehensive study in the local setting, focused specifically on investors' roles and perceptions regarding child-rights disclosures can provide insights on their interest in and use of child-rights related disclosures.

ANNEXES

Annex A: Resources for Integrating Children's Rights in Sustainability Reports and Practices

Policy brief:
Family-friendly policies: Redesigning the workplace of the future

Evidence briefs:
The benefits of family-friendly policies

- Breastfeeding
- Business
- Child benefits
- Childcare and working families
- Paid parental leave
- Women's economic empowerment

Evidence briefs:
The benefits of family-friendly policies

- Family-friendly workplaces: Policies and practices to advance decent work in global supply chains
- Family-friendly policies for workers in the informal economy
- Breastfeeding support in the workplace: a global guide for employers
- Family-Friendly Policies and Other Good Workplace Practices in the Context of COVID-19: Key Steps Employers Can Take
- Family-friendly policies: A global survey of business policy 2020
- Family-friendly policies: A handbook for business (EAPRO)

Sustainability Reporting

- Implementation of the Revised Sustainability Reporting Guidelines and Sustainability Report (SuRe) Form (sec.gov.ph)

Other References from UNICEF and Child Rights Partners:

- UNICEF. Tool for Investors on Integrating Children's Rights Into ESG Assessment. https://www.unicef.ca/sites/default/files/2021-04/Tool-for-Investors-on-Integrating-Childrens-Rights-Into-ESG-Assessment.pdf
- UNICEF - Corporate Social Responsibility - Home
- UNICEF: Investing in Child Rights: New UNICEF Guidance to Help Investors Make the Right Decision https://www.unicef.org/partnerships/investing-child-rights-new-unicef-guidance-help-investors-make-right-decision
- Investor Guidance for Children's Rights Integration. https://iasj.org/wp-content/uploads/GES-Investor-Guidance-for-Childrens-Rights-Integration.pdf
- Guide to NAP: https://www.unicef.org/media/154981/file
- National Action Plans on Business and Human Rights Toolkit https://icar.ngo/wp-content/uploads/2021/04/FINALNAPsToolkitUpdate2017.pdf
- Child-lens Investing | UNICEF Office of Innovation
- Children's Rights Industry Risk Tool https://globalchildforum.org/childrens-rights-industry-risk-tool/
- Unpacking children's rights under the European Sustainability Reporting Standards https://www.unicef.org/reports/unpacking-childrens-rights-under-european-sustainability-reporting-standards
- Child rights and Business Atlas, Child rights and Business in Finance and CR in Workplace. Children's rights and business | unicef.ch

Annex B: Summary on How Companies Include Children's Rights in Sustainability Reporting

			Explicit	Implicit	No Evidence
CORE PRINCIPLES (Due Diligence)	**P1: Meet their responsibility to respect children's rights and commit to supporting the human rights of children**				
	P1.1	Does the company explicitly state its commitment to respecting children's rights?	4	59	23
	P1.2	Does the company have board oversight of Children's rights issues?	1	34	51
	P1.3	Does the company integrate children's rights in its impact assessments	2	45	39
	P1.4	Does the company identify children as a stakeholder group and engage in consultation with stakeholders on children's rights?	4	70	12
	P1.5	Does the company have an operational level grievance mechanism that is focused on children's rights and accessible to children?	2	51	33
	P1.6	Does th e company support its children's rights commitments with training for personnel and business partners?	0	29	57
	P1.7	Does the company include children's rights in its materiality assessments?	1	53	32
	P1.8	Does the company communicate externally how child rights impacts are addressed?	3	35	48
THE WORKPLACE	**P2: Contribute to the elimination of Child Labor, including in all business activities and business relationships**				
	P2.1	Does the company require that suppliers and contractors respect children's rights?	10	59	17
	P2.2	Does the company assess suppliers and contractors on respecting children's rights and family-friendly policies?	9	36	41
	P2.3	Does the company commit not to use child labor in operations and the supply chain?	29	33	24
	P2.4	Does the company have a child labor prevention and/or remediation policy or plan?	1	13	72
	P3: Provide decent work for young workers, parents and caregivers				
	P3.1	Does the company provide decent and safe work for young workers?	1	12	73
	P3.2	Does the company employ young workers with an emphasis on skills development and vocational training?	3	37	46
	P3.3	Does the company commit to equal opportunities and non-discrimination on the basis of gender, pregnancy, maternity, paternity, and family responsibilities?	43	38	5
	P3.4	Does the company provide sufficient paid maternity, paternity, and parental leave?	16	63	7
	P3.5	Does the company guarantee job security for workers on maternity, paternity, and parental leave?	6	13	67
	P3.6	Does the company offer flexible working arrangements to workers with family responsibilities?	10	29	47
	P 3.7	Does the company support workers' children to access good quality childcare and early childhood education?	0	71	15
	P3.8	Does the company commit to paying wages that are sufficient for employees to meet their basic needs and the needs of their families	7	9	70
	P3.9	Does the company protect the health and safety of pregnant and breastfeeding workers?	5	10	71
	P4: Ensure the protection and safety of children in all business activities and facilities				
	P4.1	Does the company have a child safeguarding or protection policy?	4	15	67
	P4.2	Has the company put in place measures in place to protect children using digital services?	5	10	71
	P4.3	Does the company have standards on privacy and the collection of personal data on or from children?	1	73	12
THE MARKETPLACE	**P5: Ensure that products and services are safe, and seek to support children's rights through them**				
	P5.1	Does the company ensure that its products are safe for children?	2	61	23
	P6: Use marketing and advertising that respect and support children's rights				
	P6.1	Does the company have a responsible marketing policy that places limits on marketing to children?	1	16	69
	P6.2	Does the company limit marketing of unhealthy foods to children?	1	5	80
	P6.3	Does the company have responsible digital marketing practices with respect to children?	1	5	80
THE COMMUNITY & THE ENVIRONMENT	**P7: Respect and support children's rights in relation to the environment and to land acquisition and use.**				
	P7.1	Does the company have a policy on land acquisition and resettlement that considers children's unique vulnerabilities?	0	15	71
	P7.2	Does the company identify and monitor special environmental risks to pregnant women and children in the community?	1	73	12
	P8: Respect and support children's rights in security arrangements				
	P8.1	Does the company ensure that childrens rights are protected in security arrangements?	1	7	78
	P9: Help protect children affected by emergencies				
	P9.1	Does the company help protect children affected by emergencies?	3	51	32
	P10: Reinforce community and government efforts to protect and fulfill children's rights				
	P10.1	Does the company integrate the SDGs into its Sustainability/ CSR Strategy?	65	11	10
	P10.2	Does the company participate in initiatives and partnerships to support the realisation of children's rights ?	68	3	15

© UNICEF Philippines/2025/Renz Joshua

Participants and Guest speakers during the Public -Stakeholders' Presentation on the baseline study Investing in the Future: Why do Children Matter in Public Listed Companies' Sustainability Reports on 28 April 2025 at the Asian Institute of Management Conference Center Manila. The event was graced by the Office of Commissioner Rogelio V. Quevedo and the Corporate Governance and Finance Department (CGFD) led by Director Rachel Gumtang-Remalante of the Securities and Exchange Commission (SEC).

For more information,please contact:
Ernesto C. Casiple Jr.
Programme Officer - Child Rights and Business
UNICEF Philippines
ecasiple@unicef.org

Maya Faisal
Chief of Social Policy
UNICEF Philippines
mffaisal@unicef.org

unicef
for every child

UNICEF PHILIPPINES
United Nations Children's Fund
14th Floor North Tower
Rockwell Business Center Sheridan
Sherian Street corner United Street,
Mandaluyong City 1550
Philippines