

Turnover

GRI Standard	Disclosure	Quantity	Units
GRI 401-1b	Turnover		
	By Permanent Employees		
	a. Female	494	#
	b. Male	718	#
	By Age Group		
	a. Gen Z (26 and below)	372	#
	b. Millennial (27-41)	685	#
	c. Gen X (42-56)	132	#
	d. Baby Boomer (57 and up)3	23	#
	By Rank		
	a. Executives / Senior Management	10	#
	b. Middle Managers and Supervisors	237	#
	c. Rank-and-file permanent	604	#
	d. Professional / Technical	361	#
	By Contract Type		
	a. Voluntary	1,212	#
	b. Involuntary	637	#

*Note: Data covers the total number of URC regular employees as of December 31, 2023, The breakdown of turn-over data by permanent employees, age group and rank cover voluntary only.*



Employee Benefits

GRI Standard	List of Benefits <sup>1</sup>	Y/N	Type of Data	% of Female Employees	% of Male Employees
GRI 401-2a, GRI 401-3	SSS	Y	Covered	100%	100%
	PhilHealth	Y	Covered	100%	100%
	Pag-ibig	Y	Covered	100%	100%
	Parental leaves	Y	Covered	100%	100%
	Vacation leaves	Y	Covered	100%	100%
	Sick leaves	Y	Covered	100%	100%
	Medical benefits (aside from PhilHealth)	Y	Covered	100%	100%
	Housing assistance/ Provision for Staff Houses (aside from Pag-ibig) <sup>2</sup>	Y	Availing	3%	3%
	Retirement fund (aside from SSS)	Y	Covered	100%	100%
	Further education support (company loans for education)	Y	Covered	100%	100%
	Company stock options	N		0%	0%
	Telecommuting <sup>3</sup>	Y	Covered	12%	12%
	Flexible-working Hours <sup>3</sup>	Y	Covered	12%	12%
	(Others)				
	Group Life Insurance	Y	Covered	100%	100%
	Christmas Package	Y	Covered	100%	100%
	Subsidies for motivational programs such as company outing, Christmas party, sports fest, and family day	Y	Covered	100%	100%
	Company Loans for Emergencies	Y	Covered	100%	100%
	Special Leaves such as Emergency and Nuptial Leave	Y	Covered	100%	100%

Note:  
<sup>1</sup> The information covers the total number of URC PH regular employees  
<sup>2</sup> Data on housing assistance are only applicable to selected AIG, Flour, and SURE employees  
<sup>3</sup> Applicable to employees working in the head office

Employee Training and Development

GRI Standard	Disclosure	Quantity	Units
GRI 404-1	Total training hours provided to employees	351,742.76	hours
	Average training hours provided to employees	26.50	hours/employee

*Note: Data covers the total number of URC regular employees who underwent training in 2023.  
No breakdown between male and female in 2023. However, starting 2024, data on gender has been included in the monitoring of all trainings attended/ provided.*

Diversity and Equal Opportunity

GRI Standard	Disclosure	Quantity	Units
GRI 405-1b	Total training hours provided to employees	351,742.76	hours
	Average training hours provided to employees	26.50	hours/employee
	Number of employees from indigenous communities and/or Sector	currently not tracked	#

*Note: Data covers the total number of URC regular employees who underwent training in 2023.  
No breakdown between male and female in 2023. However, starting 2024, data on gender has been included in the monitoring of all trainings attended/ provided.*

Occupational Health and Safety

GRI Standard	Disclosure	Quantity	Units
GRI 403-9	Total Man-Hours <sup>1</sup>	74,086,688	Man-hours
	No. of work-related injuries <sup>2</sup>	286	#
	No. of work-related fatalities	3	#
	No. of work-related ill-health	-	#
	No. of safety drills	143	#
	LTIFR	1.01	
	AIFR	3.86	



*Note: Data covers information of total URC (BCF-PH, BCF-INT, Flour, SURE, AIG, head offices, and external distribution centers in the Philippines)  
<sup>1</sup> Total man-hours are the number of hours worked in the reporting period. These includes regular employees and third-party employees that are performing work in the workplace that is controlled by the organization  
<sup>2</sup> Number of work-related injuries include First-Aid Treatment Injury (FTI), Medical Treatment Injury (MTI), and Lost-time*

Product Health and Safety

GRI Standard	Disclosure	Quantity	Units
GRI 416-2	No. of substantiated complaints on product or service health and safety	0	#
	No. of complaints addressed	0	#

Marketing and Labelling

GRI Standard	Disclosure	Quantity	Units
GRI 417-2, GRI 417-3	No. of substantiated complaints on marketing and labelling	0	#
	No. of complaints addressed	0	#

Customer/Consumer Privacy

GRI Standard	Disclosure	Quantity	Units
GRI 418-1a	No. of substantiated complaints on customer privacy	In URC, its customers are defined as key accounts and exclusive distributors. It will ensure that the account management process handles account/ customer information with strict confidentiality. Therefore, this area is not applicable.	#
	No. of complaints addressed		#
	No. of customers, users and account holders whose information is used for secondary purposes		#

Data Security

GRI Standard	Disclosure	Quantity	Units
GRI 418-1b	No. of data breaches, including leaks, thefts and losses of data	0	#

