



BOARD RESOLUTION NO. 15
Series of 2025

**REVISED WHISTLEBLOWING POLICY OF THE
PHILIPPINE RETIREMENT AUTHORITY**

WHEREAS, as mandated by the Governance Commission for GOCCs (GCG), government-owned and controlled corporations (GOCCs), such as the Philippine Retirement Authority (PRA), are required to establish and implement a whistleblowing policy, which the GOCC's governing board should approve;

WHEREAS, on 05 July 2017, the PRA Board of Trustees approved the Whistleblowing Policy of the PRA pursuant to GCG Memorandum Circular No. 2016-02, with the subject *Revised Whistleblowing Policy for the GOCC Sector*, dated 22 April 2016;

WHEREAS, the purpose of the Whistleblowing Policy is to enable any concerned individual to report and provide information, and even testify on matters involving actions or omission of directors/trustees, officers, and employees of GOCCs, as well as the chairperson, officer, and employees of the GCG, that are illegal or unethical, violate good governance principles, are against public policy, and morals, promote unsound and unhealthy business practices, are grossly disadvantageous to the GOCC, the State, or to the public;

WHEREAS, on 13 January 2025, GCG issued Memorandum Circular (MC) No. 2025-01, also known as the *Whistleblowing and Integrity Program (WHIP) for the GOCC Sector*, which intends to repeal, supersede, and modify accordingly previously issued memorandum circulars on whistleblowing;

WHEREAS, in compliance with the provisions of MC No. 2025-01 and to ensure that the PRA Whistleblowing Policy is aligned with GCG's guidelines and directives, PRA revised its Whistleblowing Policy;



29/F BDO Towers Valero Condominium Corporation
Paseo de Roxas, Makati City 1209 Metro Manila, Philippines
☎ +632.8848.1412-16 ☎ +632.8848.1421
✉ inquiry@pra.gov.ph 🌐 www.pra.gov.ph





WHEREFORE, BE IT RESOLVED, that the Board of Trustees of the Philippine Retirement Authority, constituting a quorum, hereby **APPROVES** the **Revised Whistleblowing Policy of the Philippine Retirement Authority**, attached herewith as Annex "A".

APPROVED. 30 July 2025.

HON. FERDINAND C. JUMAPAO
Alternate Chairperson
Department of Tourism

HON. ROBERTO Z. ZOZOBRAO
Vice-Chairperson
Philippine Retirement Authority

HON. RUTH C. GONZAGA
Alternate Member
Bangko Sentral ng Pilipinas

HON. PAULO BENITO S. TUGBANG
Alternate Member
Department of Tourism

HON. ROLAND S. OLIVINO
Alternate Member
Bureau of Immigration

Board Resolution No.15, s. 2025




29/F BDO Towers Valero Condominium Corporation
Paseo de Roxas, Makati City 1209 Metro Manila, Philippines
☎ +632.8848.1412-16 ☎ +632.8848.1421
✉ inquiry@pra.gov.ph 🌐 www.pra.gov.ph








Attested by:


[REDACTED]
ATTY. REYNA MAE C. DIRECTO - CABANGON
Board Secretary IV

Board Resolution No.15, s. 2025



 29/F BDO Towers Valero Condominium Corporation
Paseo de Roxas, Makati City 1209 Metro Manila, Philippines
 +632.8848.1412- 16  +632.8848.1421
 inquiry@pra.gov.ph  www.pra.gov.ph



PHILIPPINE RETIREMENT AUTHORITY WHISTLEBLOWING POLICY

I. STATEMENT OF POLICY

It is hereby declared that the governance of the Philippine Retirement Authority (Authority) shall be carried out in a transparent, responsible, and accountable manner and with the utmost degree of professionalism and effectiveness. Furthermore, the PRA Board must be competent to carry out its functions, be fully accountable to the State as fiduciaries, and act in the best interest of the Authority and the State.

The Authority, acting through its Board of Trustees, and duly authorized Officers, and Employees shall conduct the affairs, operations, and business of the Authority in full compliance with applicable laws and regulations. As public officers, all Trustees, Officers, and Employees shall lead by example in their conduct and exemplify the behavior and professional demeanor consistent with such laws and regulations.

Integrity means the consistent alignment of, and adherence to, shared ethical values, principles, and norms for upholding and prioritizing public interest over private interests. The Governance Commission as well as the governing boards, officers, and employees of GOCCs shall ensure and strengthen integrity in the GOCC sector.

II. BACKGROUND AND PURPOSE

The Whistleblowing Policy adheres to the principle that public office is a public trust. Public officers and employees shall, at all times, be accountable to the people,

The purpose of this Whistleblowing Policy (Policy) is to enable any concerned individual to report and provide information, anonymously if he/she wishes, and even testify on matters involving the actions or omissions of the Trustees, Officers, and Employees of the Authority that are illegal, unethical, violate good governance principles, are against public policy and morals, promote unsound and unhealthy business practices, are grossly disadvantages to the Authority and/or the government.

III. COVERAGE

This Policy shall be applicable to all the Trustees, Officers and Employees of the Authority which are covered by the provisions of Republic Act (RA) No. 10149, also known as the *GOCC Governance Act of 2011*, and are subject to the regulatory jurisdiction of the Governance Commission.

IV. DEFINITION OF TERMS -

- a. Philippine Retirement Authority (PRA) - is a government owned and controlled corporation created by virtue of Executive Order (EO) No. 1037, issued on 04 July 1985.

- b. GCG or the Commission - refers to the Governance Commission for GOCCs (GCG).
- c. Investigation Committee – refers to the Committee tasked to handle Whistleblowing report received by the Authority.
- d. Reportable Conditions - matters that may be brought to the attention of the Authority through this Policy as enumerated in Section 5 below.
- e. Respondent – the person who is subject of a report filed with the Authority pursuant to this policy.
- f. Retaliation Actions – actions carried out by a Respondent in retaliation against a Whistleblower, such as, but not limited to, discrimination or harassment in the Authority’s workplace carried out by a respondent officer against a whistleblowing employee.
- g. Whistleblower – is a person or group of people who submits a whistleblowing report.
- h. Whistleblowing- refers to the act of reporting, whether anonymously or not, any act or omission that possibly violates or erodes integrity of the Authority.
- i. Whistleblowing Report (WR) – refers to a complaint filed by a whistleblower about a Reportable Condition.

V. WHISTLEBLOWING POLICY. -

Any concerned individual shall be allowed to report and provide information, anonymously if the individual so wishes, and even testify on matters involving the actions or omissions of the trustees, officers, and employees of Authority, as well as the Chairperson, Commissioners, officers, and employees of the Governance Commission, that are illegal or unethical, violate good governance principles, are against public policy and morals, promote unsound and unhealthy business practices, or are grossly disadvantageous to the Authority, the State, or the public.

Whistleblowers may report to the Governance Commission such acts or omissions that are illegal or unethical, violate good governance principles, are against public policy and morals, promote unsound and unhealthy business practices, are grossly disadvantageous to the Authority, the State, or the public, such as, but not limited to:

- a. Abuse of authority;
- b. Bribery;
- c. Conflict of interest;
- d. Destruction/manipulation of records;
- e. Fixing;

- f. Inefficiency;
- g. Making false statements;
- h. Malversation;
- i. Misappropriation of assets;
- j. Misconduct;
- k. Money laundering;
- l. Negligence of duty;
- m. Nepotism;
- n. Plunder;
- o. Receiving a commission or bribe;
- p. Solicitation of gifts;
- q. Taking advantage of corporate opportunities;
- r. Undue delay in rendition of service;
- s. Undue influence;
- t. Violation of procurement laws;
- u. Sexual harassment;
- v. Illegal dismissal;
- w. Retaliatory acts against whistleblowers.

Whistleblowers may also report such other acts or omissions that otherwise involve violations of the following laws, rules, and regulations:

- a. RA No. 6713 or the Code of Conduct and Ethical Standards for Public Officials and Employees;
- b. RA No. 3019, as amended, or the Anti-Graft and Corrupt Practices Act;
- c. RA No. 7080, as amended, or the Anti-Plunder Law;
- d. Book II, Title VII on Crimes Committed by Public Officers of Act No. 3815, as amended, or the Revised Penal Code;
- e. Executive Order No. 292, series of 1987, as amended, or the Administrative Code of 1987;
- f. RA No. 10149 or the GOCC Governance Act of 2011;
- g. GCG MC No. 2012-05 or the Fit and Proper Rule for Appointive Directors and CEOs of GOCCs
- h. GCG MC No. 2012-06 or the Ownership and Operations Manual Governing the GOCC Sector,
- i. GCG MC No. 2012-07 or the Code of Corporate Governance for GOCCs;
- j. Other circulars, orders, authorizations, directives, and issuances of the Governance Commission;
- k. Legislative charters, articles of incorporation, and by-laws of GOCCs;
- l. RA No. 11232 or the Revised Corporation of the Philippines, as far as it applies to GOCCs in suppletory manner pursuant to Section 30 of RA No. 10149;
- m. RA No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018;
- n. RA No. 12009 or the New Government Procurement Act;

- o. RA No. 11966 or the Public-Private Partnership (PPP) Code of the Philippines;
- p. RA No. 7877 or the Anti-Sexual Harassment Act of 1995;
- q. RA No. 11313 or the Safe Spaces Act;
- r. Rules on Administrative Cases in the Civil Service, as amended, in case of chartered GOCCs and the Governance Commission;
- s. Omnibus Rules on Appointments and Other Human Resource Actions, as revised, in case of chartered GOCCs and the Governance Commission;
- t. Presidential Decree No. 442, as amended, or the Labor Code of the Philippines and its implementing rules and regulations, in case of non-chartered GOCCs;
- u. Other laws, rules, and regulations applicable to government agencies as well as public officials and employees.

VI. WHISTLEBLOWING WEB PORTAL

The GCG has established an online whistleblowing portal at <https://whistleblowing.gcg.gov.ph> or integrity@gcg.gov.ph. It shall serve as the primary channel for the submission of whistleblowing reports to the Governance Commission.

Whistleblowers are encouraged to utilize this online reporting channel.

The Authority shall establish an online link between their website and the web portal on the GCG website. The said link shall be displayed prominently on the top portion of the home page of the Authority's website.

VII. ALTERNATIVE REPORTING CHANNELS

A whistleblower may also submit a report through the following means:

- a. By sending an email to whistleblowing@gcg.gov.ph, provided that only the Chairperson, Commissioners, Executive Director, General Counsel, the Integrity Division Chief, and persons authorized by the Chairperson, Commission Proper, Executive Director, General Counsel, or the Integrity Division Chief, shall have access to the mailbox of the said email address;
- b. By personally handing a printed, typewritten, or handwritten letter or other recorded communication to the Chairperson, Commissioners, Executive Director, General Counsel, or the Integrity Division Chief, provided that no other person shall have access to such letter or communication unless authorized by the Chairperson, Commissioners, Executive Director, General Counsel, or the Integrity Division Chief;
- c. Through face-to-face or online meeting with the General Counsel, Integrity Division Chief, or other persons authorized by the Chairperson, Commissioners, Executive Director, General Counsel, or the Integrity Division

Chief, provided that the relevant matters reported or discussed during the meeting shall be reduced in writing or be recorded;

- d. By sending an email to integrity@gcg.gov.ph, or by sending a printed, typewritten, or handwritten letter or other recorded communication to the office of the Governance Commission, noting that emails, letters, and other communications received through the said channels may be entered in the GCG Document Management System and, thus, do not enjoy the confidentiality offered by the GCG Whistleblowing Portal and other alternative reporting channels.

The whistleblower shall not be precluded from submitting a report to another government office instead, including, but not limited to the following:

- a. 8888 Citizens' Complaint of the Office of the President through <https://8888.gov.ph>
- b. Contact Center ng Bayan of the Civil Service Commission through <https://contactcenterngbayan.gov.ph>

Whistleblowers may also submit whistleblowing report directly to the Authority through the following channels:

Website	:	http://pra.gov.ph
Email	:	ogm@pra.gov.ph
Face-to-face	:	Compliance Officer of the Authority 29 th Floor BDO Towers Valero, Paseo De Roxas, Makati City
Mail	:	Philippine Retirement Authority 29 th Floor BDO Towers Valero, Paseo De Roxas, Makati City
Telephone	:	8848-1412

VIII. CONFIDENTIALITY

The Authority shall treat all reports and information submitted through the GCG Whistleblowing Portal and the alternative reporting channels with confidentiality.

The identity of the whistleblower will be kept confidential except in the following conditions:

- a. When disclosure is compelled by law or the Courts; or
- b. The whistleblower authorized or consents, in writing or through any recorded means, the disclosure of his/her identity or personal information.

IX. PROTECTION OF THE WHISTLEBLOWER

Retaliatory acts against whistleblowers who submit whistleblowing reports in good faith shall not be tolerated by the Authority, which shall extend all possible assistance to the whistleblower under the law and given the circumstances. Such retaliatory acts that are prohibited include, but are not limited to:

- a. Any and all forms of discrimination or harassment;
- b. Unjust and unauthorized dismissal or demotion;
- c. Unjust and unauthorized reduction in salary or benefits;
- d. Unjust and unauthorized termination or non-renewal of contract;
- e. Evident bias in performance evaluation;
- f. Any act or threat that adversely affects a right or interest of the whistleblower.

X. UNTRUE ALLEGATIONS

If a whistleblower makes allegations that are determined to be fabricated or malicious falsehoods, and/or he/she persist in making them, legal action may be taken against him by the Authority.

XI. HANDLING AND ACTION ON WHISTLEBLOWING REPORTS

If the whistleblowing report is against the Authority or its Trustees, Officers, or employees, the Governance Commission may pursue any or a combination of the actions enumerated in Section 9.q of GCG MC. Non. 2025-01.

In case the whistleblowing report is directly filed with the Authority against any of its officers or employees, the Authority's General Manager/CEO shall refer and fully disclose the report to Investigation Committee. The Investigation Committee shall. However, the Investigation Committee may.

The Investigation Committee may pursue any or a combination of the following actions:

- a. Examine the whistleblowing report submitted and determine whether the report falls within those enumerated under Section IV of this Policy;
- b. Disregard the whistleblowing report if it is determined to be unintelligible, vague, ambiguous, or patently malicious;
- c. Dismiss the whistleblowing report for want of palpable merit, or for forum shopping;
- d. Encourage the whistleblower to consent to the disclosure of his/her personal information to facilitate the effective or efficient resolution of the complaint;

- e. Encourage the whistleblower to execute a sworn statement or to submit any relevant document or material that will facilitate effective or efficient investigation or case build-up;
- f. Request any party or individual to submit any relevant document or material, or attend meeting, relative to the investigation or case;
- g. Encourage parties concerned to submit the dispute, difference, controversy, or claim to mediation, conciliation, arbitration, neutral evaluation, or another alternative dispute resolution process;
- h. Conduct other fact-finding or validation activities outside the office;
- i. Refer the matter to the Governance Commission; and
- j. Such other actions that may be appropriate or equitable given the circumstances.

The whistleblowing reports/complaints shall be resolved in a timely and impartial manner.

XII. REPEALING CLAUSE

All other Board Resolutions, Office Orders, and Office Circulares which are inconsistent with this Policy are hereby repealed or modified.

XIII. APPLICABILITY CLAUSE

For circumstances not addressed by the provisions of this Policy, the relevant provisions of GCG MC NO. 2025-01 shall apply.

XIV. EFFECTIVITY CLAUSE

This Policy shall take effect immediately upon approval of the Board of Trustees.

APPROVED

By Authority of the Board of Trustees