



Corporate Social Responsibility Policies

Employees' Welfare and Well-being



At PITC, success begins with "Our People"

PITC recognizes its human resources as the Corporation's most valuable asset. Hence, PITC aims to fulfill its duty of ensuring the health, safety and welfare of all its employees.

More importantly, PITC creates a diverse and flexible work environment which, in turn, is meaningful and challenging to its employees. PITC also gives recognition to its employees for performance excellence and provides ongoing professional learning and development opportunities.

Programs and Activities

Health, Safety and Wellness

Procedures are in place to protect all employees from general recognized workplace hazards such as fire and earthquakes. PITC follows fire safety orders from the Bureau of Fire Protection (BFP) and strictly adheres to the safety regulations and guidelines imposed by the NDC Building and Makati City Administration. Guidelines and safety measures set by the Department of Health (DOH) are likewise used to track, monitor and successfully manage the Company's activities.

Employee Development Mechanisms

Through the Organization's own development mechanisms, such as the Employee Management Committee, Performance Management Team (PMT), Change Management Team (CMT), ISO Core Team and regular monthly group meetings, employees can actively participate in all work-related discussions. This can also be an avenue for employees to report their concerns, discuss resolutions and implement appropriate actions.

Strategic Human Resources (HR) Training and Development

PITC recognizes that continuous learning and development of its human resources is the key to enhancing its corporate performance. The Training and Development Framework which is competency-based and strategy-driven is a general learning intervention across different cluster levels. PITC has a table of competencies that steers the organization to a higher level of performance.