

# **STRONGHOLD INSURANCE COMPANY, INC.**

## **COMMUNITY RELATIONS POLICY**

### **I. POLICY STATEMENT**

It shall be the policy of Stronghold Insurance Company, Inc. (SICI) to promote its Vision, Mission and Commitment through the community relations activities herein referred to in this policy.

### **II. SCOPE**

The scope is defined by SICI's target recipients in the communities where our Company has an office which are directly affected by its operations by formulating a clear policy for an accurate, timely and effective communication with them in order to contribute to societal goals of a philanthropic charitable nature by engaging in a supporting voluntary or ethically oriented practices.

### **III. OBJECTIVE**

The objectives of the policy are:

1. To formulate Corporate Social Responsibility activities that will directly benefit the Company's defined recipients; and
2. To undertake civic and corporate social activities for the well-being and development of the Company's general clientele.

### **IV. COMMUNITY RELATION POLICY**

1. All SICI employees are expected to respectfully uphold the dignity of the defined recipients and their immediate family members;
2. Foremost consideration of SICI on dealings with defined recipients shall be their common good; and
3. Employees who volunteer to join the activities must be aware that the success of the program may, in some instances, entail rendering work beyond those mandated by law.

### **V. PROCEDURE**

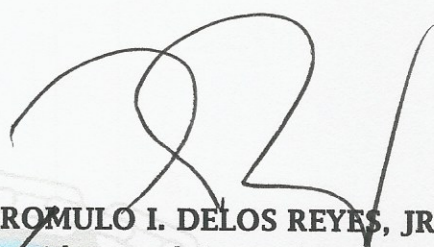
1. The budget for the program shall be dependent on the Company's net income as reflected in the most recent audited financial statements.
2. A regular employee can propose to his Department Head the specific activities needed to be done for the accomplishment of the event. A detailed memo for this purpose will be endorsed to the Executive Vice President for approval of the President



3. A committee for the activity will be formed to execute the activity, serve as oversight and render a report to both the Executive Vice President and President on how the program was carried out.

**VI. EFFECTIVITY**

This Policy shall take effect on June 15, 2020.

  
**ROMULO I. DELOS REYES, JR.**  
President and General Manager

