

**JACKSTONES, INC.**

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*593 Antonio Drive, Bagumbayan, Taguig City*

**SUSTAINABILITY  
REPORT**

For 2020

## Contextual Information

Company Details	
Name of Organization	JACKSTONES, INC. (Formerly: NextStage, Inc.)
Location of Headquarters	593 Antonio Drive, Bagumbayan, Taguig City
Location of Operations	593 Antonio Drive, Bagumbayan, Taguig City
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	Jackstones Properties, Inc.
Business Model, including Primary Activities, Brands, Products, and Services	For Jackstones, Inc. ("JAS"), it is sale and purchase of all kinds of properties, which includes securities and shares of stock.  For Jackstones Properties, Inc. ("JPI"), it is sale, purchase, and development of real estate properties.
Reporting Period	1 January 2020 to 31 December 2020
Highest Ranking Person responsible for this report	Maximilian S. Tanenglian, President of Jackstones, Inc.

*\*If you are a holding company, you could have an option whether to report on the holding company only or include the subsidiaries. However, please consider the principle of materiality when defining your report boundary.*

## Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics. <sup>1</sup>
<p>In determining the applicable impacts, and its corresponding risks, opportunities, and the respective approach of the management to such risk and opportunities, the following application of key principles were taken into account in considering materiality:</p> <ol style="list-style-type: none"> <li>As to the impacts, the context of JAS as to such topic was first determined. After situating JAS on where it stands on such topic, its substantial effect, i.e., such effect that would not have occurred in the absence of JAS in the said topic, was identified. At this point, if JAS was not deeply embedded on such topic, such that the topic is foreign to JAS or is yet to be involved in such topic, JAS opted to include a discussion as if it is already engaged or involved thereto. This is because at one point in time, JAS feels that the topics enumerated would be relevant to it, whether immediately or on a short term period.</li> <li>From there, the corresponding risk caused by any (1) financial disadvantage to JAS or its subsidiaries, or (2) possible legal repercussion which includes civil, criminal, or administrative aspects, in relation to such impact, were pinpointed. A corresponding management approach on how JAS (a) currently avoids such risk, and (b) assuming that no safeguards are currently in place, the future steps that JAS undertakes to take to avoid such risk. In identifying the risk, the most relevant ones were picked, meaning that encounter of such risk and failure of the safeguards set up would probably result to the occurrence of the repercussions enumerated.</li> <li>The discussion on the opportunities over such topic would not be that engaging as compared to risks, given that such topics presented were not the typical sources of opportunities. Nevertheless, JAS identified the best case scenario that it can derive and acquire from such topics.</li> </ol> <p>The foregoing discussion and identification of material topics were interpellated after the following steps:</p> <ol style="list-style-type: none"> <li>Careful overview and analysis of the structure and operations of JAS and its subsidiary;</li> <li>Current position and performance of JAS and its subsidiary not only in the financial aspect, but also in the non-financial aspect;</li> <li>Exhaustive interview to external parties with whom JAS has dealt with over the period covered;</li> <li>Deliberations of the Board of Directors of JAS regarding the direction it is headed, as well as the objectives sought to be accomplished.</li> </ol>

<sup>1</sup> See [GRI 102-46](#) (2016) for more guidance.

## UN SUSTAINABLE DEVELOPMENT GOALS

### Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value/ Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
Real Estate Development	Goal 9: Build resilient infrastructure, promote sustainable industrialization and foster innovation	Such goal, if taken to the extremes, may have an adverse impact on the environment given the cost of raw materials and the effect on the ecosystem	JAS treads and plans its projects carefully so as to minimize any adverse impact on the environment and ecosystem.

*\* None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*

## ECONOMIC

### Economic Performance

#### Direct Economic Value Generated and Distributed

Disclosure	Amount	Units
Direct economic value generated (revenue)	14,104,689.00	Philippine Peso
Direct economic value distributed:	8,002,388.00	Philippine Peso
Operating costs	2,374,825.00	Philippine Peso
Employee wages and benefits	3,267,788.00	Philippine Peso
Payments to suppliers, other operating costs	3,073,633.00	Philippine Peso
Dividends given to stockholders and interest payments to loan providers	None	Philippine Peso
Taxes given to government	431,680.00	Philippine Peso
Investments to community (e.g. donations, CSR)	None	Philippine Peso

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Its (1) listed shares with respect to its shareholders; and (2) the business projects of its subsidiary, Jackstones Properties Inc. with respect to its targeted market are the impact of JAS.	For the securities of JAS, the primary affected parties are the holders thereof.  For JAS's project, the targeted market would be the primary party liable. Nevertheless, the security holders are indirectly affected given the relation of the revenues of its subsidiary to the value of the said securities.	As for the securities, proper corporate governance is observed to ensure compliance with existing regulations and to avoid any fines or penalties and to protect the reputation of JAS.  As for JAS's project, compliance with building standards and proper marketing would address the issue of its marketability.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
The marketability of (1) its listed shares; and (2) the business projects ("Project") of its subsidiary, Jackstones Properties Inc. are the primary concerns that may affect the stakeholders mentioned.	Same as above.	Same as above.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
If properly marketed, the Project may be the catalyst needed for the success of the future projects of the subsidiary of JAS, and ultimately, the marketability of the securities of JAS.  In turn, successful Projects of the subsidiary will result to an upward movement in its value and ultimately, the value of the securities of JAS given its direct correlation to the revenues of its subsidiary.	Same as above.	Same as above.

## Climate-related risks and opportunities<sup>2</sup>

Governance	Strategy	Risk Management	Metrics and Targets
<p>Disclose the organization's governance around climate-related risks and opportunities</p> <p>Incessant rainfall brought by climate change may affect the value of the property itself. As such, JAS incorporates certain features in its projects to adapt to the said risks.</p>	<p>Disclose the actual and potential impacts<sup>3</sup> of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material</p> <p>Such climate-related risks may definitely affect the sale value of the property as well as the reputation of JAS in the long run.</p>	<p>Disclose how the organization identifies, assesses, and manages climate-related risks</p> <p>JAS assessed its climate-related risks through a collective pooling of news and current events, and feedback from its property consultants. Thereafter adjustments in the project may be pursued depending on the extent of the risk.</p>	<p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material</p> <p>For now, there are no specific metrics employed as JAS is relying on the current events as its primary source of information.</p>

## Procurement Practices

### Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	100.00	Percentage

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>The subsidiary of JAS outsources its construction needs of its project from a local contractor.</p> <p>So far, involvement and relations of JAS in the foregoing contractor are going smoothly.</p>	<p>The targeted market would be most affected, followed by the subsidiary itself, which is followed by the holders of the security in case of adverse changes.</p>	<p>Given that the foregoing relevance of the said contractor, JAS exercises due diligence in its dealings with the said contractor, as well as instigating measures in case of dispute with the said contractor.</p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>Any dispute with the said contractor might affect the timeline of the project. The occurrence of the foregoing scenario is nevertheless remote.</p>	<p>Same as above</p>	<p>Same as above</p>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p>JAS does not see any opportunity under the foregoing procurement practices.</p>	<p>Same as above</p>	<p>Not applicable.</p>

<sup>2</sup> Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

<sup>3</sup> For this disclosure, impact refers to the impact of climate-related issues on the company.

## Anti-corruption

### Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	Four (4)	Number of employees
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	Three (3), namely the Contractor, the External Legal Counsel, and the External Auditor	Number of suppliers of JAS
Percentage of directors and management that have received anti-corruption training	Nine (9)	Number of directors
Percentage of employees that have received anti-corruption training	Four (4)	Number of employees

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
JAS champions and advocates its anti-corruption practices. In fact, it has approved and circulated its own anti-corruption policies in its Whistleblower Policy and Code of Business Conduct.	JAS's officers, employees, and suppliers are the primary parties affected by its anti-corruption practices.	JAS disseminates its anti-corruption policies in its Whistleblower Policy and Code of Business Conduct to its officers, employees, and suppliers via publication in its website.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
Utter disregard of such anti-corruption policies may be committed by such officers and employees and result to the possible criminal or administrative liabilities on the part of JAS.	Same as above	Possible repercussions, such as disciplinary actions, may be imposed to mitigate and minimize such risks.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
If anti-corruption practices are duly complied with, the reputation of JAS will be positively affected.	Same as above	Not applicable.

### Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	None	Number of incidents
Number of incidents in which employees were dismissed or disciplined for corruption	None	Number of incidents
Number of incidents when contracts with business partners were terminated due to incidents of corruption	None	Number of incidents

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Such impact may result in the possible involvement of JAS, through its	Primary stakeholders that are directly involved in this	Similar to the previous discussion, strict monitoring of the transactions entered into by the employees and officers, as well as the

officers and employees, in corrupt practices and transactions.  Nevertheless, happening of this scenario is remote.	impact are the employees and officers of JAS.	imposition of disciplinary actions would prevent such breaches.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
If JAS is indeed involved in such corrupt practices, this may result to administrative and criminal liabilities.	Same as above	Same as above
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Inversely stated, absence of involvement in corrupt practices may positively affect the reputation of JAS as a listed company.	Same as above	Not applicable

## ENVIRONMENT

### Resource Management

#### Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	2.00	GigaJoules
Energy consumption (gasoline)	8.00	GigaJoules
Energy consumption (LPG)	1.00	GigaJoules
Energy consumption (diesel)	8.00	GigaJoules
Energy consumption (electricity)	800.00	kilowatt per Hour

#### Reduction of energy consumption

Disclosure	Quantity	Units
Energy reduction (gasoline)	4.00	GigaJoules
Energy reduction (LPG)	0.50	GigaJoules
Energy reduction (diesel)	7.00	GigaJoules
Energy reduction (electricity)	4000.00	kilowatt per Hour
Energy reduction (gasoline)	4.00	GigaJoules

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>The Company's consumption of energy, through the use of electrical machinery, is indirect given that its contractor is the party directly utilizing such energy resources.</p> <p>As such, the Company is an end user in the energy cycle (i.e., generation, transmission, distribution, supply, and end users). Nevertheless, the consumption of such form of energy does not cause material environmental hazards to its community and surroundings.</p> <p>Note that the present pandemic situation has lessened the said impact due to the reduced working hours in a week.</p>	<p>The Company's officers and employees are the ones affected by its consumption of electricity in office premises.</p>	<p>The use of energy for the Company's electrical equipment and appliances have been optimized as its office facilities have replaced all its old light fixtures with LED light systems, which are considered to have longer lifespans and are more energy efficient than any other light fixtures in the market. The use of air conditioning in the facilities are also always monitored, with regular maintenance and cleaning in order to maintain their optimal working capabilities.</p> <p>As for the contractor, the Company monitors its energy usage for the dual purposes of reducing the construction costs and to conserve the available energy for its consumption.</p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>Due to nature of electrical equipment becoming better and more energy efficient, there is a risk that the current energy saving measures being implemented would soon be outdated compared to the latest technology available.</p>	<p>The Company as a whole.</p>	<p>The Company, through its Management, is constantly monitoring the latest developments and advancements in technology through news monitoring. Management likewise endeavors to maintain constant dialogues with its facilities and maintenance personnel in order to check whether the current technology being used are still up-to-date.</p>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p>The availability of alternative sources of electricity (e.g., solar panel</p>	<p>The Company as a whole.</p>	<p>The Company is looking into the possibilities of purchasing renewable energy sources in</p>



generation) and its increasing trend among other companies are seen as an opportunity in providing electricity to the Company's office facilities.		order to bring down its consumption of electricity.
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#### Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	100.00	Cubic meters
Water consumption	100.00	Cubic meters
Water recycled and reused	10.00	Cubic meters

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>The Company and its subsidiary is in constant need of supplies of water in its office operations and in the construction of its properties. As such, local water suppliers and water districts are being contacted to make sure that there is accessible water supply for every purpose (e.g., cleaning, drinking, construction, etc.)</p> <p>Note that the present pandemic situation has lessened the said impact due to the reduced working hours in a week.</p>	The Company and its subsidiary.	The Company has contacted and are currently being supplied with water connections on its office facilities and on their construction sites. For drinking water supplies, local water providers have also been contacted and are still providing supplies whenever required.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
Leaks in the water connections and unchecked running water are some of the risks that the Company is constantly monitoring.	The Company and its office operations.	The Company has put in place measures to constantly monitor leaks and wear-and-tear on the water supply pipes and running water in its office premises. The employees working in the office are also educated to practice water saving measures to reduce unchecked running water usage.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Improving best practices in the industry, such as rainwater collection systems, are being explored as potential measures in order to further reduce water consumption.	The Company and its subsidiary.	Management is exploring and inquiring with other companies on the utilization of water conservation systems/facilities, such as rainwater collection and wastewater treatment, and if the same can be applied in its operations.

#### Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
renewable	0.00	kilogram/liters
non-renewable	5.00	kilogram/liters
Percentage of recycled input materials used to manufacture the organization's primary products and services	0.50	percentage

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The operations of the Company's subsidiary requires the use of construction materials in order to complete its projects. Such materials require a large amount of energy for their production.	The community as a whole since the energy required to produce the construction materials impact the environment.	The Company's subsidiary is regularly monitoring the materials consumption in its construction activities. As much as possible, the waste involved in the construction are being minimized while maintaining the quality and durability of its projects.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
As previously mentioned, the energy requirements and the ever increasing waste involved in the production of the construction materials pose a risk to the community in general.	The community as a whole.	The Company's subsidiary is regularly monitoring the use of construction materials and the wastes involved in its projects, keeping in place a practice of minimizing wastes as often as possible.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Improvements in the technology involved in producing construction materials, such as eco-friendly cement, has provided the market with possible alternatives in the future.	The community as a whole.	The Company, and its subsidiary, are exploring the developments involved in the construction industry and the trend of using eco-friendly materials.

#### Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	
Habitats protected or restored	37.00	ha
IUCN <sup>4</sup> Red List species and national conservation list species with habitats in areas affected by operations	Not applicable	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Company, its subsidiary, or any of its projects, are neither situated in protected areas or of high biodiversity value nor owning, leasing, managing, or adjacent to such areas. As such, the same is currently not applicable.	None, as the Company and any of its operations are not within or in any way close to such high biodiversity areas.	Even if this category is not currently applicable, the Company would make sure to report the matter in succeeding reports when the same has been encountered.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
Since the same is not applicable, there are currently no observable risks in this category.	None, since the category is not currently applicable.	Even if this category is not currently applicable, the Company would make sure to report the matter in succeeding reports when the same has been encountered.

<sup>4</sup> International Union for Conservation of Nature

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Since the same is not applicable, there are currently no observable opportunities in this category.	None, since the category is not currently applicable.	Even if this category is not currently applicable, the Company would make sure to report the matter in succeeding reports when the same has been encountered.

## Environmental impact management

### Air Emissions

#### GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	7.00	Tonnes CO2e
Energy indirect (Scope 2) GHG Emissions	2.00	Tonnes CO2e
Emissions of ozone-depleting substances (ODS)	5.00	Tonnes

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>The Company's energy emissions comes from electrical consumption, and the impact of this type of energy is usually at the generation side. As end users, the impact would be on the use of more energy efficient electrical equipment.</p> <p>Note that the present pandemic situation has lessened the said impact due to the reduced working hours in a week.</p>	The Company's officers and employees are the ones impacted and responsible in the electrical consumption in the office premises.	As mentioned previously, the Company is committed in the use of more energy efficient and environmentally-friendly electrical equipment designed to reduce electrical consumption.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
As mentioned in the category of energy consumption, the current technological advancements in electrical appliances and equipment may be better than the current equipment being utilized by the Company in its operations.	The Company as a whole.	The Company is constantly updating itself on the latest developments on materials and equipment that are more energy efficient and uses less electricity. Maintenance personnel are also making sure that the equipment being used are fully operational in order to minimize losses and breakdowns.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
As mentioned in the category on energy consumption, the increasing availability of alternative sources of electricity (e.g., solar panels) is an opportunity that the Company is also looking into.	The Company as a whole.	Management is exploring the advantages and disadvantages of using such alternative sources of electricity. The costs of installation, the needs in the day-to-day operations, and such other closely related factors are being considered by Management in the choice of such alternatives.

### Air pollutants

Disclosure	Quantity	Units
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NO <sub>x</sub>	20.00	Kilogram
SO <sub>x</sub>	10.00	Kilogram
Persistent organic pollutants (POPs)	5.00	Kilogram
Volatile organic compounds (VOCs)	5.00	Kilogram
Hazardous air pollutants (HAPs)	1.00	Kilogram
Particulate matter (PM)	1.00	Kilogram

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>The use of air-condition units for the Company's office premises are considered as a contributing factor in the quality of the air in the environment.</p> <p>Note that the present pandemic situation has lessened the said impact due to the reduced working hours in a week.</p>	The Company's officers and employees as they are the ones present at the office premises.	Management has educated its employees in the stricter use of air-condition units inside its office premises. Units inside unoccupied rooms are immediately shut off. Management has also in place air-condition units that produces less ozone contaminants. Alternative sources of ventilation are also in place inside the office premises and are likewise highly encouraged.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
Air-condition units which are not well-maintained are much more prone to breakage or malfunction, which would produce more pollutants in the environment.	The Company's officers, employees, and the community as a whole since the impact on air pollutants can affect everyone near the premises.	Management has instructed its employees to immediately report any issues that may arise from their use of the air-condition units in the office. Preventive maintenance and constant cleaning are currently the practices in place.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
As mentioned in other categories, technological improvements are continuously providing better machines that can provide the same or better quality of services but with less environmental impacts.	The Company and the community as a whole, since an improved machine can reduce the impact that the current one produces.	Management is constantly being updated on such better options and are weighing its options based on the available products in the market.

## **Solid and Hazardous Wastes**

### Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	8000.00	Kilogram
Reusable	1000.00	Kilogram
Recyclable	1500.00	Kilogram
Composted	5000.00	Kilogram
Incinerated	0.00	Kilogram
Residuals/Landfilled	500.00	Kilogram

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach

<p>Wastes are generally being accumulated and disposed by the Company and its subsidiary in its day-to-day operations. Such wastes vary from day-to-day but are always disposed of properly.</p> <p>Note that the present pandemic situation has lessened the said impact due to the reduced working hours in a week.</p>	<p>The wastes disposed could affect the landfill areas/dumpsites as waste collectors usually dispose the waste in such places.</p>	<p>Management is trying to improve its waste management system by using more recyclable materials and monitor its waste outputs in a given period. For documents, management has been promoting the use of brown paper for documentations, as this type of paper involves the use of less chemicals in the production stage.</p>
<p>What are the Risk/s Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>Due to the nature of waste disposal, there is a risk that it might affect the communities close to the landfills/dumpsites. Improper waste disposal can lead to landfills/dumpsites being unable to properly segregate recyclable and non-recyclable materials, which could have long-term impacts in the health of the environment in general.</p>	<p>The local communities situated close to the landfill areas.</p>	<p>The Company is aware of the issues of waste disposal in the country, and strives to do its part in making sure that the discharged waste in its operations are reduced. As such, Management is exploring the possibility of contacting local recyclers in order to utilize the Company's recyclables while significantly reducing the wastes output on the waste collectors.</p>
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>Opportunities in waste management system includes the proper segregation of waste and recycling through recycling companies or local recyclers.</p>	<p>The environment as a whole.</p>	<p>As mentioned previously, Management is exploring the possibility of contacting local recyclers in order to for the recyclable wastes to be utilized for other purposes.</p>

### Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	50.00	Kilogram
Total weight of hazardous waste transported	50.00	Kilogram

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>Hazardous wastes (e.g., unusable electronic equipment, light fixtures, etc.) are disposed differently compared to other solid wastes. The Company properly identifies and segregates such kinds of waste and makes sure that their disposal to waste collectors are properly handled.</p> <p>Note that the present pandemic situation has lessened the said impact due to the reduced working hours in a week.</p>	<p>The employees and waste collectors.</p>	<p>In order to properly dispose of this type of waste, Management has educated its employees to have them properly segregated from other kinds of waste. These wastes are then separated from the rest and are handed to waste collectors with specific instructions that they are hazardous and should be disposed of properly.</p>

What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
The disposal of waste from waste collector to either the recycling center or the landfill/dumpsite poses a risk in the environment. The Company cannot monitor the manner and methods of waste collectors on such disposal.	The environment and the communities close to the landfills/dumpsites where these wastes are potentially disposed.	Management is increasingly being aware of the danger and impact of such waste, and are committed in its proper handling and disposal. Management is making sure that the wastes are, at the very minimum, properly identifiable by waste collectors, so as to reduce the instances when such wastes are just thrown at the nearest landfills/dumpsites.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
As mentioned in the succeeding category, opportunities arise in proper waste segregation and the availability of recycling centers and local recyclers.	The environment as a whole.	Management is exploring the possibility of contacting local recyclers in order to for the recyclable wastes to be utilized for other purposes.

### Effluents

Disclosure	Quantity	Units
Total volume of water discharges	24.00	Cubic meters
Percent of wastewater recycled	10.00	Percentage

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Effluents, are liquid waste/sewage, are produced every day for the Company's operations. Due to the office operations and construction of the Company and its subsidiary, effluents are normally discharged in such areas.</p> <p>Note that the present pandemic situation has lessened the said impact due to the reduced working hours in a week.</p>	The Company as a whole, as well as the communities where the construction activities of its subsidiary are being conducted.	Management is making sure that proper safeguards are in place in order to monitor the discharge of effluents and to altogether minimize its impact on the surrounding environment. Such effluents are also properly disposed and is compliant with regulatory standards.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
Since effluents are, by nature, difficult to dispose, improper disposal measures may result to possible leakages that can be harmful to the surrounding communities.	The communities near areas for the disposal of effluents.	Management is making sure that the handling of disposal of such wastes are done in a proper manner and done in accordance with waste disposal standards.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Wastewater treatment facilities are seen as an opportunity in handling and disposing effluents.	The Company as a whole.	Management is studying the advantages of wastewater treatment facilities, taking into account the costs of installing such a facility, and considering the best way to maximize the use of such facility.

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## Environmental compliance

### Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	0	Philippine Peso
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	0	Number of Incidents
No. of cases resolved through dispute resolution mechanism	0	Number of Incidents

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The operations of the Company's subsidiary involves construction operation, which could have an effect on the environment. Construction also involves the use of large quantities of resources. As such, the risk of non-compliance to environmental laws are always present.	The Company as a whole.	Management has designated its legal personnel to always be updated on relevant environmental laws affecting its operations. As a preventive measure, relevant permits are secured with the local government units before any construction activities are undertaken.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
With the evolving state of environmental laws in place, there is a risk that a new law would be in place that could potentially affect the Company's/subsidiary's operations.	The Company as a whole.	Management has designated its legal personnel to always be updated on relevant environmental laws affecting its operations.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
There is room for improvement in training the employees on active monitoring of environmental compliance and efficient use of resources.	The Company as a whole.	Management is exploring different avenues in order to provide the training needed for its employees, such as online seminars, or manuals issued by environmental organizations.

## SOCIAL

### Employee Management

#### Employee Hiring and Benefits

##### Employee data

Disclosure	Quantity	Units
Total number of employees <sup>5</sup>	Four (4)	Individual
Number of female employees	Two (2)	Individual
Number of male employees	Two (2)	Individual
Attrition rate <sup>6</sup>	None	Percentage
Ratio of lowest paid employee against minimum wage	4:0	Ratio

##### Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
Social Security System Fund Contribution	Y	Two (2)	Two (2)
Philippine Health Insurance Corporation Fund Contribution	Y	Two (2)	Two (2)
Home Development Mutual Fund Contribution	Y	Two (2)	Two (2)
Parental Leaves	Y	None	None
Vacation Leaves	Y	None	None
Sick Leaves	Y	None	None
Medical benefits (aside from PHIC)	N	None	None
Housing assistance (aside from HDMF)	N	None	None
Retirement fund (aside from SSS)	N	None	None
Further education support	Y	No available data for Two (2) female execs	One employee/Four employees; or Twenty-Five percent (25%) No available data for 1 exec
Company stock options	N	None	None
Telecommuting	Y	Fifty percent (50%)	Fifty percent (50%)
Flexible-working Hours	Y	Fifty percent (50%)	Fifty percent (50%)
(Others)			

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The employee benefits, specifically the salaries and remuneration, provided by JAS are the main source of livelihood of its employees. As such, the said benefits play a vital role as to the financial support and sustenance of JAS's employees.	JAS sees to it that its employee benefit policies are duly updated and in line with existing labor laws and policies. This is to ensure that its employees are properly compensated for the work and services they render.
What are the Risk/s Identified?	Management Approach
Any unforeseen irregularity or disruption as to the operations of JAS and its subsidiary may affect its cashflows, and ultimately, its ability to pay the employee benefits to which its employees are entitled to. Consequently, any irregularity in the payment of compensation may affect the quality of life the said employees may have.	Proper management of the finances and operations of JAS will avoid the foregoing risks.

<sup>5</sup> Employees are individuals who are in an employment relationship with the organization, according to national law or its application ([GRI Standards 2016 Glossary](#))

<sup>6</sup> Attrition are = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)



What are the Opportunity/ies Identified?	Management Approach
Well compensated employees more often than not translates to a higher quality of life of JAS's employees. This in turn translate to higher productivity on their part. JAS may bank on this to and improve its operations.	Same as above.

### Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees		
Female employees	None	hours
Male employees	2.00	hours
Average training hours provided to employees		
Female employees	None	hours/employee
Male employees	2:1	hours/employee

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
One of the role and obligation of JAS as an employer is to ensure that its employees are abreast with the updates and modern changes of the field they are associated with.	If needed, the policies of JAS provides for training of its employees.
What are the Risk/s Identified?	Management Approach
If the employees are not accordingly trained and updated, their performance might fall short of the required standards expected from them. This might lead to a decrease in the overall productivity and operations of JAS.	Same as above.
What are the Opportunity/ies Identified?	Management Approach
If properly trained on the other hand, it is expected that the employees' performance will equate to higher productivity. Higher productivity means better financial performance which will equate in return to better employee compensation and further trainings to develop the skillset of JAS's employees.	Same as above.

### Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	None	Percentage
Number of consultations conducted with employees concerning employee-related policies	Not quantifiable	Number of consultations

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
For now, JAS does not see the need to create a collective bargaining agreement with its employees, given the number of employees it has and the fact that the employees are duly satisfied with the present working conditions and compensation provided.	In the near future nevertheless, JAS aims to flourish labor-management relations, which includes the establishment of collective bargaining agreement.

<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Nevertheless, long term relations with its employees can be optimized through such collective bargaining agreements. Without such agreements, employees may not have proper forums to address their concerns which might ruin the present employee-employer relationships.	Same as above.
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Improvement of the said labor-management relations may boost the confidence of the employees and in turn result to improved productivity on the part of the labor force of JAS.	Same as above.

### Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	Two (2) female/ Four (4) employees; or 50%	Percentage
% of male workers in the workforce	Two (2) male/ Four (4) employees; or 50%	Percentage
Number of employees from indigenous communities and/or vulnerable sector*	None	Number of employees

\*Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
As a listed entity, JAS engenders equality of opportunity to all qualified workers, regardless of age, gender, or background. For now, its compliance is exemplified in the equal opportunities given to its employees without any discrimination as to their age or gender.	For now, JAS does not have an express policy as to gender equality. Notwithstanding such absence, it is an implied yet an imperative mandate from JAS that such equality should be observed at all levels of management.
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
JAS does not see any risk in implementing and observing equality of opportunity to all qualified workers regardless of gender or background.	Not applicable
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Similar to the other items discussed, application of equality of opportunity will elevate the status of JAS. Further, this will uplift the morale of its employees which may result in better performance.	Same as the first item.

### Workplace Conditions, Labor Standards, and Human Rights

#### Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	52 weeks x 40hrs per week x 4 workers = 8,320 hrs.	Man-hours
No. of work-related injuries	None	Incidents
No. of work-related fatalities	None	Incidents
No. of work related ill-health	None	Incidents

No. of safety drills	One (1), (pertains to the COVID-19 Safety Guidelines for CY 2020 and CY 2021)	Trainings
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What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
As an employer, it is its duty of JAS to provide safe working conditions to its employees, not only for them to properly perform their duties, but also to maintain, or even improve their well-being.	Given the nature of the operations of JAS, as well as the duties of the said employees, i.e., on desktop related jobs, the present office set-up of JAS are conducive and is not detrimental to their well-being.
What are the Risk/s Identified?	Management Approach
Given the nature of the work of the employees, there are minimal risks with respect to the working conditions. Nevertheless, caution must be exercised as any peril, harm, or injury brought by the working environment furnished by JAS may result to criminal liabilities	Appropriate adjustments will be considered and undertaken by JAS, as it sees fit, to mitigate and address such perils that may arise.
What are the Opportunity/ies Identified?	Management Approach
Safe environment may improve the productivity of the employees as it is a more conducive working place.	Same as above.

#### Labor Laws and Human Rights

Disclosure	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	0	Number of incidents

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor	N	None
Child labor	N	None
Human Rights	Y	Code of Conduct, Section V- Respect for Person

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
JAS, as the employer to its employees and as the contracting party to the building contractor, stands as a pillar for the prevention of violations of labor laws and of human rights. It sees the value and the worth of human labor and strives to uphold the same in its working environment.	JAS has set-up a Whistleblower Policy as a measure to detect, address, and resolve violations of labor laws and of human rights within the office premises.  On the other hand, grievances procedures will be setup by the subsidiary of JAS to provide proper forum for the workers of the contractor.
What are the Risk/s Identified?	Management Approach
Notwithstanding the position of JAS against human rights and labor law violations, such violations may not be identified, especially those pertaining to employees to whom it has indirect relations, such as the employees of JAS's contractor.	Same as above
What are the Opportunity/ies Identified?	Management Approach
	Same as above

Similar to the other items discussed, prevention of human rights violations and labor laws violations will elevate the status of JAS. Further, championing this cause will uplift the morale of JAS's employees and may result in better performance from their end.	
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**Supply Chain Management**

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

N/A

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	Y	Notwithstanding the consideration of the foregoing topics, JAS does not have its supplier policy for now.
Forced labor	Y	
Child labor	Y	
Human rights	Y	
Bribery and corruption	Y	

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
In all possible and practical means, JAS sees to it that even in the absence of its accreditation policy, it still conducts appropriate due diligence measures to ensure that its suppliers are not involved or related to the foregoing topics.	For now, the while JAS does not have its supplier policy, it is constantly sensitive should any party in its supply or demand chain be engaged or related to any violation of the topics enumerated. To reiterate, JAS still observes the appropriate due diligence in selecting the parties in its supply chain. Appropriate actions, as mandated by existing policies, shall be accordingly pursued thereafter.
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Participation in the demand and supply chain means that JAS may indirectly and involuntarily participate, further, or support either in prevention or furtherance of the foregoing topics. Such participation and the corresponding failure to spot the said violations in its demand and supply chain may result in the imposition of criminal and/or administrative penalties.	Same as above
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Similar to the other items discussed, detection of the violations will not only elevate the status of JAS; it will also optimize its demand and supply chain, and minimize, if not totally eliminate, risk of sanctions that may be imposed against it for the foregoing violations.	Same as above

**Relationship with Community**

**Significant Impacts on Local Communities**

Operations with significant (positive or negative)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts	Collective or individual rights that have been identified	Mitigating measures (if negative) or enhancement

impacts on local communities (exclude CSR projects; this has to be business operations)			on indigenous people (Y/N)?	that or particular concern for the community	measures (if positive)
None	None	None	None	None	None

\*Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: \_\_\_\_\_

Certificates	Quantity	Units
FPIC process is still undergoing	None	Number of Certifications
CP secured	None	Number of Certifications

What are the Risk/s Identified?	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>Given the nature of its operations and its location, JAS is not aware of any risk in relation to the reaching out and interaction with the vulnerable sectors.</p>	<p>For now, JAS does not have any policy providing for the interaction with the vulnerable groups. Nevertheless, upon expansion of JAS and its initial encounter with the forgoing topic, this would be one of its priorities in terms of the policies it will issue.</p>
What are the Opportunity/ies Identified?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>On top of giving back to the vulnerable sectors, discovery of qualified members may ensue with the foregoing interaction with the vulnerable groups.</p>	<p>Same as above.</p>

## **Customer Management**

### **Customer Satisfaction**

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	None	None

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>JAS aims to place the quality of its housing projects at a level beyond of what is expected by its targeted market.</p>	<p>Currently, the use of the external sales agent acts as a customer feedback mechanism as well. It is through the sales agent where the market relays its expectation on the project, which in turn, is relayed to JAS.</p>
What are the Risk/s Identified?	Management Approach
<p>JAS cannot identify any foregoing risk in providing satisfaction to its intended market.</p>	<p>Not applicable.</p>
What are the Opportunity/ies Identified?	Management Approach

Feedback provided by the targeted market on the existing projects of JAS may be used to further improve the other proposed projects.	Close relations with the sales agent and the project contractor can establish a direct link on the feedback provided by the customers and on how can such feedback be materialized both in the present project and on the future projects.
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### Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	None	Number of complaints
No. of complaints addressed	None	Number of complaints

\*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p>To reiterate, JAS aims to provide its housing project beyond what is expected by its targeted market. Resultantly, it follows that its project should at the very least be compliant with the minimum standards of quality and safety.</p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p>Close correspondence with the contractor and frequent project inspection can accordingly identify flaws in the architectural designs and provide quick revisions in the said designs to correct such flaws and thus prevent safety problems.</p>
What are the Risk/s Identified?	Management Approach
<p>Failure to spot such flaws in the design can bring the standards of the project below the expected level of safety and quality. In such remote event, undetected flaws may bring injury, harm, and loss of life and property and may potentially make JAS subject to criminal and administrative penalties.</p>	Same as above
What are the Opportunity/ies Identified?	Management Approach
<p>Such complaints, if any, can be taken as constructive criticism to better improve future projects of JAS.</p>	Same as above

### Marketing and labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*	None	Number of complaints
No. of complaints addressed	None	Number of complaints

\*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>Proper marketing and labelling of the project will not only bring increased attention to it; it might even result to a sold-</p>	

out of the item marketed. Of course, the marketing and labelling of it, while expected to be a little exaggerated, must nevertheless be within the confines of reason and expectation from a housing project.	The sales agent employed by JAS sees to it to properly market the project. Similar to the Close monitoring is also observed by JAS to ensure the same.
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Grossly improper marketing can be viewed as fraudulent practices. JAS avoids such extent of marketing in its projects to avoid potential legal implications, both civil and criminal.	Same as above
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Marketing of the project, when properly done can boost the image and reputation of JAS's image. This can be an effective way to market future real estate endeavors of JAS.	Same as above

### Customer privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*	None	Number of complaints
No. of complaints addressed	None	Number of complaints
No. of customers, users and account holders whose information is used for secondary purposes	None	Number of complaints

\*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
Given the direct dealing of JAS with the personal information and details of its targeted market, appropriate care is taken by it to ensure that such collected information is duly contained and secured and is not neglectfully leaked.	Currently, personal information and details of the targeted market are stored in the head office of JAS and its subsidiary. Given the limited volume of the personal data and information JAS handles, it is yet to employ extensive measure of data protection.
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Any material breach in the customer's privacy may bring civil and criminal cases.	The internal controls employed sees to it that such information are not carelessly made open and available; access thereto is granted for limited and valid purposes only.
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Security of targeted market's data will bring confidence not only on JAS's targeted market but as to other potential investors as well.	JAS must nevertheless establish tight measures to signify its approach in securing the personal details and information of its targeted market.

### Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	None	Number of Breaches

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
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Data from various aspects and context are being handled by JAS. Such data includes personal data of its customers, sales information, payroll details of its employees, and confidential information as to the details of its projects. As such, it is a paramount concern of JAS to prevent any breach, leak, theft, or loss of such crucial information.	Similar to the protection of the personal data and information of its customers, an airtight security on the data held by JAS should be observed. Upon increase of the volume of data handled, JAS intends to employ additional measures to maintain such airtight security of the data being handled.
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Breaches of data security will most likely lead to civil and criminal liabilities, as well as in reduced confidence on JAS. Nevertheless, given the limited volume of information handled by JAS, this risk is remote.	Same as above
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Security of JAS's data will bring confidence on the part of JAS's targeted market and other potential investors. Further, this protects JAS from any undue advantage that its competitors might acquire from the exploitation of such data.	Same as above