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21.1 OFFICE UNIFORM

All Rank-and-File Employees shall be required to wear the prescribed uniform or appropriate business attire during office hours except on Fridays and special occasions.

Officers of the Company shall be exempted from wearing the prescribed uniform. However, they are expected to be always in appropriate business attire.

Employees who are mourning, visibly pregnant or strictly required by their religion to wear a specific clothing shall be exempt from wearing the prescribed uniform.

An employee whose uniform was almost damaged shall be required to submit the affidavit to the Administrative Department explaining the loss or damage and shall be given fifteen days to have the uniform replaced. The cost of replacement or repair shall be borne by the employee.

21.2 IDENTIFICATION CARDS


All officers and employees of the Company shall be required to wear identification cards during office hours to ensure proper identification by the Company's clientele.

An officer or employee whose identification card was lost or damaged is required to submit an affidavit explaining the loss or damage and shall pay the cost of a replacement card to the Cashier. Identification cards shall be surrendered to the Administrative Department upon resignation, retirement, transfer or termination of employment.

21.3 OFFICE DECORUM

All officers and employees of LBRDC are prohibited from engaging in the following activities during office hours and/or within the premises of the Company:

- Peddling or conducting private business or using the facilities of the Company for private business interests.

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- Leaving the work area without advising the immediate Supervisor of one's whereabouts and probable time return.
- Loitering.
- Reading non-working related books and papers.
- Placing personal packages, knickknacks and other unnecessary articles on top or under desks.
- Placing the feet on top of the desks; half open drawers; sitting on top of the office table while conversing with others.
- Wearing slippers within office premises.
- Smoking in all work areas, offices, conference room, filing room and reception area.


21.4 PUBLISHED WRITING OF OFFICERS AND STAFF

Officers and staff of LBRDC shall furnish the Company a copy of their published articles, studies, or books. Except for articles, studies, or books commission, reviewed, and approved for publication by the Company, all articles, studies or books published by LBRDC officers or staff shall include a disclaimer stating the following. "The views and opinion discussed herein are those of the author and do not necessarily reflect the views and opinion of LBP Resources and Development Corporation."

21.5 VOLUNTARY CONTRIBUTIONS/COMPANY DONATIONS

The Administrative Department Head/Supervisor shall screen and approve any request for contributions from officers and staff of the Company. Approved request for contribution shall be voluntary in nature and shall not require any officer or staff of the Company to participate.

Company donation shall be approved by the Executive Committee or the Board of Directors depending on the amount.

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21.6 USE OF THE OFFICE COMPUTERS AND OTHER EQUIPMENT

Computers and other equipment shall be used for business purposes only and shall be available at all times to service the needs of the clients of the Company. Only LBRDC officers and employees shall have access to the computers of the Company. The use of computers and other equipment for personal business shall not be allowed.

Unauthorized copying, pirating, or removing from the office premises any Company-owned equipment, hard disks, programs, codes, software, and files shall be considered a grave offence and a ground for termination.

21.7 VISITOR/S RECEPTION

The guard on duty at the reception desk shall screen the visitors and require them to log-in their names, purpose of call, and the particular name of the employee they wish to see. The guard shall notify the employee and direct the visitor to the reception counter or at the designated visitor's area.


Employees shall receive their visitors at the reception counter or designated area. Visitors shall not be allowed in the work areas unless properly authorized. Officer may receive their visitors in their respective offices.

21.8 USE OF TELEPHONE

Telephone courtesy must always be observed at all times, either to a customer or co-employee. Personal calls may be allowed but these should be limited in duration and frequency. Long distance calls shall be restricted to official calls only.

21.9 SUPPLIES REQUISITIONS AND PROPERTY CONTROL

The Administrative Department shall be responsible for purchasing, storing, monitoring, and distributing office supplies and equipment needed in the regular operations of the Company. Officers and

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employees needing equipment and furniture and services shall submit the required request form to the Administrative Department.

The Administrative Department shall also be responsible for ensuring that all LBRDC properties are insured against possible loss or damage. The Administrative Department shall likewise ensure that the removal or transfer of any furniture, fixture, equipment and other LBRDC properties out of or within the office premises are covered by a duly approved property transfer form.

21.10 SMOKING IN THE OFFICES

Smoking in all work areas, offices, conference room, filing room and reception area.

21.11 CONDUCT AND WORK RELATIONSHIP

All officers and employees of the Company are expected to conduct themselves with utmost professionalism, efficiency, and integrity when working in and out of the office. They should not engage in activities or situations that would appear to compromise the integrity and objectivity of the Company.

The Company's policies and guidelines on work relationship are designed to foster a professional business environment where competence, integrity, and objectivity can be maintained. Common courtesy and respect towards all co-employees should be maintained at all times by every employee.

21.12 DISCIPLINARY ACTIONS

All LBRDC officers and employees are expected to comply with Administrative policies. Officers and employees who do not comply with any of the said policies shall be penalized in accordance with administrative discipline.