

## Code of Ethics or Conduct

PSALM is committed to adhere to the policy of the State to promote a high standard of ethics in public service.

PSALM's Directors, Officers and Employees adhere to the provisions of RA 6713 or the Act Establishing A Code Of Conduct And Ethical Standards For Public Officials And Employees, To Uphold The Time-Honored Principle Of Public Office Being A Public Trust, Granting Incentives And Rewards For Exemplary Service, Enumerating Prohibited Acts And Transactions And Providing Penalties For Violations Thereof And For Other Purposes.

PSALM employees, in accordance with Republic Act (RA) No. 6713, are at all times accountable to the people; discharge duties with utmost responsibility, integrity, competence, and loyalty, act with patriotism and justice; lead modest lives; and uphold public interest over personal interest.

To ensure the utmost compliance with RA No. 6713, PSALM issued an Employee Handbook (a. Plantilla; b. Non-Plantilla) which provides provisions of PSALM, civil service and other government policies and issuances, and includes the requirements of RA No. 6713. Said handbook is also used during the conduct of orientation to new employees. Further, PSALM adopts the rules, policies, standards and procedures of the Civil Service Commission (CSC) intended to regulate conduct of employees based on accepted norms of efficiency, integrity and morality (Office Norms and Conduct).

Following are the standards of personal conduct in the discharge and execution of duties expected from employees, among others:

- commitment to public interest
- professionalism
- fairness and sincerity
- political neutrality
- responsiveness to the public
- nationalism and patriotism
- commitment to democracy
- simple living

PSALM officials and employees submit an Oath of Office which includes their undertaking to comply with all laws, legal orders and decrees promulgated by the constituted authorities of the Philippines. This undertaking includes compliance with the code of conduct. PSALM formulates policies and guidelines to implement specific provisions of RA 6713 and regularly monitor compliance. Likewise, PSALM employees who undergo orientation are required to sign an undertaking of compliance with office rules and other government issuances like that of RA 6713.

PSALM monitors each employee's compliance on the following office norms and conduct through the issuance of the following:

- Memorandum Order 2021-016 dated 20 December 201 on Guidelines for the Release of Collective Negotiation Agreement Cash Incentive
- Office Order No. 2021-209 dated 07 December 2021 on the Reconstitution of PSALM's Program on Awards and Incentives for Service Excellence Committee
- Circular Order No. 2021-001 dated 05 November 2021 on Specific Guidelines on Petty Cash Requests for Meals/Snacks During Meetings
- Memorandum Order No. 2021-014 dated 21 November 2021 on Guidelines on the Ranking of Employees for the Grant of FY 2021 Performance-Based Bonus (PBB)
- Office Order No. 2021-159 dated 05 October 2021 on the Constitution of the Power Sector Assets and Liabilities Management Corporation Anti-Corruption Committee
- Office Order No. 2021-048 dated 31 March 2021 on the Reconstitution of the Review and Compliance Committee (RCC) and Designation of Administering Officer for the Submission of Statement of Assets, Liabilities and Net Worth (SALN)
- Memorandum Order No. 2021-012 dated 24 September on the Guidelines on the Entitlement to Corporate Communications Allowance
- Memorandum Order No. 2021-011 dated 19 July 2021 on Guidelines on the Provision of Internet/Mobile Data Subscription Expenses in View of the Adoption of Alternative Work Arrangements During COVID-19 Pandemic
- Memorandum Order 2021-007 dated 30 April 2021 on Guidelines on the Grant of Uniform or Clothing Allowance for CY 2021 and
- Memorandum Order 2021-001 dated 20 January 2021 on Revised Policies and Guidelines on Official Local and Foreign Travel Allowances.

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