



Chairman's Statement

For more than 80 years now, CADP Group Corporation has consistently demonstrated its efforts to strike a balance between fulfilling its commitment to create value for its shareholders and its responsibility to society.

Since becoming a subscriber corporation of the UN Global Compact in 2002, our desire to pursue a high standard of corporate citizenship has been heightened. Through its facilitation and engagement, UN Global Compact serves as a catalyst for enterprises like ours to be more conscious of the social legitimacy of their business and markets.

We at CADP Group continue to align the 10 principles of the UN Global Compact in the areas of human rights, labor, the environment and anti-corruption.

In the area of labor management, we continue to provide a competitive financial remuneration for our employees, including housing benefits as well as non-financial rewards such as health and wellness programs.

We have extended this advocacy with our contractors and suppliers as we require their compliance with the recently-enacted minimum wage policy. Regular audits will be conducted by our team to validate compliance.

We continue to be actively involved in social development through our dedicated unit for this purpose, the Community Development Group as well as our corporate foundation and social development arm, the Roxas Gargollo Foundation.

We regularly launch programs on capability building, resource mobilization, enterprise development and social services for our partner communities and employees.

In doing so, we engage other people in our efforts. We constantly collaborate with local and foreign institutions, government agencies, business groups, non-

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government organizations (NGOs) and academic groups. We believe that these alliances go beyond individual, parochial and business interests.

Through remarkable and innovative projects in environmental management, waste management and pollution control, we strive to integrate sustainable development in our business operations.

We are quite honored to be constantly recognized by various institutions, both local and international, for our involvement in corporate citizenship.

Most recent of these recognitions is the Hall of Fame Award from the Labor Management Council of Batagas province, where one of our operations is located, for having bagged the Labor Management Cooperation award for three years.

In addition, one of our community development projects was chosen as a finalist for “Panibagong Paraan 2008”, an annual competition that promotes good governance. It is conducted by several local and international organizations including the World Bank.

Another testament to our efforts in sustainable development is the Ecological Solid Waste Management Project award we received from the Pollution Control Association of the Philippines, Inc. in April 2008.

Moving forward, we at CADP Group remains committed in engaging in businesses that not only create value for our shareholders but also result in a progressive impact on society.

On that note, we reaffirm our support and allegiance to the principles of the UN Global Compact as we continue to demonstrate leadership by advancing responsible corporate citizenship.



PEDRO E. ROXAS
Executive Chairman
July 2008



Principle 1:

Support and respect the protection of human rights within our sphere of influence.

a. Employee Policies and Rights

Employees continue to receive remuneration and benefits that are over and above the prescribed minimum wage, which significantly exceeds the standards of the Philippine sugar industry. They also continue to enjoy superior benefits such as paid vacation and sick leaves. The company conducts regular reviews of the benefits to determine possible rooms for improvement.

The company continues to enforce its rules and regulations implementing the Anti-Sexual Act of 1995. The rules as provided shall apply to all employees, trainees and other workers and shall further govern incidents of sexual harassment committed within the work premises of the Company.

The company's officers have been invited to share their experience on good governance and employee relations during two national labor conventions.

b. Occupational Health and Safety

The company operates a 21-bed secondary-level hospital and a 24-hour medical and dental clinic for employees and its dependents in its Batangas and Negros operations, respectively. Various medical programs are being implemented, including free examinations of blood screening and other procedures particularly are conducted for employees and their dependents.

The company continues to promote its employee wellness campaign through sports and physical activities through sporting events such as badminton, volleyball and basketball tournaments, aerobics classes and regular exercise sessions.

It likewise continues to enforce rules and policies against dangerous drug use pursuant to the order of the Department of Labor and Employment. Under this policy, the company shall provide a working environment that is completely drug-free and the use of prohibited and dangerous drugs in the company premises and workplaces is strictly and absolutely prohibited.

CAD Group organized a two-day work-life balance/teambuilding program, dubbed "Rainbow Life Adventure Program" for management and staff. The program aims to discover and examine personal values and put basic life choices in order.

c. Employee Housing

The company approved a housing loan assistance program for qualified employees in its Batangas operations. The loan assistance provides a maximum of P300,000 (about US\$ 6,700) to be amortized for 10 years at an interest of 8 percent per annum. Another option is the company advances the 50 percent of the retirement gratuity for those who will be retiring within two years.

Moreover, a relocation site was provided to employees whose homes were dislodged in the course of factory capacity expansion in the Negros operations. Each family was given a home lot of a minimum 100 square meters. Other employees, meanwhile, were provided with housing facilities inside the mill compound.

d. Social Development

During the year, the company reached about 7,000 individuals in the various projects on capability building, resource mobilization, enterprise development and social services for communities within its areas of operation. The company raised funds amounting to P2,230,000 (about US\$50,000).

For health, a tuberculosis eradication program was implemented, benefiting 249 children through partnerships with local government, NGOs and business organizations.

The company implemented the "Bright Minds Reading Program" for 32 public elementary schools in Batangas in partnership with Ronald McDonald House of Charities.

A total of 103 beneficiaries have been granted loans to fund their respective livelihood projects. This created jobs for 29 individuals who are employed by seven enterprises. Repayment records of beneficiaries, on the other hand, have been satisfactory at 89 percent.

The company conducted 29 training workshops and learning sessions for 436 individuals to improve their skills in managing enterprises and in the process, increase their chances to be employed.

Among CADP Group's continuing programs is the Educational Assistance Program, which has benefited 220 high school and college students this year.

In addition, one of CADP Group's community development projects was chosen as a finalist for "Panibagong Paraan 2008", a competition conducted by several local and international organizations including the World Bank that promotes good governance.

Principle 2:

Ensure non complicit in human rights abuses.

The company has advised all its contractors to comply with the new order which grants an increase in the daily minimum wage of workers as well as with other social legislations that go hand in hand with the new minimum wage. The company's Social Compliance Team will conduct a new round of audit of contractors as part of its mandate to ensure compliance.

Moreover, the company continues to participate in the Self-Assessment on Compliance with Labor Standards as provided by the Department of Labor and Employment. As a participant, the company conducts an assessment of compliance with labor standards and other social legislations. This is jointly accomplished by management and the labor union.

Principle 3:

Uphold freedom of association and effective recognition of the right to collective bargaining.

For the company's Negros operations, a Collective Bargaining Agreement, which covers 2005 to 2010, was signed by the labor union in September 2005. The CBA provided for higher wage increases and improvements in other benefits. At present, management and the union is negotiating for the increases in economic benefits that will cover the last two years of the CBA.

For its Batangas operations, the company has implemented the second year wage increase for employees covered by the 2006 to 2011 Agreement on Collective Concern.

In addition, programs are being sustained to uphold the harmonious labor-management relationship. To this end, the company held the annual celebration of the Labor Management Cooperation Day on April 2008, in which the Awards for Model Workers and Most Outstanding Worker were given out.

Regular meetings with the Labor Management Council (LMC) are being held to discuss and deliberate on personnel and operations-related issues as well as industry situation.

A testament to these consistent efforts is the Hall of Fame award given by the Labor Management Council In Batangas in November 2007 for garnering the Outstanding LMC awards for three years.

Furthermore, the company's LMC experience is being used as a benchmark by different organizations in various industries throughout the country.

Principle 4:

Elimination of all forms of forces and compulsory labor

The company does not engage in any form of forces and compulsory labor practices.

Principle 5:

Effective abolition of child labor

Employment of minors is strictly prohibited as part of the company's Recruitment Policy. The minimum hiring standard of at least 18 years old for factory workers and at least 21 years old for clerical workers. The non-employment of minors (below 18 years old) is being required for service contractors.

The company is a co-participant in the program that addresses the problem of child labor in the sugar industry. The program was established by the International Labor Organization in cooperation with the Employers Confederations of the Philippines and the Sugar Industry Foundation, Inc (SIFI).

The company forged a partnership with Education Research Development Agency SIFI for scholarships and financial assistance for pre-school, elementary, high

school and college. This is outside the company's regular educational assistance program.

It has also supported several feeding programs for malnourished children and nutrition classes for mothers. Spiritual values are also inculcated to the youth through catechism programs.

In addition, the company conducted workshops on maternal and child health, family planning as well as on Rights of the Child. Likewise, a career orientation program and leadership training was held for senior high school students.

The company was again conferred the "Child Friendly Company" award on May 2008 by the Employers' Confederation of the Philippines. It also bagged the second place in Workplace Reproductive Health Program and Policies for its Batangas operations.

Principle 6:

Elimination of discrimination in respect of employment and occupation.

CADP Group has always based its personnel movements on qualifications and merit. It likewise adheres to a competency-based recruitment and selection program wherein past behaviors, which involves a combination of knowledge, understanding and personal attributes that could predict future performance are being measured.

In the medium term, the company will draw up a more cohesive set of guidelines on discrimination in respect of employment and occupation.

Principle 7:

Support a precautionary approach to environmental challenges

CADP Group, along with the Philippine Sugar Miller Association, Inc., the umbrella organization of sugar millers in the country, has been reviewing the environmental laws and regulations that can affect the sugar industry. This is meant to monitor any policy changes to ensure compliance among sugar millers.

Over the last 20 years, the company has invested a total amount of P475 million (about US\$10.5 million) for environmental management and pollution control

abatement facilities as part of its continuing measures and programs to surmount environmental challenges.

As part of the company's thrust to further expand production capacity and improve its operational efficiency, corresponding improvement and upgrading of environmental facilities are integrated in its strategic plans and programs.

In order to maintain regulatory compliance and prepare for stern environmental challenges brought about by factory capacity expansion, advance membrane separation technology will be utilized for recycling and reuse of treated wastewater.

In addition, cleaner production technology is also being pursued through the installation of dewatering mill in order to maximize the use of bagasse as biomass fuel to the boilers in lieu of bunker fuel oil and in the process, reducing air emissions.

Principle 8:

Promote greater environmental responsibility

The company has a dedicated unit, the Environment Management and Safety Group, which administers its environmental management policies and strategies and pollution abatement facilities in our factories.

Through remarkable and innovative projects in environmental management, waste management and pollution control, CADP Group strives to integrate sustainable development in our business operations.

For instance, the company has installed in 2008 high pressure boilers for energy efficiency which substantially reduce bagasse consumption and as a result, brings down air emissions.

Furthermore, the company has replaced its factory equipment with more energy efficient ones such as variable frequency drive motors and capacitors. These equipment improves the factories' power factor by 10 percent, which translates into a drop in bagasse consumption and consequently, in air emissions.

With this commitment, the company has always been a benchmark of the sugar industry in promoting environment-friendly practices. The company has received numerous citations attesting to its commitment to preserving the environment in areas where it operates.

The most recent of which is the Ecological Solid Waste Management Project award given by the Pollution Control Association of the Philippines, Inc. in April 2008.

CADP Group has also been recognized by Nestle Philippines from 2002 to 2006 for exemplifying its commitment to Sustainable Development by its well-balanced approach in achieving excellence in its business, social and environmental responsibility.

The company also installed a Continuous Emission Monitoring System in order to monitor air emissions from its factories' boilers in accordance with the self-regulation thrust of the sugar industry, in cooperation with the Department of Environment and Natural Resources.

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies

CADP Group has integrated environmentally friendly measures in its day-to-day operations. For example, it manufactures organic fertilizers from organic solid waste materials in sugar yields, which are distributed to cane planters in the mill districts.

The company has invested in dump trucks to implement the free distribution of decomposed mudpress as a soil ameliorant to district planters. This project allows the planters to reduce their dependence on commercial fertilizer and shift them to organic fertilizer to lessen operating costs.

In addition, the company took up with the Ecological Solid Waste Management Center the use of mudpress and other solid organic wastes from the manufacturing process and household biodegradable wastes to produce organic fertilizer. This is now being made a means of livelihood by a local cooperative in Batangas.

The Company invested in facilities and infrastructure for the rapid composting and conversion to organic fertilizer. A composting project was launched in Batangas in partnership with the community cooperative.

Moreover, CADP Group has initiated a project in 2008 with another community cooperative for the promotion of organic farming among farmers.

Principle 10:

Work against corruption in all its forms, including extortion and bribery

Any form of corruption is not tolerated in the company, as prescribed in its Business Conduct Policy (Annex A).

Extortion and bribery in so far as being used to promote business relationships with certain related or non-related parties are prohibited and certainly not tolerated.

To the best of management's knowledge, transactions with external parties such as procurements are conducted through bidding and on arms-length basis. In addition, third-party suppliers and service providers undergo proper accreditation and regular monitoring by the company.

The thrust in the future is to develop strategies to link good governance standards and goals to the suppliers' performance and to institute surveillance and audit mechanisms to enable monitoring of compliance of these principles and best practices.

BUSINESS CONDUCT POLICY

I. Introduction.

The highest standard of individual conduct is expected at all times from each employee of CADP GROUP CORP. not only in matters of financial integrity but also in every aspect of business relationships.

Business should be conducted on the basis of fair dealing, consideration for the rights and feelings of others and the most stringent principles of good corporate citizenship.

Each employee is charged with the responsibility of acquiring sufficient knowledge of the laws relating to his or her particular duties in order to recognize potential dangers and to know when to seek legal advice. Unlawful conduct will not be condoned under any circumstances. Employees should consult with the in-house counsel if they have questions regarding compliance with certain laws, rules or regulations. Any violation of the Business Conduct Policy may result in termination of employment or other disciplinary action.

The Business Conduct Policy addresses several areas of concern. It includes values, operating principles, conflicts of interest, disclosure of business or outside employment, use and protection of company assets, disclosure on accounting and auditing matters, insider trading, use of software, sexual harassment and political activities and contributions. In addition, the Company's Rules and Regulations governing employee conduct should be used as reference material on matters related thereto.

II. Values.

The following fundamental beliefs determine conduct throughout the Company. They explain the reasons why our principles are important to us.

Integrity. The Company is expressly committed to integrity and high ethical standards of conduct in all its business transactions.

Entrepreneurship. The basis for the continuing success of the Company's business is good long-term profitability. An essential feature of this is a dynamic and innovative approach to business by the Company and all its employees.

Professionalism. The Company values professionalism and regards it as essential in ensuring the provision of the highest levels of customer satisfaction.

Responsiveness. The Company acknowledges the importance of being responsive to the needs of all those with whom it does business.

III. Operating Principles.

The Company operates within the framework of the following principles:

Personal Conduct. The Company expects the highest levels of personal conduct by all its employees. It is acknowledged that all effective business relationships inside as well as outside the Company depend upon honesty, integrity and fairness.

While it is recognized that limited corporate hospitality is given and received as part of building normal business relationships, employees should avoid accepting hospitality or gifts which might appear to place them under an obligation.

The Company expects all its employees to respect the rule of law and abide by appropriate regulations. They are likewise expected to avoid doing business with any individual, Company or institution if that business is connected with activities which are illegal or which could be regarded as unethical.

All employees are expected to handle information with care. The confidentiality of the Company's data should be safeguarded and proper and complete records must be made of all transactions on behalf of the Company.

Employee Relations. Relationships with employees are based on respect for the individual. The Company aims to provide all its employees with safe conditions of work and competitive terms of employment. It is likewise committed to equal opportunities and the avoidance of discrimination. *Sexual or any other form of harassment is unacceptable.*

Personal career development will be encouraged through progressive HR/Personnel Training and Development Programs.

Environment. The Company recognizes that certain resources are finite and must be used responsibly. It therefore pursues a two-pronged, external and internal, approach designed to promote environmental protection. Its external policy is aimed at anticipating developments in the environmental field related to its operations and the professional management of environmental risks. Internally, the policy is aimed at controlling any environmental burdens caused by the Company itself.

Communications. Within the bounds of commercial confidentiality, the Company places the greatest importance on open and transparent communications with its customers, employees, shareholders and the society at large.

Community Relations. The Company recognizes that good relations with local communities are fundamental to its long-term success. The Company's community relations policy is founded upon mutual respect and active partnership aimed at sustaining and trusting relationships between the Company's operations and the members of the local communities where it operates.

Cultural, sport and environmental activities are a central part of the Company's relations policy and individual employees are encouraged to play a positive role in community activities.

Economic Policy. As a commercial organization, the Company believes that it must provide an adequate return for its shareholders. It supports a market economy as the most effective means of achieving the best returns for its customers, investors and employees as well as for the communities where it operates.

Competition. The Company recognizes the many benefits of a competitive environment. However, the best markets flourish only within an ethical framework and no one in the Company is permitted to disparage a competitor or to use unethical means to obtain any advantage for the Company.

IV. Conflict of Interest.

The Company and its stockholders require and expect that our business affairs must be conducted in a manner that does not cloud our judgment when we deal with third parties or make decisions on behalf of the Company. Business transactions must be undertaken solely in the best interest of the Company.

Conflict of Interest can only be defined along broad lines of ethical principles as it is impossible to conceive of all situations where a conflict may arise. In general, conflict of interest arises when an employee engages in business or professional activities exclusively for his own benefit on Company time or when such vested interest goes against the interest of the Company regardless of whether it occurs during Company time or not. In short, a conflict of interest arises when the Company's interests are sacrificed.

The following, while not encompassing, illustrate some types of activities, which violate the Company's policy on Conflict of Interest:

Business or Outside Employment.

1. Involvement in any way with any business that materially interferes with the proper performance of his duties or obligations to the Company or investments in enterprises which might lead to conflicts of interest.
2. Writing for an outside publication, delivering outside lectures and attending to speaking engagements unless the prior consent of the Company has been obtained.
3. Participating in civic, political, religious, charitable, educational, cultural, recreational, or similar activities where such activities materially interfere with the faithful performance by the employee of his/her duties to the Company or shall be in conflict with the Company's interests.
4. Holding appointive or elective positions in Government or holding other employment elsewhere where the duties and obligations of the employee to the Government or to his/her other employer may adversely affect the efficient performance of his/her duties and responsibilities to the Company. In such event the employee should decide whether to make a career with the Government or with the Company and should he/she decides to pursue his/her Government position, the employee will be requested to resign from the Company.

Acceptance of Gifts

Acceptance of gifts, favors, loans or other material benefits from third parties dealing or desiring to deal with Company by an employee and/or members of his family.

Business Dealings

Financial involvement in any transaction between the Company and third parties which can influence or affect the official judgment of the employee.

V. Disclosure of Business or Outside Employment.

Employees are absolutely required to make a disclosure of all their business involvement and/or their other employment outside of the company.

Information disclosed in compliance with this directive shall be treated by the company with utmost confidentiality.

VI. Use and Protection of Company Assets and Transactions.

Employees who have access to or control over Company transactions and assets, including trade secrets or other confidential or proprietary information, are expected to execute their

responsibilities with the strictest integrity and highest regard for the value of the assets and the importance of the transactions. "Confidential or Proprietary Information" includes generally, all information which the employee knows or has reason/s to know and is deemed by the Company to be secret, which is in the possession of the Company and has not been published or otherwise disclosed to any third party or to the general public.

Each employee entrusted with such responsibilities must ensure that the use, acquisition or disposition of an asset by an employee on behalf of the Company is undertaken in accordance with the general or specific authorization of management and is accurately and fairly recorded in reasonable detail in the Company's books of account and records.

Unauthorized disclosure of information, whether or not it is proprietary, and unauthorized or illegal access to information or data owned or belonging to third persons/entities are strictly against Company policy.

All Company books, records and accounts must accurately reflect the precise nature of transaction recorded. Making false or fictitious entries with respect to transactions of the Company or the disposition of corporate assets is prohibited and no employee may engage in any transaction that requires or contemplates the making of false or fictitious entries.

Employees must act in accordance with all policies and procedures relating to expense reporting. The Company expects that business expenses will be reasonable and will be accurately supported by valid receipts where required.

Compliance with prescribed accounting procedures and controls is required at all times.

VII. Employee Disclosure on Auditing and Accounting Matters.

All employees have a right and moral responsibility to report improper actions and omissions. A workplace culture must be developed in which employees who act in good faith and in compliance with the law are protected from interference in or retaliation for reporting improper actions and cooperating with subsequent investigations or proceedings.

Public Interest Disclosure (commonly called "whistleblowing") is required when employees, in good faith, believe employers or colleagues are engaged in an improper course of illegal or unethical conduct, and they must be able to disclose such conduct free from fear of intimidation or reprisal.

VIII. Use of Software.

All users of Company software should understand that the unauthorized duplication (other than for backup and archival purposes) of either proprietary or internally developed software is a violation of this policy, whether such duplication is for business or personal use and whether such duplication may place the Company in violation of its obligation to the software publishers.

IX. Insider Trading.

Employees of the Company may not purchase, sell or otherwise trade in securities of the Company or of another corporation while in possession of material non-public information, such as knowledge that the Company is planning to acquire another corporation. In addition, employees may not give material non-public information, directly or indirectly, to anyone. Beyond disciplinary action, a violation of this policy may lead to civil and criminal penalties against the employee.

X. Sexual Harassment.

The company values the dignity of every individual, encourages the development of its human resources and upholds the dignity of its employees, applicants for employment and those undergoing training, instruction or education in the company. Towards this end, all forms of sexual harassment in the workplace are absolutely prohibited.

XI. Political Contributions and Activities.

The Company absolutely prohibits the making or giving of contributions or expenditures whether in the form of money, products, services or facilities, in connection with any local or general election. Accordingly, no employee may make contributions or expenditures at any time for or on behalf of the Company in connection with any election.

Employees are absolutely prohibited from actively campaigning for any candidate in connection with any election within the Company premises/property. Likewise, except in areas which have been opened and already devoted to public or political activities, the holding of political rallies or any other form of political activity/exercise are absolutely prohibited inside the Company premises or property.

The rules governing political activity are extremely complex. Should you have any question concerning the Philippine election laws, you should consult with your in-house counsel.

XII. Compliance.

Employees of the Company are expected to comply with this Business Conduct Policy and all other policies and procedures of the company in all respects. Any employee who knowingly violates this Policy, or knowingly permits a subordinate to do so, shall be subject to disciplinary action, including demotion or dismissal.

From time to time, compliance review briefings will be held in order to discuss various matters raised in this policy booklet. Each employee is expected to attend such briefings.

XIII. Implementation.

The responsibility of maintaining discipline and implementing the provisions of this Business Conduct Policy lies with line management. Corollarily, responsibility to take corrective actions for breach thereof rests with line management.

XIV. Duty to Disclose Violations of the Policy.

Employees are expected to disclose promptly any acts or transactions known to them which may be in violation of this Policy. The Company will endeavor to treat any disclosures which are made pursuant to this Business Conduct Policy in strictest confidence.

XV. Guidance.

It is not possible for any Statement of Business Principles to cover every eventuality, nor should it. Business life is increasingly about employees having the freedom to take decisions, as long as these are consistent with the Operating Policies of the Company.

It is therefore inevitable that there will arise occasions where employees are faced with situations not covered by the policy, precedent or procedure and have to decide on the most appropriate course/s of action to undertake. In these situations, employees are enjoined to act within the framework of what is legal, moral, fair and honest.

**CADP GROUP CORPORATION
AWARDS AND RECOGNITIONS**

Sustainable Development Awards

- **SIKAP AWARD as the Most Innovative Environmental Project** – awarded by the RCBC on 1997
- **Most Outstanding Livelihood Project Bio-organic Conversion of Sugarcane Milling Waste** – awarded by the Livecor-Office of the President on 1998
- **Award of Recognition** - awarded by the Department of Environment and Natural Resources (DENR) on June 1994.
- **Most Environment-Friendly Sugar Mill** – awarded by the Philippine Sugar Millers Association and Asian Institute of Management Environment Award
- **Success Story Award for “Ecological Solid Waste Management Project of CADPI”** - awarded by the Pollution Control Association of the Philippines, Inc. on April 2008
- **Two-time recipient of Plaque of Recognition** – awarded by Nestle Phils., Inc. in 2005 and 2006 for the company’s commitment to sustainable development through a well-balanced approach in achieving excellence in its business, social and environmental responsibility
- **Two-time recipient of Plaque of Appreciation** – awarded by Nestle Phils., Inc. in 2002 and 2003 for the company’s commitment to the protection of the environment through an environmental management system
- **Recipient of a Special Award** – awarded by the Don Emilio Abello Energy Efficiency Awards, Department of Energy for the company’s contribution to the energy efficiency program of the country on December 2004
- **Plaque of Appreciation** - awarded by the Pollution Control Association of the Phils., Inc. in recognition of the company’s pioneering efforts in preserving the environment through Waste Minimization Program, on April 1995

Labor Management Awards

- **Three-time Outstanding Labor Management Cooperation (LMC) for Industrial Peace Awardee** – given by the National Conciliation and Mediation Board and the Philippine League of Labor-Management Cooperation Practitioners, Inc. in 2001, 2003 and 2005
- **Pro-Active Achievement Hall of Fame Award** - awarded by Department of Trade and Industry-Center for Labor Relations Assistance on March 2000 for the Group's commitment with industrial harmony and improvement of productivity and quality
- **Sikap-Gawa Industrial Peace Award** - awarded by LMC on May 1997.
- **Pro-Active Achievement Award** – awarded by the Department of Trade and Industry-Center for Labor Relations Assistance & Philippine Association of Labor Management Council on April 1997.
- **Special Citation for Quality of Worklife** – awarded by ECOP on April 1997.

Corporate Social Responsibility Awards

- **Family Welfare Program (FWP) Excellence Award as Large Enterprise Category** – awarded by the Philippine Chambers of Commerce and Industry (PCCI) in 2006
- **Commendation for Business Excellence on HIV/AIDS-National Action** – awarded by the Global Business Coalition (GBC), New York in 2007
- **2nd Place Best Reproductive Health Programs and Policies** – awarded by the ECOP/PCCI in 2007
- **One of the Most Outstanding Tie-Up Partner** – awarded by the Educational Research and Development Assistance Inc. in 2007
- **Finalist for Project Grant Competition for Panibagong Paraan 2008** – conducted by the World Bank in April 2008
- **Child Friendly Company** – awarded by the Employees Confederation of (ECOP) the Philippines on March 2007.

- **Family Welfare Program (FWP) Excellence Award** – awarded by the Philippine Chamber of Commerce and Industry (PCCI) on October 2006.
- **Outstanding Community Partner** – awarded by the Batangas State University (BSU) in 2007
- **Hall of Fame Award for “Outstanding Company”** – awarded by Philippine Center for Population and development (PCPD). The “Outstanding Company” award recognizes companies’ sustained efforts in bringing about the successful implementation of the Responsible Parenthood Maternal and Child Health Program.
- **Outstanding Corporate Citizenship Award Luzon Division** – awarded by the Philippine Business for Social Progress in 1995.
- **Hall of Fame for “One of the Most Outstanding Company with Responsible Parenthood Maternal & Child Health Program”** – awarded by Philippine Center for Population and Development (PCPD) in 1994.
- **Hall of Fame for “One of the Most Outstanding Companies with Family Welfare Program in the Philippines”** – awarded by DOLE in 1994.
- **Recipient of the 24 Most Outstanding Companies with Family Welfare Program in the Philippines** - DOLE in 1993.
- **Recipient of the 20 Most Outstanding Companies with Family Welfare Program in the Philippines** - given by DOLE in 1992.
- **Corporate Citizenship Award** – awarded by the Philippine Business for Social Progress (PBSP) in 1995
- **Runner-Up in Best Corporate Social Responsibility Policies** – awarded by the Asian Corporate Social Responsibility (CSR) Awards in 2003.
- **Business Sector Model of Corporate Commitment in the Workplace** – awarded by PBSP in 2005

Product and Service Excellence Awards

- **National Best Sugar Refining Company** – awarded by the National Council for Product and Services Quality on October 2005.
- **Grand Prize Winner of ECOP’s Kapatid Award** - awarded by the Employers Confederation of the Philippines on May 1999 in recognition of the Group’s

leadership in the sugar industry through the upgrading of its milling processes in timely anticipation of globalization and trade liberalization and the transformation of its labor-management relations in support of its varied productivity programs.

- **Outstanding Sugar Mill Award** - awarded by the Department of Labor and Employment through the Bureau of Rural Workers
- **Two-time Outstanding and Most Admired Supplier** - awarded by United Laboratories, Inc. on September 2006 and 2007.
- **Excellence as Certified Supplier** - awarded by United Laboratories, Inc. on Sept. 2006 and 2007.
- **THOMAS (The Outstanding & Most Admired Supplier)** - awarded by United Laboratories, Inc. on June 2008
- **Supplier Recognition/Excellent Performance in Quality and Delivery Commitment** - awarded by D & L Industries, Inc. on April 2006.
- **Bayanihan Award in Excellence as a Certified Supplier** - awarded by United Laboratories, Inc. on April 2004.
- **Suppliers Quality Management Program Achievement Award in Excellence as a Certified Supplier** - awarded by United Laboratories, Inc. on April 2003.