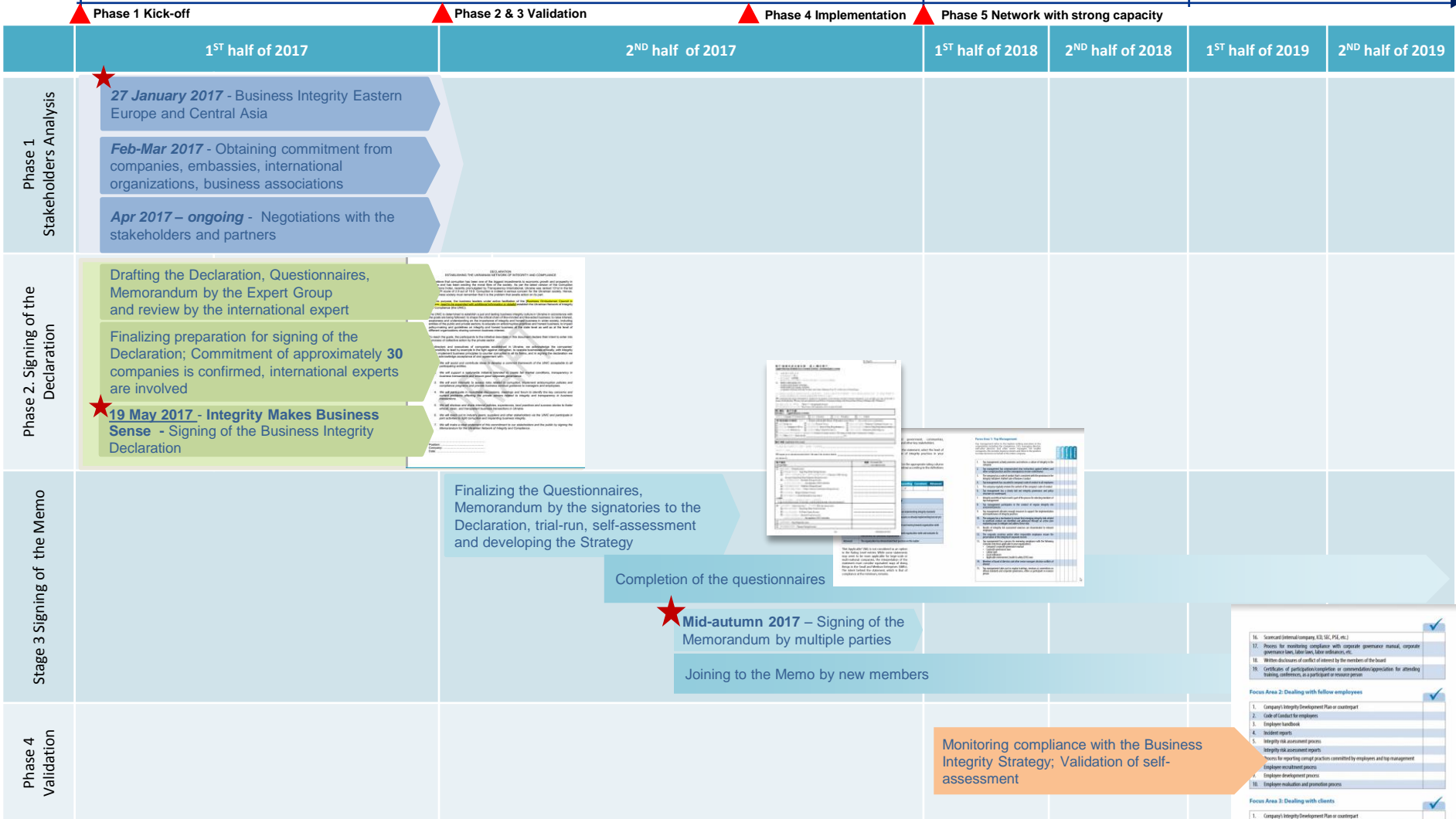


UNIC: Timeline

2017

2018

2019



16. Search for internal company (K3, SIC, PGE, etc.)	<input checked="" type="checkbox"/>
17. Process for monitoring compliance with corporate governance manual, corporate governance code, labor law, labor relations, etc.	<input type="checkbox"/>
18. Written disclosure of conflict of interest by the members of the board	<input type="checkbox"/>
19. Certification of participation/completion or commendation/appreciation for attending training, conferences, as a participant or resource person	<input type="checkbox"/>
Focus Area 2: Dealing with fellow employees	
1. Company's Integrity Development Plan or counterpart	<input checked="" type="checkbox"/>
2. Code of Conduct for employees	<input type="checkbox"/>
3. Employee handbook	<input type="checkbox"/>
4. Incident reports	<input type="checkbox"/>
5. Integrity risk assessment process	<input type="checkbox"/>
6. Process for reporting corrupt practices controlled by employees and top management	<input type="checkbox"/>
7. Employee recruitment process	<input type="checkbox"/>
8. Employee development process	<input type="checkbox"/>
9. Employee motivation and promotion process	<input type="checkbox"/>
Focus Area 3: Dealing with clients	
1. Company's Integrity Development Plan or counterpart	<input checked="" type="checkbox"/>
2. Code of Conduct for employees	<input type="checkbox"/>
3. Employee handbook	<input type="checkbox"/>
4. Marketing material	<input type="checkbox"/>
5. Process for employees to report clients demanding bribes and facilitation fees	<input type="checkbox"/>
6. Process for clients to report employees offering bribes and facilitation fees	<input type="checkbox"/>
7. Integrity risk assessment process	<input type="checkbox"/>
8. Integrity risk assessment reports	<input type="checkbox"/>