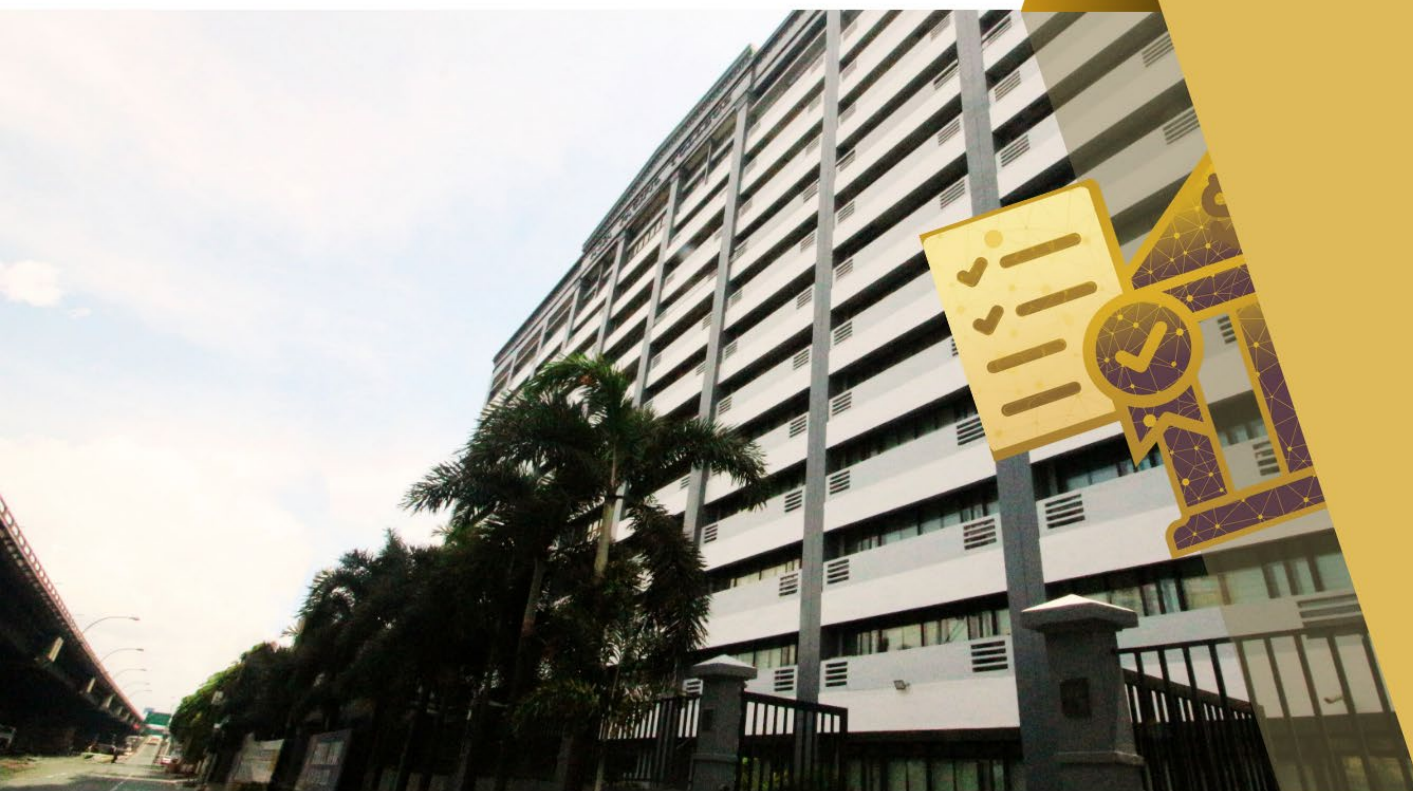




2025

INSTITUTIONAL **SUSTAINABILITY**

POLICY FRAMEWORK



REAL PROJECTS. REAL LEARNING.®

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INSTITUTIONAL SUSTAINABILITY POLICY FRAMEWORK

(ESG-Aligned Governance and Quality Framework)

PART B - SOCIAL SUSTAINABILITY POLICY

(People, Well-Being, Inclusion, and Community Responsibility Framework)

X. Social Policy Statement

APC affirms its commitment to social sustainability by promoting the health, safety, well-being, dignity, inclusion, development, and participation of students, faculty, staff, service personnel, and other stakeholders. APC recognizes that institutional sustainability must protect people, strengthen community, uphold a supportive, equitable, and respectful campus environment, and promote decent work and full compliance with applicable Philippine labor and occupational safety and health regulations in employee-related matters.

XI. Social Policy Objectives

APC shall:

1. institutionalize social sustainability in governance, planning, student development, employee support, and campus operations;
2. promote safe, healthy, inclusive, respectful, and equitable learning and working environments;
3. uphold fair employment practices, decent work, and full compliance with applicable Philippine labor, occupational safety and health, and related regulations;
4. support student and employee welfare, well-being, development, participation, and continuous improvement;
5. integrate social sustainability into academic and student development programs, human resource practices, recruitment, onboarding, compensation and benefits, employee relations, training and development, performance management, campus health and safety, stakeholder engagement, outreach and extension, and service provision and partner relations where relevant;
6. uphold research independence and academic freedom by ensuring that funding, partnerships, and sponsorships do not compromise the integrity, objectivity, or intellectual autonomy of academic and research activities, and that all engagements are conducted in accordance with institutional ethical standards and scholarly principles.
7. establish measurable social sustainability programs, indicators, and review mechanisms.

XII. Socially Responsible Procurement, Investment, and Funding

APC shall promote socially responsible procurement, investment, and funding decisions by:

1. encouraging engagement with suppliers, service providers, and third-party contractors that comply with lawful, safe, ethical, labor-related, and socially responsible practices consistent with institutional sustainability expectations;
2. ensuring that all procurement, investment, and funding activities are conducted with integrity, free from bribery, corruption, and any form of unethical inducement, in compliance with applicable laws, institutional policies, and recognized ethical standards;
3. considering social implications in decisions affecting students, employees, campus users, and partner communities;

4. supporting resource allocation for health and safety, wellness, accessibility, inclusion, student support, employee development, training, employee welfare programs, and HR-led ESG initiatives and community engagement;
5. prohibiting any form of modern slavery, including forced labor, human trafficking, child labor, and any form of exploitation within APC's operations and supply chain, and requiring all partners and suppliers to uphold the same standards in compliance with applicable laws and ethical practices.
6. ensuring that donations, grants, and funded initiatives are aligned with institutional values and stakeholder welfare.

XIII. Integration with Academic Programs and Operations

Social sustainability shall be integrated into:

1. curricula, student formation, ethics, citizenship, and socially responsive learning experiences;
2. health and safety systems, wellness programs, counseling and support services, accessibility initiatives, inclusive campus practices, and employee welfare programs;
3. outreach, extension, community partnership activities, and HR-supported volunteerism or employee engagement initiatives that promote environmental and social responsibility;
4. grievance, feedback, and stakeholder engagement mechanisms;
5. Human Resources functions, including recruitment, onboarding, compensation and benefits, employee relations, training and development, occupational safety and health, and performance management, insofar as these support the social sustainability commitments of the College.

XIV. Social Monitoring and Continuous Improvement

APC shall establish procedures for:

1. identifying key social sustainability issues, risks, and priorities;
2. setting objectives and action plans related to safety, well-being, accessibility, participation, stakeholder engagement, fair employment practices, decent work, and regulatory compliance;
3. monitoring indicators such as safety performance, wellness participation, accessibility improvements, grievance handling, stakeholder satisfaction, labor-related compliance, training participation, contractor compliance checks where applicable, and completion of relevant social sustainability initiatives;
4. reviewing program performance and implementing corrective and improvement actions;
5. applying the Plan-Do-Check-Act cycle to social sustainability programs.