



Corporate Citizenship Report



***Passionate for creating
change, committed to
make a difference***



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About VBP

Vital Business Partners (VBP), a Philippine-Australian company based in Cebu City, is a trusted leader in supporting financial advice firms through integrated technology, risk management, and compliance solutions. Over the next three years, VBP will scale its operations beyond its current 270 Australian financial services clients, driving innovation and excellence in the IT-BPM sector.

Over the past year, VBP has demonstrated exceptional growth, innovation, and impact. Expanding to 1,400 FTE across Cebu, CDO, and Sydney, we now support 270 client businesses with high-quality, scalable solutions. This growth is underpinned by our commitment to excellence and purpose-driven leadership.

We achieved ISO/IEC27001:2022 certification, reinforcing our dedication to world-class information security standards. Our culture continues to thrive, earning us Great Place to Work™ certification for the fourth consecutive year. In a landmark achievement, we became a certified B Corporation joining a global movement of companies using business as a force for good, driving positive social and environmental change.

With the purpose of delivering a human-centered approach and creating opportunities for Team Members, VBP has been establishing the careers of its Team Members as they represent the company's DNA.



VBP PURPOSE

To empower people and business that strive for more.

We are passionate about building futures for our team members
We love working with our clients and helping them grow their business
We are proud to support those who are striving for more.. themselves and their families.

What sets VBP apart is our unwavering brand promise: to help clients build reliable, high-performing back offices through the right people, proven processes, and secure, scalable technology. This promise goes beyond service delivery; it's about becoming a trusted extension of our clients' businesses.



About VBP

History

Founded in 2013, VBP began as a consultancy firm dedicated to transforming how financial advice is delivered in Australia. Over the past decade, we've expanded our reach and capabilities, achieving several milestones:

2013: Established with a focus on revolutionizing financial advice delivery.

2021: Implemented an open-book management system, adopting the Great Game of Business, and earned our first Great Place To Work certification.

2022: Celebrated the achievement of 1,000 dedicated team members and opened an office in Cagayan de Oro.

2023: Launched our second office in Cebu at JEG Tower, further solidifying our presence in the Philippines.

2024: Appointed Nathan Jacobsen as CEO to accelerate our growth and strategic direction.

2025: Achieved B Corp Certification, underscoring our commitment to high standards of social and environmental performance, accountability, and transparency.

Today, VBP proudly supports over 270 financial services firms across Australia, with a dedicated team of more than 1,200 professionals in the Philippines. Our journey reflects our dedication to innovation, ethical practices, and a people-centered approach, positioning us as a trusted partner in the financial services industry.



About this Report

This Corporate Citizenship report provides an annual summary of VBP's Corporate Citizenship initiatives for the environment, its governance, its community, and its people from 2024 to 2025. This is the second Corporate Citizenship Report of VBP which captured its initiatives to fulfill one of its missions, ***"Passionate for creating change, committed to make a difference."***

Definition of Terms

Leaders (n) - refer to line managers regardless of job level. These are our support line managers, operation managers, client services manager, executives and other roles with direct reports. Our line managers, don't just supervise, they lead and empower our Team Members, thus, we don't call them supervisors, but leaders.

Team Members (n) - refer to our VBP's employees. VBP doesn't treat its employees as mere employees, VBP treats everyone as a family and as a team.

Caring Kangaroos (n) - refer to one of the interest groups in VBP composed of Team Members with the same interest - to help other people.



Recognition and Certification



- Rising Star Partner of the Year by Automation Anywhere
- Global Brands Magazine awarded us Excellence in Financial Services Offshoring Australia,
- finalist for Innovator of the Year Financial Advice at the Australian Wealth Management Awards,
- Cib.o award

These achievements reflect VBP's unwavering commitment to our people, clients, and community. We are proud to be setting new standards in offshoring, compliance, and responsible business.

Shared Beliefs

We Are Open



Openness defines us; it's our secret sauce. We live it through diversity of thought, diversity of backgrounds, inclusion of voices and sharing ideas. We call out challenges early, listen actively, seek feedback and act on feedback.

We Make It Matter



What we do counts. Every outcome links back to our clients, their customers and the impact we want in the industry. We hold ourselves to delivering on commitments, telling the story of the difference we make and ensuring no effort is wasted.

We Improve Every Day



We push forward by learning, developing and finding better ways of working - every day. It's not about perfection, it's about progress. Small wins, new skills and process improvements that add up to a better careers, a better business and happier clients.

We Celebrate the Journey



We celebrate progress as much as outcomes. Every milestone, effort and learning deserves recognition, because how we do it is just as important as what we do. Celebration is how we stay motivated and connected as we grow.

We Bring the Vibe



Energy and positivity aren't optional extras - they're part of how we show up for each other and our clients. Bringing the vibe means contributing to our culture, lifting the room and making this a place people want to be.



Why we changed from Core Values to Shared Beliefs

Misaligned Legacy Values

VBP's growth in size and capability demands a refreshed shared beliefs reflecting our current identity and strategy.

Addressing Cultural Disconnect

Refreshing shared beliefs prevents inconsistencies in decision-making and strengthens cultural engagement and leadership alignment.

Strategic Timing

The initiative aligns with growth trajectory and feedback, reinforcing cultural integrity and strategic focus for sustainable future success.

Corporate Citizenship Pillars

Our Policies



VBP is a value-driven organisation. We established policies and best practices that promotes living our core values, advances actions with integrity, and fosters responsible behavior to the company, to the clients, to colleagues, and to themselves.

Our Environment



As a way of supporting environmental causes and promoting sustainability in the hopes of lessening the unfavourable effects of climate change, VBP organises and conducts environmental-related activities and programs with the help of local government agencies.

Our People



VBPeepz are the best and significant resources that VBP have. To ensure that VBP captures our Team Members experiences, we have designed programs and initiatives to provide great experience to our Team Members.

Our Community



VBP also extends its passion and commitment to individuals in the community who are in need, and to charitable foundations and non-government organisations that need support and help in achieving their vision and mission.



Our Policies

We govern and comply



Committed to control and secure information

VBP is committed to control and secure all information that the organisation has access to. To realise this commitment, VBP established different policies protecting documentation and information.

Our Risk, Compliance, and Regulatory Affairs (RC & RA) Department ensures that all information collected from our stakeholders, clients and Team Members are secured and privacy is maintained.

Our new certification: ISO/IEC 27001:2022
Audit Date: 01-04 Jul 2025

Information Management and Privacy.

All of policies relating to information security and data privacy is applied to all Team Members. This is to protect the VBP information accessed, processed and stored at teleworking sites, and to protect all client information and all workings.

This also ensures that all confidential and sensitive information and materials being uploaded and stored are protected from any unauthorized access, changes, and breach. All Team Members are also required to reduce risks of unauthorized access, loss of and damage to information during and outside normal working hours.

Work from Home Policy.

During the pandemic, VBP implemented workplace hybrid arrangement. Such arrangement is still executed as of writing. This policy ensures that all Team Members take reasonable precautions to protect the security of VBP IT Equipment, documentation and information being accessed.

Annual refresher training on the policies relating is being conducted as one of our strategies in maintaining confidentiality and integrity of the information across company.

RC & RA Department continuously conduct period reviews of our policies and proactively assess privacy risk.

Safe workplace for all

In VBP, we ensure the safety and health of our Team Members. In line with this, we have curated different policies aligning with the Occupational Safety and Health.

HIV/AIDs Workplace Policy. VBP supports the national efforts to curtail the severity of the HIV/AIDS epidemic and its impact on the workplace. Thus, we develop awareness programs, prevention, non-discrimination, and health support.

COVID-19 Safety Plans. VBP takes healthy and safety of employees seriously. Prevention, preparedness, and response plans are implemented throughout the company and all of the facilities according to the guidelines of the different government agencies.

Hepatitis B Workplace Policy & Program. VBP aims to address the stigma attached to Hepatitis B and to ensure that the team member's right against discrimination and confidentiality is maintained.



Control on Tuberculosis Policy. VBP is committed to preventing and controlling tuberculosis within the workplace. We implement screening, education, and treatment support measures to protect the health and safety of all employees while ensuring confidentiality and non-discrimination.

Drug-Free Workplace Policy & Program. VBP maintains a safe and drug-free workplace. VBP conducts random drug testing of Team Members in its efforts to maintain a safe and drug-free workplace.

Lactating/Nursing Policy. VBP cares for their team member- mothers, This grants all lactating team members an additional forty (40) minutes of break to breastfeed or to express milk on top of the existing two fifteen-minute breaks.

Health Lectures. VBP believes that awareness is important, thus OSH Officers provided video lectures that are shown to team members on topics such as: Family Planning, HIV/AIDS, Tuberculosis and Hepatitis

Mental Health Policy. VBP recognizes the importance of mental well-being in fostering a healthy and productive work environment. We promote awareness, support, and non-discrimination, while providing resources and programs to help team members manage mental health challenges.



Our Environment

We preserve and conserve



Environmental Commitment

VBP As BCORP Certified ensuring Environmental, Social, Governance (ESG) implementations and our contributions to Sustainable development Goals (SDGs), VBP recognizes the importance of environmental protection in today's business landscape. With that, we are committed to integrating environmental considerations into our processes and aligning our operations with relevant legal and regulatory requirements.

Our goal is to contribute to a sustainable future while delivering quality services to our clients.

2024 Tree Planting

On November 30, 2024, the VBP Caring Kangaroos took action for the environment with tree plating activity at the Cebu City Resource Management and Dvelopment Center (CREMDEC) in Barangay Taptap, Cebu.

Proudly planted 300 saplings each representing a sustainability and community care



Environmental Initiatives

Coastal Clean-up

In celebration of the International Coastal Clean-Up Day, on September 20, 2025, we have collaborated with JEG Tower Management to do a Coastal Clean-Up Activity at Sitio Sulima, Barangay Cot-cot, Liloan, Cebu, wherein 15 volunteers from VBP joined.



VBPeeps Testimonies



“Joining the Coastal Cleanup Drive made me realize the impact of small actions in preserving our beaches, but also for our rivers, mangroves, and coastal wetlands. The teamwork and dedication of everyone involved motivated me to keep supporting causes that protect our planet.”

- Therese May Andaya, HRBP - Coordinator

“It was a fun and fulfilling experience that made me realize how important proper waste disposal is and the significant impact it has on our environment. I look forward to more activities like this.”

- Romel Panugaling, Bookkeeping Assistant



“It was my first time joining this kind of initiative, and it opened my eyes to how important it is to dispose of garbage properly. Waste that isn’t managed well can end up polluting our environment, especially our seas and rivers..”

- Jeffrey Sunega, IB Deputy Manager



Our People

We celebrate, engage, and develop



Team Member Value Proposition

5 Core Elements

At VBP, the Team Member Value Proposition has five core elements they are the people, including Clients, the work, the opportunity, the culture and the reward. Together this drives recruitment and retention alike.

THE TOTAL REWARD

- Base Compensation
- Health Care
- Incentives
- Cash Rewards
- Recognition Program
- Financial Assistance
- EAP
- Additional Leave

THE PEOPLE

- Clients
- Colleagues
- Leaders

THE CULTURE

- Culture Lead
- Community Spirit
- Living & Aspiring in Others
- Inspiration

THE OPPORTUNITY

- Industry Leaders
- Career Development
- Personal Growth
- Innovation

THE WORK

- Challenging
- Varied
- Valued
- Autonomous
- Empowered





We Value Open and Honest Relationships

Onboarding Survey. VBP conducts onboarding survey to our newly hired Team Members. The data gathered were used to understand their experience and analyse what VBP can provide to improve the onboarding experience of our Team Members.

In this survey, we measured:

- Overall experience
- First week orientation
- Technology and software
- Talent and Acquisition Process
- Training Experience

Results are shared to respective teams to action the areas for improvement.

Satisfaction Rate of New Hired Team Members per Factor

99%	Onboarding experience
99%	First week orientation
96%	Technology and Software
98%	Talent and Acquisition Process
100%	Training Experience

Team-based engagement surveys. We have other surveys requested by respective departments. These surveys measure the team effectiveness and performance that assess areas for improvement.

Engagement Survey. A bi-annual engagement survey is launched every first or second and fourth quarter of the year. This survey generally measures the engagement of our Team Members and other factors such as but not limited to leadership, learning and development, and enablement. In our recent engagement survey launched last February 2025 showed that **79% of our Team Members are engaged and enjoys their roles.**

Actionable team-based insights are addressed through our Action Champion Program.

Team-member Satisfaction surveys. VBP is committed to understanding and improving the employee experience. This refers to the structured approach VBP uses to gather, analyse, and act on feedback from its team members regarding their overall work experience satisfaction, Career Progression and Support Received from their Managers.

TSAT SCORES

vJune Scores

Participation Rate - 62% (822 of 1321
Team members)
TSAT Score (Overall NPS) - 69%
Overall Satisfaction - 64%
Career Progression - 59%
Support Received - 82%

July Scores

Participation Rate - 66% (931 of 1413
Team members)
TSAT Score (Overall NPS) - 70%
Overall Satisfaction - 65%
Career Progression - 64%
Support Received - 82%

August Scores

Participation Rate - 72% (1026 of 1421
Team members)
TSAT Score (Overall NPS) - 69%
Overall Satisfaction - 64%
Career Progression - 61%
Support Received - 80%

September Scores

Participation Rate - 78% (1015 of 1308
Team members)
TSAT Score (Overall NPS) - 70%
Overall Satisfaction - 64%
Career Progression - 63%
Support Received - 83%

Fostering performance and self-awareness through reviews

Performance Review Cycle. This is VBP's regular performance review wherein managers are assessing and/or quantifying the performance of their Team Members. This is an avenue for the leaders and the Team Members to see the progress towards individuals and organisational goals. These reviews are also calibrated to ensure that biases are being mitigated and to ensure that reviews are given in a fair and equitable manner. After curating the performance reviews for the Team Members, leaders should discuss them with their respective Team Members for them to gain insights about their performances in a certain period of time.

360 Reviews. This is an annual review used by VBP to its Executives and Leaders, which incorporates the self's direct reports', peers', and managers' feedbacks. This explores leaders' strong points and focuses on their areas for improvement. Leaders are encouraged to create action plans to improve areas of opportunity.

Empowering our Team Members for their own growth and development

Goal Setting. As part of empowering our Team Members in becoming self-leaders and to aid them with their career aspirations, we are encouraging them to set either business or development goals. Creating goals allows the Team Members to check their progress and evaluate themselves based on their own progress which would help them in increasing Team Members' motivation and organisational commitment. As of September 2025, there are **1, 297 goals created, 53% are in progress, 23% were accomplished, and no blocked.** To achieve their goals, our leaders are in constant communication with our Team Members to see where they can help in achieving their desired result.

1:1 Conversations. Our leaders are practicing **regular 1:1 conversations with their Team Members.** This is a confidential conversation that builds a critical connection between a leader and a Team Member. Check-ins on the wellbeing, experiences, goals and development are some of the parts of the conversation that help our leaders assess the areas that need improvement and the areas that need to be sustained.



Development Plans. In VBP, we recognise that development plans aid our Team Members to be empowered and accountable with their own skills and competencies. It equips themselves for future career trajectories. For this year, we have established our Develop Program through an external platform that encourages our Team Members to build on their strengths and to take actions on their areas of opportunity. Internal trainings are provided to achieve the objective of the development plans of our Team Members, and the platform we are using also provides different resources such as playbooks, skills coach and other resources that are vital for our Team Members' growth.

Continuous Feedback. In VBP, we value an open and honest relationship. Having this kind of relationship allows any VBPeepz to give or receive feedback at anytime from anyone. These continuous feedbacks enable the development of our Team Members.

Employee Involvement Program (EIP). VBP values the voices and active participation of every team member. Through the EIP, we foster a culture of collaboration, feedback, and continuous improvement empowering employees to contribute ideas, engage in decision-making, and drive positive change across the organization.

Continuous Learning and Development for all Team Members

VBP values continuous learning and development to our Team Members. We provide various internal and external development programs, training courses, and resources to equip Team Members with the knowledge and skills they need professionally and personally; to aid them reach their full potential and to equip them with the right skills for the careers. VBP creates opportunities for our Team Members to grow and develop as self-leaders.

In our April 2024 Engagement Survey, **86% of our Team Members** believe that VBP is a great company that contributes to their development. **88% of our Team Members** agree that they have access to the learning and development they need to do their job well. **87%** believe that they are given the opportunities to develop their skills relevant to their interests.

Human Skills Trainings. These are the internal trainings provided by our dynamic Learning and Development (L&D) Department. All of our Team Members regardless of tenurity have the opportunity to learn and hone their skills necessary for their roles.

Human Skills Academy Program. To help our Team Members build the skills that are supplementary to their roles, L&D offers Human Skills Academy Program which trains Team Members - regardless of their tenure - different significant knowledge and skills, such as but not limited to **Effective Communication Skills, What Success Looks Like, and Attention to Details.** These trainings are still on-going.

Training Requests. At VBP, we empower Team Members to be accountable with their continuous learning. L&D caters different training requests from our Team Members to aid them in building their skills, to support them with their development, and to prepare them for future career endeavours. Training requested includes **coaching and feedback, team communication, work pride, verbal and written communication, and personality development.**

Structured and Technical Trainings. Specialised trainings in a job-related field (some with certifications) are provided to our Team Members to ensure that they are equipped with the right skills to do their job well and to give them the strong foundation they can use throughout their career in VBP.



These structured and technical trainings are provided during the onboarding of our newly hired Team Members. Refresher trainings are also given to our existing frontline Team Members.

Trainings during onboarding. VBP also offers different training courses during the onboarding session of the Team Members on **Internal Policies, Goal Setting, Anti-Money Laundering, Mental Health and Wellbeing**, and other corporate policies, and human skills and technical trainings.

External Trainings. VBP invests external trainings to Team Members which focuses on competency development that are useful for their current roles and future career paths.

Management and Leadership Development. Learning and development programs are also given to our leaders to give them foundation about their roles and to help them develop. These programs were mixed of in-person delivery, virtual and hybrid. Examples include:

- **Leaders Onboarding.** Newly hired and newly promoted leaders undergo onboarding sessions, leader skills training, tools trainings, and other relevant information that provide learning and understanding about their roles

- **Leaders Conference.** Annual conference of our leaders avenue to learn best leadership practices both from internal and external resources.
- **BRIDGE.** This is a monthly avenue of the leaders to know the status of the business goals; to share their respective departmental goals and updates.
- **Development Coaching Cycle.** VBP's Development Coaching cycle aims to foster empowerment and growth among our leaders.
- **Refresher Training.** A training program attended by all of our leaders which refreshed their leadership roles in the goal setting and development plans for their Team Members.
- **Skills Training.** Human Skills Training are provided to our leaders to bridge cross-background differences, to leverage empathic leadership, to optimise their interpersonal and innovative skills and to be an effective leader for our Team Members.

Our Wellness Approach

At VBP, we prioritize holistic wellness through industry-leading benefits and a culture of care.

Extended Mental Health Services to Team Member's Dependents.

Here in VBP, we believe that we extend our services to not only our Team Members but also to their kin. Since family is important to us, we want our Team Members to look out for each other by allowing 3 (from 2 last year) **dependents per Team Member to avail the Mind You Services**. This is a session held with psychologists to discuss about anything.

Mental Health Assessment. An annual mental health assessment conducted by our third party partner. The goal of this assessment is to evaluate the work health, level of presenteeism, and assess the stressors of our Team Members. The Mental Health Assessment is a proactive program of VBP since the results of the assessment are our baseline in initiating programs.

World Mental Health Month Celebration 2024. We celebrated last year's Mental Health month with series of free webinars for our Team Members. We also added the Mental Health Wall where Team Members shared their positive thoughts. We revamped our Safe Space group to welcome and nurture more Mental Health advocates.

Mental Health Officers. To ensure safety and wellness, we've trained Mental Health Officers (MHOs) from within the workforce, alongside OSH-certified officers, onsite doctors and nurses, and a well-prepared Emergency Response Team (ERT). Our MHOs champion wellness programs for our Team Members, collaborate with our stakeholders to identify who need professional help, communicate for psychoeducation, and provide psychological first aid when necessary. As of October 2025, we have **five (5) certified Mental Health Officers**.

Psychological First Aid Training. Psychological first aid training was given to our Mental Health Advocates, 10 members of our KangPanions (an interest group advocating wellness and mental health). Moreso, all of our HR Business Partners are trained.

Leadership and Management Training. A training provided to leaders in the organisation which aims to equip them with knowledge on mental health and mental healthcare. This training also furnishes the leaders with skills in providing support to their Team Members that will aid their team members in maintaining positive mental well-being. This training also zooms in on cultivating the skills of the leaders in crisis management and in flourishing their skills in moulding Team Members' professional and personal growth.



We provide

VBP provides and invests in our team members through competitive benefits designed to attract, engage, motivate, and retain our team members.

Equal Pay. Our team members are paid equally for equal work without regards to gender, sexual orientation, and other characteristics. Our annual increment is linked with performance and other factors considered.

HMO Coverage. VBP also provides statutory benefit and other array of benefits to support the health, wellness, and financial stability of our Team Members and their families. Our regularized Team Members are eligible for medical plan, life insurance, mental health and dental insurance as part of our HMO. Our HMO also covers HIV/AIDs Package and Mental Health Coverage. VBP also deploys telemedicine check ups powered by our external provider.

Parental Leave. On top of the government-mandated maternity and paternity leave, VBP also offers parental leave to Team Members who have certain circumstances such as unmarried or not eligible for paternity leave.

Mental Health Services. Furthermore, in relation to health and wellness, we provide Team Members and up to three (3) family members access to a mental health platform where they can book a session with licensed counselors and psychologists, and can read resources and watch webinars related to wellness. On top of our HMO Mental Health Coverage, VBP also assists Team Members who are recommended for pharmacological intervention.

BHAG. This is VBP's Big Hairy Audacious Goal Bonus given to all regularized Team Members once company's long term goals are achieved. Bonuses varies according to tenurity.

GGOB. Share in the Gain is also one of the benefits of VBP given to all regularized Team Members given in a quarter basis.

Client-Based Tenure Benefits. One of our clients in VBP initiated a tenured benefit for Team Members who works in VBP for a long period of time. The benefit varies depending on the Team Members' number of years in service.

Company Emergency Loan. VBP also provides temporary assistance to Team Members who are under financial hardship.

Team Member Borrowings. Team members may borrow funds accrued through the Team Member savings plans.

Team Member Savings Plan (TMSP). To financially equip our Team Members, VBP offers TMBS where the contribution is matched by VBP.

Ex-Gratia - VBP may provide ex-gratia payments as a voluntary, goodwill gesture to employees in exceptional circumstances. These payments are discretionary, aimed at offering additional support beyond contractual obligations, without creating a precedent or legal entitlement.

Educational Assistance. Eligible Team Members are aided by VBP to pursue future studies for further development of their careers.

Hybrid Work Arrangement. VBP adopts hybrid work arrangement. All Team Members are eligible to the hybrid work set-up. They also receive hybrid allowance to assist with their electricity and internet bills.

Additional benefits that VBP provides to our regular Team Members include:

- paid company holidays
- paid sick leave
- paid vacation leave
- paid bereavement leave
- Paid company assistance leave



We celebrate every WOW moments

In VBP, Team Members are encouraged to create little WOW moments, inspiring them to go over and beyond what is expected. VBP recognizes these series of remarkable WOW moments

Recognize. It is a social Team Member recognition platform which promotes the power of positivity and cultivates VBP culture through empowerment and motivation. We continue to find ways to celebrate wins and provide recognition for their works.

Team Members can receive different recognition badges from their leaders, colleagues, and clients. The badges can be used for redeeming different vouchers and rewards.



We continue to cultivate our culture

Culture Ambassadors. A team of volunteers from the different departments across the business. They help maintain the framework of the VBP culture by leading a positive influence towards it – being visible to engage, being welcoming to make conversations, and being eager to organise and facilitate venues for everyone to build genuine relationships.

Most important of all, the Culture Ambassadors is the voice of the business living to our culture and values.



Our Community

We aid and provide





The Gift of Joyce: A Donation Drive

This is VBP's 2024 Christmas CSR which was created with the humble intention of spreading warmth, kindness, and holiday cheer to the children. As we celebrate the season of giving, we recognize the strength of community and the impact of small acts of grace.

2024 Computer Donation to 3 Schools

We donated 10 computer sets to each schools; Cambinocot Elementary School, Christ Asia International School, and Don Bosco Philippines South Province.

Empowered schools and teachers to better access to learning tools.



2024 CSR Activities

1. Donation Program for Team Members In Need

- Providing financial support to team members facing medical challenges
- Demonstrating care and solidarity within our VBP family

2. Bukas Palad Foundation Partnership

- Supporting underprivileged communities through food drives, education, and basic needs assistance
- Committed to giving back and uplifting those in need

3. Jeg Brigada Eskwela

- Participating in community-driven school repair and improvement projects
- Empowering education by creating safe and conducive learning environments for children



2025 Computer Donation

1. Cambinocot Elementary School



2. Lamac Elementary School



3. Tonggo Elementary School



2025 Earthquake Relief Assistance

Supporting Our Own: VBP's Care Package Initiative for Team Members Affected by the Northern Cebu Earthquake

In response to the recent 6.9 magnitude earthquake that impacted the northern part of Cebu, VBP extended its support to team members and their families affected by the disaster. The company quickly organized and distributed care packages containing basic essentials, aiming to provide immediate relief and comfort during this difficult time.

VBP volunteers personally traveled to the affected areas to hand-deliver the packages and check on the well-being of our team members. Some who were most severely affected have been evacuated to Cebu City, along with their families, where they continue to receive support.

This initiative reflects VBP's ongoing commitment to care, compassion, and community especially when it matters most.





VBP Conference CSR 2025

For this year's VBP Conference, with also the involvement of our Australian clients, we have chosen 2 beneficiaries, the Lamac Day Care Center and Tolotolo Sarok Weavers, whom we have helped by providing needs for survival and supporting their creativity.

This strengthens our partnerships and embodies our mission to positively impact the lives of everyone we engage including our local communities.

As a B Corp Certified organisation, our Corporate Citizenship Programs are guided by the B Corp Framework, focusing on five key impact areas:

- **Governance** – Upholding strong ethical standards and transparency through a clear mission and active stakeholder engagement.
- **Workers** – Prioritising financial security, health and wellness, safety, career development, and overall engagement, with a value proposition that supports every stage of the employee lifecycle.
- **Community** – Promoting diversity, equity, and inclusion; contributing to the local economy; engaging in civic initiatives and giving; and ensuring a responsible supply chain.
- **Environment** – Practising environmental stewardship through effective management, climate action, and biodiversity protection.
- **Customers** – Ensuring responsible customer stewardship that builds trust and delivers long-term value.

We uphold high standards of social and environmental performance, transparency, and accountability. This commitment is reflected in our sustainable office practices, rigorous safety standards, and active engagement in environmental initiatives with partner communities.

Message from the Head of People and Culture



As our business continues to grow, we remain committed to giving back to our community, to our people, and to the environment. We strive to operate in a sustainable and ethical manner, taking accountability for our social and environmental impact. This commitment goes beyond mere compliance with laws and regulations—it includes voluntary actions that contribute to the well-being of society and the environment from the top management to the individual contributors.

Our CSR program encompasses a wide range of initiatives, and as we evolve, we anticipate a shift toward more innovative and technology-driven approaches. Our potential programs will include:

Team Member Wellbeing. We are committed to providing a safe and inclusive work environment that supports work-life integration. This includes training programs, development opportunities, and innovative wellness initiatives such as virtual mental health support, mindfulness apps, and a robust hybrid work arrangement.

Diversity, Equity and Inclusion. Continue fostering diversity, equity, and inclusion through unconscious bias training, inclusive hiring practices, and leadership development programs. We will also support fair wage models, career growth opportunities, and sustainable goals, along with emergency response initiatives.

Leadership Development. We invest in building strong, values-driven leaders through structured leadership programs, mentorship opportunities, and targeted learning pathways. These programs aim

to cultivate strategic thinking, emotional intelligence, and inclusive leadership practices across all levels.

Fair Wage Models. We are committed to implementing transparent and equitable compensation structures. This includes regular benchmarking, pay equity reviews, and clear career progression frameworks and performance management to ensure fairness and recognition of contributions.

Career Growth and Progression. We support our team members' professional development through personalized growth plans, internal mobility opportunities, and access to upskilling resources. Our goal is to create a culture of continuous learning and advancement.

Emergency Response Support. We prioritize the safety and well-being of our people during crises. Our emergency response initiatives include preparedness training, mental health support, and rapid assistance protocols to ensure timely and compassionate action during unforeseen events.

Sustainable Goals. Aligned with our broader CSR strategy, we are committed to contribute to sustainability by integrating environmental awareness into leadership and operational practices. This includes promoting green initiatives, responsible resource use, and sustainability-focused decision-making.

At VBP, our commitment to Corporate Social Responsibility reflects our belief that business success should go hand-in-hand with positive social and environmental impact. Through a diverse range of initiatives—we aim to create meaningful change within and beyond our organization.

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