



DUTY FREE PHILIPPINES CORPORATION

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Management System
ISO 9001: 2015
www.tqm.com
ID 9105080822



Annex 10

CERTIFICATION OF COMPLIANCE SALN Submission/Filing

This certifies that **DUTY FREE PHILIPPINES CORPORATION** fully satisfies the Statement of Assets, Liabilities and Net Worth (SALN) requirement of the Performance-Based Incentive System for Fiscal Year 2019.

This also attests that all submissions of the agency concerned has substantially complied with the minimum requisites for content and formalities prescribed under Republic Act 6713 and its Implementing Rules and Regulations, which are as follows:

- a. Basic Information
- b. Assets (Real Properties and Personal Properties)
- c. Liabilities
- d. Net Worth
- e. Financial Connections and Business Interests
- f. Relatives in the Government

This further certifies that out of **858** employees qualified for PBB under the 2019 PBIS Guidelines, **856** employees have completed and filed their SALN as reflected below:

OFFICE	NO. OF EMPLOYEES	NO. OF EMPLOYEES WITH DULY ACCOMPLISHED AND SUBMITTED SALN	PERCENTAGE OF COMPLIANCE (%)
Internal Audit Division	17	17	100%
Office of the Chief Operating Officer	7	7	100%
Corporate & Legal Affairs Office	11	11	100%
Security Department	20	20	100%
Finance Division	236	234	99.2%
Human Resource Management Division	40	40	100%
Management Information Systems Division	60	60	100%
Merchandising Division	23	23	100%
ODCOO for Administration	3	3	100%
General Services Division	79	79	100%
ODCOO for Operations	6	6	100%
Logistics Division	132	132	100%
Marketing Department	10	10	100%
Store Operations Division	214	214	100%

DUTY FREE PHILIPPINES CORPORATION forwarded/filed all SALNs with the appropriate receiving entity (i.e. Ombudsman in the case of the President, Vice President and Constitutional Officials; etc.), in accordance with RA 6713 and its implementing rules and regulations.

IN WITNESS WHEREOF, we have hereunto affixed our signatures this 8th day of August 2019 at **Parañaque City**, Philippines.


VICTOR RAMON G. MARFORI, JR.
HRM Division *he 8/8/19*


VICENTE PELAGIO A. ANGALA
Chief Operating Officer