- **5. Appropriate, timely and adequate services**. Nothing in this MANUAL shall be construed as relieving or excusing PCSO, its Director/s and Officers, from complying with more rigorous standards of corporate governance as required by regulatory/supervising agencies and applicable laws, rules and regulation.
- **6. Health and safety standards**. PCSO shall provide a safe, healthy and enjoyable working environment for all its employees, outside contractors and visitors. It shall comply with all relevant local legislation or regulations, and best practice guidelines recommended by national health and safety authorities.
- 7. Environmental standards. Considerations for inevitable environmental impacts associated with PCSO's daily operations shall be taken into account and PCSO shall strive to minimize harmful effects and consider the development and implementation of environmental standards in all its offices and areas of operation. For this purpose, PCSO shall identify opportunities to reduce consumption of energy, water and other natural resources. As far as practicable, PCSO shall re-use and recycle where possible and dispose of non-recyclable items responsibly.
- 8. Disclosure of conflict of interest.
 - 1. Duty to disclose of conflict of interest.
 - If an actual or potential conflict of interest should arise on the part of the Board members or executive officer, it shall be fully disclosed before the Board and the concerned Board member or executive officer shall not participate in the decision-making;
 - 2. A board member or executive officer who has a continuing conflict of interest shall either divest or resign subject to existing administrative laws and GCG rules and regulations;
 - Any question about a Board member's or executive officer's actual
 or potential conflict of interest with the PCSO shall be brought
 promptly to the attention of the Chairman of the Board, who
 together with the Board shall review the question and determine
 an appropriate course of action;