

# 紹介



弁護士 Pearly Joan J. Turley  
「パール」  
部長補佐 – コーポレートコンプライアンス



フィリピン・パサイ市のSM MALL OF ASIA

SM Supermallsは、フィリピンに76店舗  
中国に7店舗

1985年にフィリピンで「モール」旋風を巻き起こす。

SM Prime一号店のフィリピンにおける資本金が 1兆ペソ に到達

[www.smprime.com](http://www.smprime.com)

[www.smsupermalls.com](http://www.smsupermalls.com)

# 6年前..



## SUPERMALLS



2015年2月のERGEへの参加時



日本生産性本部での5sおよび改善についての講義にて。イノウエ・ヤスヒコ氏と撮影



Make it a Malasakit Moment to clear your space as you prepare to unwind from your work day and work area.

### UNPLUG

Disconnect without worry. Prevent fire hazards by unplugging all equipment before leaving the area.

### RESTORE

Return things to their proper "homes". Sort confidential private & corporate information and store them in the proper, secure locations.

### SPARK JOY

Clear your space off negative energy. Declutter and dispose trash to make way for a shining & inspiring personal space to return to.

2021年2月の5sに関するSM Supermallsキャンペーン

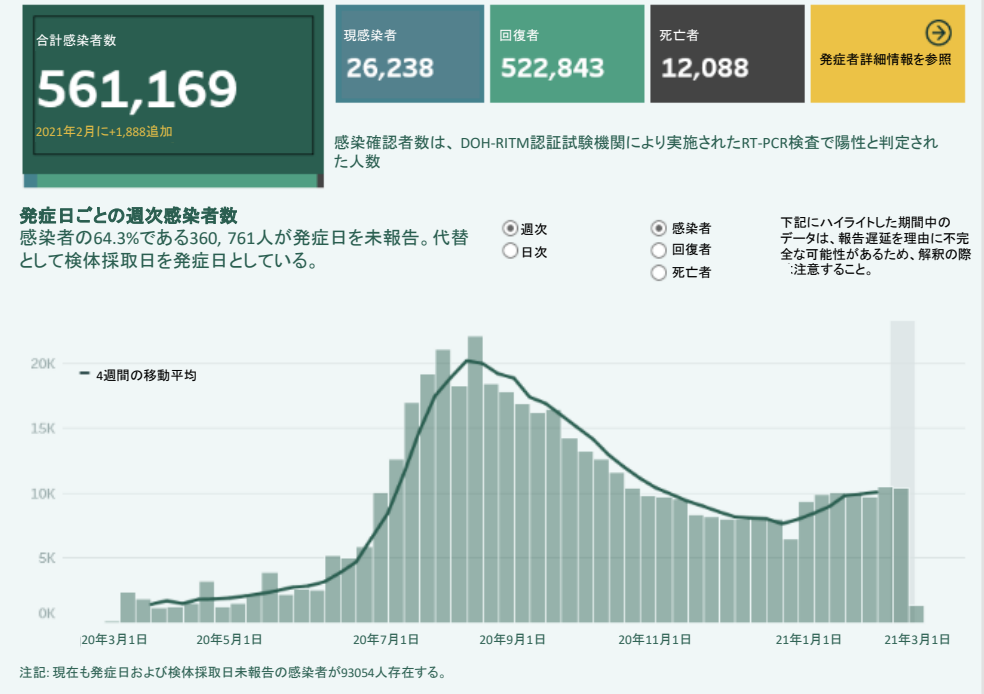
# フィリピンにおける Covid-19



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- 2020年1月30日 – 初の陽性者確認
- フィリピンは、中国国外においてCovid 19による死亡者が確認された最初の国となった。
- 2020年3月16日 – ルソン島全土で広域隔離措置(ECQ)
- 布告第929号 – フィリピンでは6カ月間の非常事態宣言が出された。
- 2020年3月17日～2020年5月31日までの間(2カ月と14日間)首都圏のSM SupermallsはECQの対象となった。
- 2021年2月12日時点 – マニラ首都圏およびその他の場所において一般コミュニティ隔離措置
- 2020年12月四半期の失業率は8.7%で、2019年同四半期の4.5%から上昇。
- 失業者は381万人。

## 国内全土の発症データ



2020年のフィリピンの人口: 109,581,078人 (推定)  
人口の0.51%がCOVIDに感染  
回復率: 93.17%  
死亡率: 全感染者数の2.15%



# Covid-19対策



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## 中央政府による対策

共和国法第11469号

### Bayanihan to Heal As One Act



- COVID 19感染者の治療
- 医療従事者への給付



- 緊急補助金:  
USD \$100 – USD \$160



強制猶予期間:

- 貸付
- 家賃
- 税金



支援策

- 私立病院 / クリニック
- 公共交通機関
- 資源およびサービスの請求先の提供

## 地方自治体(LGU)の革新的対策

- モバイルアプリケーション
- CTスキャン分析システム
- スクリーニングエリアの強化
- ドライブスルーによるCOVID-19検査
- 消毒ドローン
- DIY PPE / 保護服
- オンライン生鮮市場
- 移動/モバイル市場(palengke)
- 買いだめ防止条例
- 炊き出し

Source: <https://www.lguvsocovid.ph/all-inspirations>

# Covid-19対策

SM PRIMEグループは、フィリピンの災害リスク軽減(DRR)対策の最前線で活躍しています。

## 予防措置

- 有効な事業継続計画 (BCP)
- 被雇用者の渡航歴の監視
- セルフディスタンスの実践
- 検温
- 定期的な衛生管理
- マスクの着用
- 全国的な迅速抗体検査-21,000人以上が検査済み

## 医療支援

- ヘルスキット(アルコール、ビタミン、フェースマスク)の提供
- 従業員の健康管理
- COVID-19感染者のケアおよび精神的サポート
- 健康保険

## 啓蒙活動

- 健康、安全性、保護に関する助言の提供



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最優先事項は従業員および全利害関係者の健康と安全

# Covid-19対策



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## 政府の強制規則の遵守

### □ 生活に必要不可欠ではない事業のECQ期間中の閉鎖

### □ 職場の健康安全対策の実施

- 安全なソーシャルディスタンス、会社やオフィスへの立ち入り
- 入り口での検温
- モールおよびオフィス全体の消毒
- マスク、接触者追跡等

### □ 職場環境

- 給与および給付の提供
- 交代制による業務報告
- 会議や講習時の技術の使用
- 一定従業員の在宅勤務



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### モールの一時閉鎖

政府のCOVID-19感染拡大防止対策に協力し、2020年3月16日からマニラ首都圏のすべてのSM Supermallsを閉鎖します。業務再開時期については後日お知らせします。

尚、スーパーマーケット、銀行、薬局、機械設備、テークアウトや自宅デリバリーを提供する一部レストラン等、基本的な生活必需品を提供する店舗については、毎日午前11時から午後7時まで引き続き営業いたします。

ご理解の程よろしく願いたします。

お客様の安全第一



安全なソーシャルディスタンスを保つための通路規制



公共の場でのフェイスシールドとマスクの併用



在宅勤務

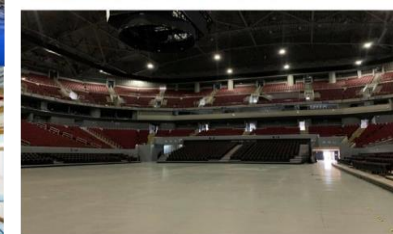
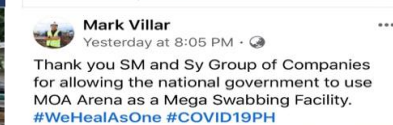
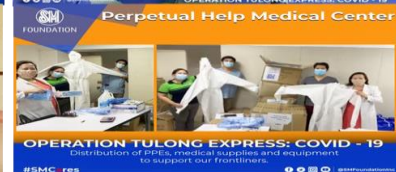
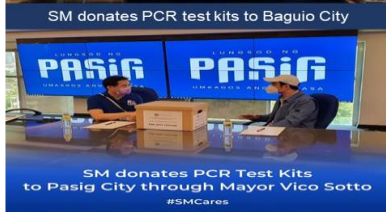


# Covid-19対策



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## 病院および政府への寄付



Test Kits & Ventilators

Medical Supplies

Quarantine Facilities

Swabbing Facility

## 最前線で戦う方々を応援します!

昨年4月、当社は全国的な財政支援を拡大し、国内全土の様々な機関で活躍する方々に感謝の意を表しました。基幹任務に就いていないSCMC従業員もまた、最前線で活躍する方々の免疫力を高めるためにビタミンCの配当分を寄付しました。

**DONATED THEIR VITAMIN C ALLOCATION TO OUR FRONT LINERS TO BOOST THEIR IMMUNE SYSTEM.**



感染流行中、SM Prime全店のすべての代理店職員のニーズを満たすための緊急支援資金を提供しました。夜間勤務の基幹任務職員には食事手当も提供しました。

“ Nagpapasalamat po ako sa vitamins na binigay ninyo. Malaking tulong po sa pang palakas ng ating immune system. Thank you po!

RJ Solio, SM Taytay ”

**SM SUPERMALLS TO WAIVE TENANT RENTALS NATIONWIDE**  
Official Statement as of March 18, 2020 (Wednesday)

The SM Supermalls announced today it will waive rentals to all tenants nationwide from March 16 to April 14, 2020. This is to offer tenants some relief during this trying time, so that they can in turn lend more assistance to their employees during the period of Community Quarantine.

“We share our tenant partners’ concerns at the unfortunate situation and will waive rental charges for those affected and unable to operate during this period,” said SM Supermalls President Steven T. Tan.

This support forms part of SM’s commitment to fight the effects of the COVID-19 outbreak, in addition to its recent announcement that it has allocated PHP100M to provide protective equipment and supplies towards hospitals for the safety of medical frontliners, as they actively fight the spread of COVID-19.

Source: <https://www.smsupermalls.com/>

\*ECQ期間中、休暇手当や病気休暇手当を控除することなく、通常通りの給与を従業員に支払いました。

# Covid-19対策



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Business News

## SM Prime income halved in H1 due to impact of pandemic

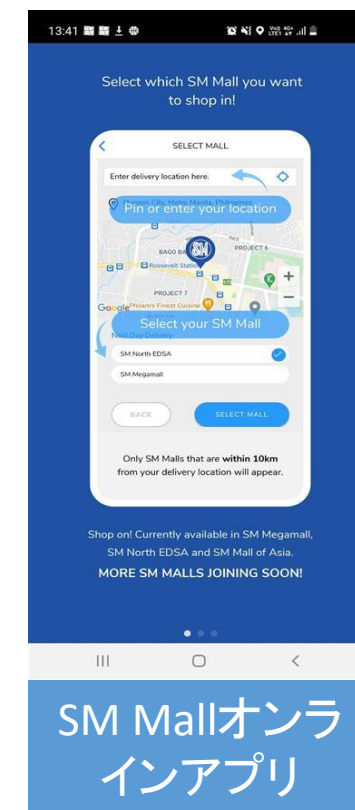
Published August 3, 2020, 10:00 PM  
by James A. Loyola

SM Prime Holdings Inc., one of the leading integrated property developers in Southeast Asia, posted a 46 percent drop in consolidated net income to P10.4 billion in the first half of 2020 from P19.3 billion in the same period last year.

In a disclosure to the Philippine Stock Exchange, SM Prime said its consolidated revenue for the first six months of 2020 registered a 23 percent decline to P43.7 billion from P57.0 billion in the first six months of 2019.

### ニューノーマルに向けた戦略の刷新と継続

- テナント運営に対する継続的支援
- 国内全土の複数の株主を支援
- E-コマース
- マンパワーの見直し
- デジタルトランスフォーメーションおよび自動化への方向転換
- 最低限のコストでリソースを最大限に活用



SM Mallオンラインアプリ



# ニューノーマル



## LET'S STAY COMMITTED in preventing the spread of COVID-19

AT THE WORKPLACE

With the detection of a new COVID-19 variant, it is important that we stay vigilant and continue observing these health & safety protocols.

- 1 STAY AT HOME IF YOU ARE NOT FEELING WELL**  
or if you are a close contact of someone who tested positive. Don't forget to inform your HR Partners and immediate heads right away.
- 2 WEAR YOUR FACE MASK AND FACE SHIELD AT ALL TIMES IN THE OFFICE/PREMISES, NOT JUST OUTSIDE.**
- 3 WASH AND SANITIZE YOUR HANDS REGULARLY**
- 4 PRACTICE SAFE DISTANCING**  
Observe one (1) meter safe distancing in common areas (e.g. hallways, elevators, lobby, washrooms, etc.)
- 5 VIRTUAL MEETING IS STILL THE NORM**  
If meeting in person can't be avoided, please limit interaction to less than 15 minutes as much as possible. Wear your face mask and shield at all times and practice safe distancing.
- 6 BRING YOUR OWN MEAL AND UTENSILS**  
Eating in your work stations are also encouraged. Please avoid having meals together unless proper safe distancing is observed and there is enough air circulation.
- 7 IF YOU ARE EXHIBITING AND EXPERIENCING SYMPTOMS, PLEASE HAVE YOURSELF CHECKED**  
For Valicare Teleconsultation, you may call these numbers: 0917-5540649 / (02) 8702-3310 or (02) 5317-4310



## Let's Trace Together! Answer the Health Declaration Form properly.

### IMPORTANT

For question #5, answer "Yes" only if your travel is outside your daily work routine.

For example, you reside in Quezon City and work in Pasay City, your answer should be "NO" since this is your daily route. However, if you have to report to a different city for a day, then your answer to Q5 should be "YES".



### Practice Self-Love this month of February.

In SM, your wellness is our priority! To start your journey under our Counseling Program, a Mind You account gets you access to **unlimited, confidential,** and **professional** counseling with a licensed psychologist.

## ACTIVATE YOUR ACCOUNT

START YOUR WELLNESS JOURNEY WITH MIND YOU IN 3 SIMPLE STEPS

- STEP 1**  
Follow the instructions from the Mind You activation email. Confirm your details and password.
- STEP 2**  
Answer the questionnaire to start on your wellness journey.
- STEP 3**  
You may now book your conversation with a Licensed Psychologist - **Confidential, Free and Unlimited!**

Limited slots available. Program runs until December 2021.



## IDEA BANK CHALLENGE OF THE MONTH

### WAYS TO WIN BACK OUR CUSTOMERS

Deposit your ideas in 3 simple steps!

- Go to Perform Right and click on Idea Bank.
- Create an Idea and choose a Category.
- Fill in the details and click Save.

Make your idea count, earn points, win tokens by logging in your SM Life App Idea Bank!



Responsorial Psalm  
The Lord is my light and my salvation.



First Friday Mass



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people/matters



## MAAX ADVISORY

Touchless elevator buttons are now installed to avoid surface contact



Just place your finger 1cm away from the button when choosing a floor

## PLASTIC WASTE COLLECTION PROGRAM

Together, let's help stop ocean plastic pollution.

Drop off your plastic waste at the Plastic Collection Booth located at SM Megamall (RDU Supermarket, Bldg. B), open everyday from 10:00 AM to 5:00 PM.

Plastics must be empty, clean, and dry.





# ニューノーマル



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GET READY TO KNOW OUR

## NEW WAYS OF WORKING

WATCH THE **E-LEARNING VIDEO** FOR A SNEAK PEEK!

VIEW HERE



## MEETING WITH THE TEAM?

REMEMBER TO USE MICROSOFT TEAMS AS OUR VIDEO CONFERENCING TOOL TO AVOID CLOSE CONTACT WITH OTHERS.

Let us adhere to the COVID-19 Workplace Measures.



## LEARN AT SM IS NOW ONLINE!

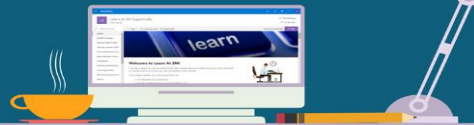
We have just added another channel for you to continuously learn anytime and anywhere!

Visit **SM Supermall's Training Site** by clicking this poster! Simply login your company email and password.



In the Training Site, you will be able to:

- Read **Learning Bites** on how you can adapt and continue being productive at work amidst the COVID-19 crisis
- Check the **courses catalogue** to discover the learning offerings for 2020. You can also **register to webinars** and learn how to **enlist to classroom courses**.
- Watch various **e-learning videos** that will help you at work.
- See the **learning plans** per rank.
- Explore the different **learning interventions** aside from classroom trainings.



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## THE DIGITAL PCO

A WEBINAR SERIES ON ONLINE PERMITS PROCESSING & REPORTS SUBMISSION FOR DENR

**TOPIC 4: HOW TO APPLY HAZARDOUS WASTE MANIFEST SYSTEM**

OCT 16 | 11AM - 12NN | MICROSOFT TEAM

All sessions will be facilitated by Corporate Compliance Manager Ian Perez.



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## GOVERNMENT PERMITS: GETTING READY FOR THE RENEWAL SEASON

FACILITATED BY  
**ATTY. PEARL TURLEY**  
AVP - CORPORATE COMPLIANCE GROUP

February 16 | 2PM | Microsoft Teams



## COMMUNICATIONS



Virtual cascades with interactive Q&A  
Launched March 2020

**STEVEN SPEAKS**  
INNOVATION. AGILITY. RESILIENCE

VIRTUAL TOWN HALL WITH MANAGEMENT COMPANIES GROUP

Going **LIVE TODAY** at **11:00 AM**  
Join us via Microsoft Teams

Management direction heard by all employees