



Medicare Plus Inc.
Sustainable Development Goals (SDG)
Alignment Report

Reporting Period: 2024–2025

Theme:

**“Alagang Medicare, Alagang Pilipino:
Local Action, Global Standards”**



1. Executive Summary

In the wake of the **Universal Health Care (UHC) Act**, the role of private HMOs in the Philippines has evolved. Medicare Plus, Inc. recognizes that we are no longer just payers; we are essential partners in national health. This report outlines our strategic alignment with the United Nations Sustainable Development Goals (SDGs). By shifting from a "sick care" model to a "preventive partnership" model, we aim to address local challenges—high out-of-pocket expenses, the rise of lifestyle diseases, and administrative red tape. Our framework integrates **Preventive Health (SDG 3)**, **Inclusivity (SDG 10)**, **Gender Equality (SDG 5)**, **Operational Sustainability (SDG 12)**, and **Strategic Partnerships (SDG 17)**. These initiatives ensure that profitability and "Malasakit" (compassion) go hand-in-hand.

2. Priority Goal: Good Health & Well-being (SDG 3)

Objective: Shift the focus from reactive treatment to proactive wellness.

"Talk to Doc"

- **The Shift:** Addressing the "digital divide" in provinces where data signals are weak.
- **Action:** Unlike video calls, this allows members in remote areas to consult doctors via text/data-lite messaging.
- **Impact:** Lowers the barrier to entry for medical advice, reducing unnecessary ER visits for minor ailments.

3. Inclusivity & Health Equity (SDG 3 & 10)

Objective: Reduce health inequalities by removing financial barriers to immediate care.

Program Title: "Care Without Wait" (Day 1 PEC Coverage)

- **The Challenge:** Standard industry practice imposes a strict 12-month waiting period for pre-existing conditions (PECs). This often delays treatment for chronic employees, leading to worse health outcomes and higher long-term costs.
- **The Medicare Plus Solution:** We are redefining risk management by offering Day 1 Coverage for common, manageable conditions (Hypertension, Hyperlipidemia, Diabetes) for our Corporate Partners.

Business Value:

- **Reduced Absenteeism:** Employees receive maintenance medications immediately, preventing "sick days" and complications.
- **Competitive Advantage:** Positions Medicare Plus as a compassionate ("Malasakit") provider compared to rigid competitors, boosting client retention.



4. Social Goal: Gender Equality (SDG 5)

Objective: Foster an inclusive workplace culture that champions safety and diverse leadership.

Project A: "Talent Without Labels" (Inclusive Hiring)

- **Action:** Formalizing a recruitment charter that explicitly prohibits discrimination based on gender, sexual orientation, or gender identity (SOGIE).
- **Statement:** "At Medicare Plus, we hire the person, not the gender. We build teams based on capability and character."

Project B: Safe Spaces & Leadership Balance

- **Action:** Strict implementation of the Safe Spaces Act (R.A. 11313) within the Medicare Plus HQ.
- **Goal:** Maintain a leadership demographic of at least 50% female representation in managerial and executive roles by 2025.
- **Policy:** Extended "Soft Landing" return-to-work programs for employees returning from parental leave (hybrid arrangements for the first 30 days).

5. Operational Goal: Responsible Consumption (SDG 12)

Objective: Drastically reduce administrative waste and modernize the patient journey.

Project A: The "E-LOA" Revolution (Paperless Plus)

- **Action:** Phasing out physical Letters of Authority (LOA). Implementation of a dynamic system where members can generate instant approval upon calling our Medical Concierge Team.
- **Impact:** Eliminates reliance on carbonized forms and reduces patient waiting time at hospital concierges.
- **KPI:** 80% reduction in paper usage for claims processing by the end of 2025.

Project B: Sustainable Procurement

- **Action:** All corporate giveaways (wellness kits) and internal supplies will be sourced from local, sustainable suppliers (DTI-registered MSMEs), prioritizing reusable materials over single-use plastics.

6. Strategic Goal: Partnerships for the Goals (SDG 17)

Objective: Harmonize private benefits with Government initiatives for seamless coverage.

Project A: Community Clinic Accreditation

- **Action:** Expanding our accredited network to include primary care facilities (BUCAS centers) and smaller clinics, not just major tertiary hospitals.
- **Impact:** Decongests major hospitals and supports community-level healthcare providers.

7. Internal Goal: Decent Work (SDG 8)

Objective: Establish Medicare Plus as a model "Healthy Workplace."

Project A: Ergonomics & Movement Mandate

- **Action:** Implementation of mandatory "movement breaks" for desk-bound staff (Claims, Legal, IT) and subsidy programs for ergonomic office equipment.
- **Impact:** Reduces occupational hazards related to sedentary work.

Project B: Financial Wellness Program

- **Action:** Quarterly seminars on investment and insurance for rank-and-file employees.
- **Rationale:** As an HMO, we must ensure our own employees are financially literate and secure against debt traps.

8. Conclusion & Commitment

Medicare Plus, Inc. commits to reviewing these targets semi-annually. We believe that profitability and sustainability are not mutually exclusive; they are the twin engines of a modern healthcare organization. By integrating these SDGs—specifically recognizing the critical role of inclusivity (SDG 10) and preventive care (SDG 3)—we demonstrate that our business is built on more than just premiums; it is built on people. In the face of a changing medical landscape, Medicare Plus stands firm: **Local Action, Global Standards, Heart for the Filipino.**