

FICKLE BAKING CORPORATION

PUBLIC COMMITMENTS STATEMENT

B Corp Certification · Version 1.2 · June 2026
Standards covered: PSG 1.1 · HR 1.1 · JEDI 2.a

"The best things are meant to be shared."

Fickle Baking Corporation is a Philippine premium cookie and baked goods company operating across Metro Manila. This document is our formal, public commitment to purpose-driven business — declaring to our customers, crew, suppliers, community, and the world what we stand for and how we hold ourselves accountable to it.

This statement is prepared as part of FBC's B Corp certification process under B Lab Standards V2.1 and is maintained as a living public document, reviewed annually by the founding team.

1. OUR PUBLIC PURPOSE

Vision

To be the cookie brand people reach for when they want to make someone smile — building the most loved indulgence and gifting brand in Asia, one shared moment at a time.

Mission

To craft cookies so good they make people want to share them — blending bold flavors, beautiful design, and the ease of modern gifting into experiences that bring genuine joy to everyday life.

Purpose

We exist because joy is better when it's shared. Fickle makes it easy — and irresistible — to give people you love a reason to smile, just because.

Through this purpose, FBC creates tangible societal impact: in the livelihoods and fair compensation of the crew who make Fickle possible, in the income and recognition of the Filipino farming communities whose ingredients we champion, and in the everyday moments of human connection our products exist to enable. This is not incidental to our business — it is the measure of whether we are succeeding at it.

Our purpose is not a marketing statement. It is the standard against which every business decision is measured — from how we select ingredients, to how we compensate our crew, to which communities we partner with, and how we grow.

What Meaningful Positive Impact Means for FBC

Area of Impact	How FBC Creates It
Workers	Fair wages, transparent compensation, performance-based earning, and a workplace where every crew member is treated with dignity.
Customers	Honest ingredients, accurate labeling, exceptional quality — products that create genuine moments of joy and connection.
Community	Priority sourcing from Philippine farmers and producers; formal conservation partnership with the Philippine Eagle Foundation.
Environment	Local supply chain reducing carbon footprint; waste reduction through disciplined sell-through; packaging sustainability targets.
Economy	Job creation in Metro Manila retail; fair payment terms to local suppliers; equitable equity structure for founding crew.

2. HUMAN RIGHTS COMMITMENT

Our Framework Commitments

Fickle Baking Corporation commits publicly to respecting human rights across all our operations and our value chain. This commitment is grounded explicitly in three internationally recognized frameworks:

- The UN Guiding Principles on Business and Human Rights (UNGPs) — guiding how FBC identifies, prevents, and addresses human rights impacts connected to our business.
- The International Bill of Human Rights, including the Universal Declaration of Human Rights — the foundational global standard for the rights and dignity of every person FBC's business touches.
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work — specifically its five core obligations: the elimination of forced or compulsory labour (modern slavery); the effective abolition of child labour; the elimination of discrimination in employment; freedom of association and the effective recognition of the right to collective bargaining; and a safe and healthy working environment.

How We Operationalize These Commitments

These are not abstract commitments. They are translated into the following specific practices across FBC's operations:

- We respect the dignity and rights of every person in our operations without exception.
- We do not engage in or knowingly benefit from forced labor, bonded labor, modern slavery, or child labor at any point in our supply chain — consistent with the ILO's first two fundamental obligations.
- We pay all crew at or above the mandated minimum wage for NCR, with full statutory benefits — SSS, PhilHealth, and HDMF.
- We do not require excessive working hours. Overtime, when needed, is voluntary and compensated per DOLE regulations.
- We maintain safe working conditions in all stores and the Central Kitchen in compliance with DOLE Occupational Safety and Health Standards — consistent with the ILO's safe working environment obligation.
- We respect workers' rights to raise concerns without fear of retaliation, and to organize and bargain collectively where they choose to. A formal grievance process is in place and accessible to all.
- We do not discriminate in hiring, compensation, or treatment on the basis of gender, religion, ethnicity, age, disability, or any protected characteristic — consistent with the ILO's non-discrimination obligation.
- We expect our direct suppliers to uphold the same human rights standards we apply to ourselves, and we include this expectation formally in our Responsible Sourcing Policy and Supplier Declaration.

Supply Chain Human Rights

FBC's supply chain is primarily Philippine-based. Our direct suppliers include Malagos Chocolates (Davao), local ube and pili nut producers, Philippine dairy and egg suppliers, and packaging manufacturers. We commit to:

- Assessing actual and potential human rights risks in our procurement decisions, formalized through our Responsible Sourcing Policy.
- Prioritizing suppliers whose labor practices align with our human rights commitments.
- Requiring signed Supplier Declarations from priority suppliers, confirming alignment with FBC's human rights standards.
- Refusing to do business with suppliers found to be engaged in serious human rights violations.

Accountability

Joy (Founder & CEO) holds ultimate accountability for FBC's human rights performance. Human rights considerations are reviewed by the founding team annually as part of the B Corp assessment cycle. Any crew member or stakeholder who identifies a human rights concern may raise it through FBC's Grievance & Feedback Procedure, which is publicly available.

3. JEDI COMMITMENT

Fickle Baking Corporation commits publicly to the principles of Justice, Equity, Diversity, and Inclusion — in our workplace, our customer relationships, our community relationships, and the way we do business. We believe an inclusive company is a better company, and that the diversity of the Philippines is a strength to be reflected in everything we build.

This JEDI commitment is grounded in and inseparable from the Human Rights Commitment in Section 2 above. Justice, equity, diversity, and inclusion are how FBC gives practical effect to the human rights of every person our business touches — they are not a separate, lesser commitment, but the lived application of the rights described above.

What JEDI Means at FBC

- **Justice** — We actively work to identify and correct unfair practices in our operations, compensation, and hiring.
- **Equity** — We recognize that equal treatment is not always equitable treatment. We design our systems — compensation, incentives, development — to give every crew member a fair opportunity to succeed.
- **Diversity** — We are committed to building a team that reflects the diversity of Metro Manila and the Philippines in gender, background, age, and ability.
- **Inclusion** — We create a workplace where every crew member feels seen, heard, and valued — not just employed.

Our JEDI Commitments in Practice

Domain	Commitment
Workplace	Zero tolerance for discrimination, harassment, or exclusion of any kind. All policies reviewed through a JEDI lens annually.
Hiring	Inclusive hiring practices — standardized criteria, bias-free job descriptions, equitable access to roles at all levels.
Compensation	Transparent wage-setting. Every crew member is told how their compensation is determined and what they are entitled to.
Development	Every crew member has access to mentorship, product knowledge development, and a pathway to grow within FBC.
Suppliers	Preference for diverse local suppliers — including women-owned, indigenous-community, and small-scale Philippine producers.
Communications	Inclusive language in all internal and external communications. No stereotyping. Respectful representation of Filipino culture.
Customers	Products, pricing, and customer experience are assessed for accessibility across different abilities, income levels, and dietary or cultural needs. FBC actively seeks out and acts on barriers customers face in accessing our products, as documented in our JEDI Action Plan's product inclusion assessment.

JEDI Roadmap

FBC is a growing company. We are honest that our JEDI systems are in active development. The following milestones represent our committed roadmap:

Timeline	Action
Q2 2026	JEDI policy audit — review all existing policies through a JEDI lens and update as needed.
Q3 2026	Equity audit — formal third-party review of pay equity, representation, and opportunity across our workforce, plus communications and product/service inclusivity. Inclusive hiring policy finalized and in use for all new hires. Inclusive language guide published for internal communications.
Q4 2026	Governing body diversity documented and assessed against Metro Manila community demographics. Leadership JEDI learning agenda established — annual commitment.
2027	First public JEDI progress report published as part of annual B Corp review — including both achievements and honest shortfalls.

Accountability

Joy (Founder & CEO) is the accountable executive for FBC's JEDI commitments, with the full founding team holding collective oversight responsibility as FBC's highest governing body. JEDI progress is reviewed quarterly and reported in full annually, consistent with the Governing Body Review Schedule.

4. ACCOUNTABILITY & ANNUAL REVIEW

This Public Commitments Statement is a binding expression of FBC's values and intentions. It is not aspirational language — it governs how we operate.

- This statement is reviewed annually by the founding team. Any material change requires founding team consensus documented in writing.
 - FBC's B Impact Report will be made publicly available upon certification, per B Lab requirements.
 - Progress against the commitments in this document — human rights, JEDI, purpose — will be reported annually as part of FBC's B Corp assessment cycle.
 - Any stakeholder who believes FBC has fallen short of the commitments in this document may raise a concern through FBC's Grievance & Feedback Procedure.
 - Joy (Founder & CEO) is the accountable executive for all commitments in this statement.
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5. ADOPTION & SIGNATURES

This Public Commitments Statement was adopted by the founding team of Fickle Baking Corporation in April 2026, updated June 2026, and takes effect immediately upon signing.

Giovanna Joy Ongking

Founder & CEO

Signature:  Date: 20 Juny 2026

Jared Matthew Ongking

Co-Founder & Head of Product and Strategy

Signature:  Date: 7/20/26

Juliana Isabelle Ongking

Co-Founder & Head of Design Engineering

Signature:  Date: 7/20/2026

Arik Justin Ongking

Co-Founder & Head of Growth and Partnerships

Signature:  Date: 7/20/2026

Juan Rodrigo Ramos

Head of Operations & Retail

Signature:  Date: 2026-07-20

Diana Mae Bustos

Head of Marketing & HR

Signature: _____



Date: _____

2026-07-20

Hassan JC Williams Alshiek

Head of Digital & Technology

Signature: _____



Date: _____

2026-07-20