



Memorandum Order No. 2025-340
08 September 2025

PHILIPPINE CHARITY SWEEPSTAKES OFFICE CORPORATE WAGERING POLICY

I. Policy Statement

The Philippine Charity Sweepstakes Office (PCSO) upholds the highest standards of integrity, transparency, and public trust in the conduct of its games and operations. In line with this commitment, this Wagering Policy establishes clear rules on employee participation in PCSO-sanctioned games and wagering activities.

The Policy is designed to preserve the credibility of PCSO's gaming activities, safeguard against conflicts of interest, and ensure adherence to both national and international standards of integrity.

II. Coverage

This Policy shall apply to all officials and employees of PCSO.

III. Policy on Wagering

1. Definition of Wagering

For purposes of this policy, wagering refers to the act of placing a bet, stake, or taking part in any lottery, sweepstakes, or other gaming product offered or operated by PCSO, including the purchase of tickets, submission of entries, and the claiming of prizes.

2. Prohibition

All PCSO officials and employees are strictly prohibited from wagering in any form in all PCSO-operated games.

IV. Integration with Employment Conditions

1. Compliance with this Policy shall be deemed a condition of employment, engagement, and continued service in the PCSO.



2. This Policy shall form part of the onboarding and orientation process for all new hires and appointees, and acknowledgment of receipt and understanding shall be required.
3. A copy of this Policy shall be formally disseminated to all employees and made accessible through official PCSO communication channels.
4. Existing employees shall likewise be required to confirm their understanding and compliance through signed acknowledgment forms.
5. Employees shall disclose any potential conflict of interest or risk of violation of this Policy.

V. Enforcement and Documentation

1. The Security Control Forum, in coordination with other offices or units as may be designated by PCSO Management, shall be responsible for monitoring, enforcement, and documentation of compliance with this Policy.
2. The Human Resources Department shall maintain updated records of employees, including their acknowledgment of this Policy and any related compliance requirements, and shall coordinate with the Security Control Forum in ensuring full implementation.
3. All violations shall be reported to the proper disciplining authority for investigation and disposition in accordance with applicable laws, rules, and regulations.

VI. Non-Compliance

1. Any violation of this Policy shall constitute a ground for administrative disciplinary action, without prejudice to applicable civil and/or criminal liabilities.
2. Any winnings proved to have been claimed in violation of this Policy shall be forfeited and, if already released, subject to full recovery by PCSO.

VII. Review and Amendments

This Policy shall be subject to periodic review to ensure its effectiveness, relevance, and consistency with applicable laws, regulations, and international standards. Amendments may be issued by PCSO Management as necessary.

VIII. Effectivity

This Policy shall take effect immediately upon approval and dissemination to all PCSO personnel.

For strict compliance.


MELQUIADES A. ROBLES
General Manager

