




REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF FINANCE  
**BUREAU OF CUSTOMS**  
1099 MANILA

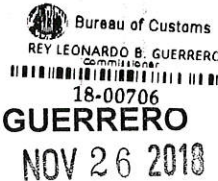
**MEMORANDUM**

**TO :** ALL DEPUTY COMMISSIONERS  
ALL DIRECTORS and DIVISION CHIEFS  
ALL DISTRICT/PORT COLLECTORS  
ALL BOC OFFICIALS AND PERSONNEL  
ALL OTHERS CONCERNED

**FROM :**  **REY LEONARDO B. GUERRERO**  
Commissioner

**SUBJECT :** NO "HAO SIAO" POLICY

**DATE :** November 23, 2018



1. It has come to the attention of this office that despite repeated prohibition of previous administrations, the use of the services of nonorganic employees also known as "HAO SIAOS" is still prevalent up to this day.
2. To protect the dignity of our offices and to ensure that only bonafide employees of the Bureau are performing official functions and transactions, you are hereby directed to refrain from using the services of nonorganic personnel or "HAO SIAOS".
3. Should any of the "HAO SIAOS" be found in any of your offices, the Head of Office shall be held responsible and shall be dealt with accordingly.
4. For strict compliance.