

POLICY ON THE HEALTH, SAFETY, AND WELFARE OF EMPLOYEES INCLUDING COMPANY SPONSORED TRAINING

The Company considers its Associates its most valuable asset. Sustainable success can be reached only through people and that is why the Company is committed in ensuring the physical and psychological health, safety, and welfare of its Associates, and in preventing ill-health and work-related injuries. Consequently, it is the policy of the Company to continuously improve its occupational health and safety management and performance by:

- 1) Providing and maintaining a safe and healthy working environment for its Associates.
- 2) Identifying hazards and assessing and controlling risks arising from the work-related activities.
- 3) Setting safety objectives, and monitoring and reviewing the compliance of Associates with the said objectives.
- 4) Providing its Associates with healthcare benefits.
- 5) Maintaining arrangements for fire and medical emergency response.
- 6) Conducting regular consultations with its Associates on matters affecting their health, safety, and welfare.
- 7) Cooperating with the Company's healthcare provider in conducting healthcare seminars and trainings.
- 8) Establishing emergency and contingency plans to deal with residual risks.
- 9) Investigating all incidences of work-related injury.
- 10) Collating and analyzing data on work-related injuries and other health-related incidents.
- 11) Empowering Associates to challenge any unsafe act or practice that they perceive.
- 12) Implementing programs that encourage Associates to engage in dialogues with peers about safe and at risk behaviors.
- 13) Reviewing this Policy all Company rules and regulations at regular intervals to ensure its relevance and compatibility with the nature and scale of its business.

14) Complying with all legal requirements regarding the health and safety of Company Associates.

The Company recognizes that the awareness of safety issues and the active participation of all Associates play a vital role in the successful implementation of this Policy. To this end, the Company devotes all the necessary energy and attention to protect its Associates and all those involved with the Company.



FERDINAND J. SIA
President