

HEALTH, SAFETY, WELFARE AND ENVIRONMENTAL POLICY

"Health, Safety & Environment (HSE) Always"

By "HSE Always", we mean putting Health, Safety (Welfare) and Environment first at all times. We are committed to provide an incident-free workplace, to prevent injury and ill health to our stakeholders, as well as to prevent pollution and conserve our environment by reducing consumption of limited natural resources in our business activities.

Objectives:

We shall achieve the above HSE Policy through the following objectives:

1. To make HSE a condition of employment;
2. To elevate HSE competency through effective and continuous training and development;

The Company regularly sends its directors, officers and staff to corporate governance and risk management seminars, accounting and tax updates, Phil. Stock Exchange and Securities & Exchange Commission's updates and other conferences both here and abroad.

3. To have all personnel take individual and collective responsibilities and duties towards HSE;
4. To provide sufficient and appropriate resources;
5. To provide continuous support in all HSE promotional activities;
6. To make continual improvement in HSE management, performance and innovation;
7. To comply with all applicable legislations, regulations, standards, code of practices and other requirements; and,
8. To involve employees in the management of HSE and their well being through effective communication, participation and consultation.

We shall ensure relevance and appropriateness of this HSE Policy to the organization through periodic review.