

 <b>PREMIUM LEISURE CORP.</b>	<b>POLICY</b>	<b>SUSTAINABILITY, GOVERNANCE &amp; CORPORATE AFFAIRS</b>	<b>Policy No. CorpGovM-005-2024</b>	
			<b>Reference:</b> Code of Business Conduct and Ethics	
	<b>OPERATIONAL HEALTH AND SAFETY POLICY</b>		<b>Effective Date:</b> 12.01.2024	<b>Amended on:</b> ----

## 1. POLICY STATEMENT

- 1.1 Premium Leisure Corp. ('PLC' or the 'Company') prioritizes the health, safety, and well-being of all its employees, contractors, and visitors. We are committed to fostering a safe and healthy work environment that minimizes the risk of accidents, injuries, and illnesses. The Company actively promotes a culture of safety awareness and encourages all individuals to take responsibility for their own safety and the safety of others.

## 2. OBJECTIVES

- 2.1 This policy outlines PLC's approach to maintaining a safe and healthy working environment, compliant with relevant laws, regulations, and best practices.
- 2.2 To provide a safe and healthy workplace for all employees, contractors, and visitors. PLC's goal is to minimize risks, prevent accidents, and promote a culture of safety within the company.

## 3. SCOPE

- 3.1 This policy applies to all individuals associated with PLC, including employees, contractors, vendors, clients, and visitors.

## 4. ROLES AND RESPONSIBILITIES

### 4.1 Management

- 4.1.1 Ensure that adequate resources are allocated to implement and maintain the health and safety program.
- 4.1.2 Provide leadership and support for health and safety initiatives.
- 4.1.3 Regularly review and evaluate the effectiveness of the health and safety program.

### 4.2 Employees

- 4.2.1 Comply with all health and safety policies and procedures.
- 4.2.2 Report any unsafe conditions or practices to their superiors.
- 4.2.3 Participate in safety training and initiatives.
- 4.2.4 Take responsibility for their own safety and the safety of others.

### 4.3 Health and Safety Committee

- 4.3.1 Develop and implement health and safety policies and procedures.
- 4.3.2 Conduct regular workplace inspections and risk assessments.
- 4.3.3 Investigate accidents and incidents.
- 4.3.4 Provide recommendations for improving health and safety performance.

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## 5. GENERAL GUIDELINES

- 5.1 Compliance with Laws and Regulations: The Company adheres to all applicable health and safety laws, regulations, and standards.
  - 5.1.1 Regular audits and reviews will ensure ongoing compliance.
- 5.2 Hazard Identification and Risk Assessment: Regular inspections and assessments will be conducted to identify and evaluate workplace hazards.
  - 5.2.1 PLC will identify, assess, and manage risks associated with the company's operations.
  - 5.2.2 This includes implementing controls to eliminate or minimize hazards and conducting regular safety inspections.
- 5.3 Safety Training: Employees will periodically receive trainings on safe work practices, hazard recognition, and emergency procedures.
  - 5.3.1 To ensure everyone understands their responsibilities and has the necessary skills to work safely.
- 5.4 Emergency Preparedness: The Company will develop, cascade/communicate, and maintain emergency response plans, including procedures for fire, earthquake, and other potential emergencies.
  - 5.4.1 PLC actively participate in drills initiated by the Building Administration and continuously improve the company's emergency response plans.
- 5.5 Incident Reporting and Investigation: All accidents, incidents, and near misses will be reported and thoroughly investigated to identify root causes and prevent recurrence.
- 5.6 Health and Wellness: The Company will promote employee health and wellness through initiatives such as after work exercises, sports, stress management programs, and resources that support mental and physical health.
- 5.7 Continuous Improvement: PLC is committed to the continuous improvement of the Company's health and safety performance. Feedback from employees, regular audits, and industry developments will be used to refine PLC practices.

## 6. COMMUNICATIONS

- 6.1 PLC is committed to transparent and open communication regarding health and safety matters. Regular updates, meetings, and training sessions will ensure all employees are informed and engaged in safety initiatives.

## 7. ADDITIONAL CONSIDERATIONS

- 7.1 Contractor Safety: The Company will ensure that contractors comply with all health and safety requirements.

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7.2 Visitor Safety: Visitors may be provided with information on health and safety procedures and will be required to comply with all safety rules.

7.3 Active Participation in Drills: The Company actively participates in earthquake and fire drills initiated by the Building Administration to ensure preparedness and response capabilities in emergency situations.

#### 8. MONITORING AND REVIEW

8.1 This policy will be reviewed annually or as required to ensure its relevance and effectiveness. Changes in regulations, industry standards, or company operations will prompt an immediate review and update of this policy.

Prepared by	Recommended by	Approved by
(signed) ALLAN D. ALDEA Business Process & Risk Manager	(signed) MICHELLE ANGELI T. HERNANDEZ Compliance Officer	(signed) ARMIN ANTONIO B. RAQUEL SANTOS President and CEO

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