

	<b>PHILIPPINE REALTY AND HOLDINGS CORPORATION</b>		
	Policy No. <b>P-2015-005</b>	Title: <b>HEALTH, SAFETY, GENERAL WELFARE AND DEVELOPMENT OF EMPLOYEES</b>	Page 1 of 1
	Version No. <b>2</b>	Subject for review: <b>At least Annually</b>	

## **A. INTRODUCTION**

Philippine Realty and Holdings Corporation (the “Company”) is committed to improving the health, safety and welfare of its employees. Furthermore, the Company continuously provides learning and development opportunities for its employees.

The Company ensures that all regulations and codes of practice issued by legal authorities relative to health and safety are being complied with.

## **B. HEALTH AND SAFETY POLICY PROGRAMS**

1. Coverage under a health care maintenance program/insurance.
2. Coverage under a group term life and accident insurance.
3. Provide annual physical examinations, free medical consultations (*e.g. eye problems, dental and others*).
4. Provide clinic with standby nurse (*daily basis - during working days*) and in-house doctor on scheduled time.
5. The Company seek the highest standard of safe working environment for its employees (*Employees participated in year to year disaster preparedness programs*).

## **C. GENERAL WELFARE, TRAINING AND DEVELOPMENT POLICY**

1. Annual team building and/or socialization events to promote camaraderie and positive interaction among employees.
2. Provide in-house and outsourced trainings and seminars.
3. Provide performance-based profit sharing mechanisms that directly align rewards and incentives to employees with the financial results of the Company.

## **D. REVIEW**

All department heads and/or managers are expected to actively support the Board in the development and proper implementation of this Policy. The Board through the Management Committee shall periodically review the policies relating to health, safety, general welfare, training and development of its employees.