



## HEALTH, SAFETY AND WELFARE POLICY

The Company values the diversity of its employees, customers and suppliers and is committed to providing equal treatment in all aspects of the business. Abusive, harassing or offensive conduct is unacceptable, whether verbal, physical, visual or otherwise. The Company will not tolerate any conduct that is discriminatory or harassing or which otherwise compromises an individual's human rights.

The Company complies with all applicable health and safety laws and regulations as part of its commitment to providing its employees with a safe and healthy work environment. In this regard, employees are expected to work in a safe manner with due regard for their personal safety as well as that of their co-workers.

Fundamental to our safety program is our compliance to applicable legal, government and regulatory requirements.

### Health & Welfare

<b>List of Benefits to Full-time Employees</b>		
<b>Govt Mandated Benefits</b>	<b>Additional Company Benefits</b>	
SSS Contribution		
Pag – Ibig (HDMF) Contribution		
Phil Health Contribution	Sick Leave Credits after first year of employment – 15 days after one year	
13 <sup>th</sup> Month Pay	Vacation Leave Credits after first year of employment – 15 days per year	
Maternity Leave – 60 up to 78 days	Free primary medical services– including basic dental services– to mine site workers & their dependents	Emergency leave – 5 days/year
Paternity Leave – 7 days	Bereavement Leave – 7 days per covered family member	Medicine Allowance upon anniversary (R&F)
Solo Parent Leave – 7 days	Medicine Allowance	Relocation allowance (upon retirement)
	Staff house for employees	