



## **POLICY ON THE RESPECT FOR AND PROTECTION OF THE RIGHTS OF PEOPLE**

### **1. General Statement of the Policy**

Metro Pacific Investments Corporation ("MPIC") recognizes its duty and responsibility to respect and protect the human rights of every person. It is committed in its thrust to become an effective and influential agent in safeguarding human rights as embodied in the Philippine Constitution and such other applicable laws, rules and regulations.

In line with this commitment, MPIC strives to adopt principles and processes that will mitigate and avoid complicity in human rights violations in relation to its operations, its dealings with its partners, suppliers and contractors and in the production of goods and rendering of services on its own or through its subsidiaries.

### **2. Scope and Applicability**

This Policy applies to MPIC, its directors, officers and employees, its subsidiaries and, whenever applicable, to the transactions and ventures it enters into with third parties. MPIC is committed to working with and encouraging its subsidiaries, partners, suppliers and contractors to uphold the principles laid down in this Policy.

This Policy is intended to supplement all applicable laws, rules, regulations and other applicable policies of the Company. It is not intended to supplant any applicable local laws, rules and regulations.

### **3. Commitments**

#### **i. Promotion of Safe and Healthy Workplace**

MPIC shall provide a conducive, safe and healthy working environment that is compliant with applicable laws and regulations pertaining to the physical and psychological well-being of the employees and the prevention and mitigation of work-related hazards. It is committed in providing and maintaining an efficient and productive workplace by adopting systems and processes within company premises that will mitigate the risk of accidents, injuries and exposure to various forms of health hazards. MPIC likewise provides the necessary provisions for safety whenever employees are engaged in business undertakings outside their regular place of work.

The thrust of promoting a safe and healthy workplace is not limited to MPIC's operations alone as the same principle is being implemented across all networks of MPIC's subsidiaries and in carrying out any MPIC-sponsored initiatives.

## **ii. Prevention of Child Labor, Forced Labor and Human Trafficking**

MPIC strictly prohibits the hiring of individuals that are under 18 years old for positions and undertakings in which hazardous work is required. Whenever applicable, any employment of a child shall be strictly carried out in accordance with the guidelines, terms and provisions laid down by applicable laws, including but not limited to, the Labor Code of the Philippines.

MPIC likewise prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking.

## **iii. Respect for Human Dignity and Prevention of Any Form of Discrimination**

MPIC expresses commitment to the advancement and well-being of its employees. It is the Company's policy to treat everyone fairly and without discrimination and to maintain a workplace that is free from harassment, violence, intimidation, coercion, undue force or other unsafe or disruptive conditions whether internally-generated or from external forces.

MPIC shall provide adequate security safeguards, especially in relation to privacy and human dignity. In line with its commitment to promote a positive regard to the inherent worth of every person, MPIC strives to ensure that employees receive a fair compensation and are given opportunities for advancement that will enable them to take care of their families.

## **iv. Freedom of Association and Collective Bargaining**

MPIC recognizes and respects freedom of association. It is committed not to thwart the employees' right to join, form or not to join any workers' union without fear of reprisal, intimidation, injury or harassment. Whenever applicable, MPIC shall hold and maintain constructive and efficient dialogue with the legitimate representative of any legally recognized union representing the employees' interest and shall, at all times, bargain in good faith within appropriate legal frameworks.

## **4. Reporting Channels**

MPIC encourages open and honest communications among all its employees and it is the Company's firm commitment to follow all applicable labor and employment laws wherever it operates. Thus, if you hear information suggesting that conduct by any MPIC employee, officer or director is in violation of this Policy, please report the same to your respective superiors, the Human Resources Department or the Legal Department for appropriate action.

## **5. Amendment or Alteration of this Policy**

This Policy shall not be amended, altered or varied unless such amendment, alteration or variation shall have been approved by resolutions of the Board of Directors.