



**METRO PACIFIC INVESTMENTS CORPORATION**  
WORKPLACE GENDER, EQUALITY AND DIVERSITY POLICY

**Section 1. Purpose.** Metro Pacific Investments Corporation (the "Company") recognizes that a diverse workforce is important to achieving its commercial and social objectives. The Company recognizes that a plurality of perspectives and experiences will benefit the Company in the long term.

With this in mind, the Company adopts this Workplace Gender, Equality and Diversity Policy (the "Policy") in order to (a) provide a framework that will allow the Company to build a diverse workforce, (b) ensure that personnel are not discriminated against on the basis of their gender, sexual orientation, age, marital status, pregnancy, political beliefs, ethnicity, religious beliefs, disability or other distinguishing characteristics that are not relevant to their ability to work (hereinafter referred to as "Attributes").

**Section 2. Statement of Principle.** The Company shall ensure that its employees are treated fairly and shall not be discriminated against on the basis of their Attributes. The Company's employees must be able to work without fear of harassment and discrimination, and will be given the opportunity to reach their full potential.

**Section 3. Scope of the Policy.** The principles stated above shall apply to all facets of the Company's activities, including recruitment, determination of terms and conditions of employment, professional training and development, career advancement, working environment and termination of employment.

**Recruitment:** The Company shall implement a fair system of evaluating applicants. The Company shall ensure that no applicant shall be discriminated against on the basis of their Attributes. The Company will endeavor to have a gender-diverse slate of candidates for employment.

**Terms and Conditions of Employment:** The Company is an equal opportunities employer and is committed to the principle of equal pay and other contractual terms for its employees. Employees should receive equal pay for like work, and in order to achieve this objective, the Company will endeavor to maintain a pay system that is transparent, based on objective criteria and free from bias. The Attributes of an employee shall not be used as a factor to determine the terms and conditions of employment, and the Company shall provide training and guidance to those involved in determining the terms and conditions of employment in order to implement the foregoing. The Company will regularly review its practices in the determination of terms and conditions of employment.

**Professional Training:** All employees will be given a fair opportunity for professional development through trainings, mentorship and other avenues for career advancement, regardless of Attributes.

**Career Advancement:** No employee shall be discriminated against on the basis of his/her Attributes for purposes of promotions. The Company shall adopt an objective criteria in determining promotions, free from discrimination on the basis of Attributes.

**Working Environment:** All employees are entitled to be treated with dignity and respect. The Company shall provide a safe working environment free from harassment or bullying. Appropriate sanctions shall be imposed against employees who engage in harassment or bullying up to and including dismissal from employment.

**Termination:** No employee shall be terminated on the basis of his/her Attributes.

**Section 4. Responsibility.** The Company's senior management team, subject to the oversight of the Board, shall be primarily responsible in implementing this Policy.

The Company shall put in place an appropriate grievance mechanism that will allow employees to file a formal complaint in case of a violation of this Policy. The Company's Whistle-Blowing Policy shall apply to complaints under this Policy.

The Company shall protect employees from retaliation in case of complaints filed under this Policy.

**Section 5. Conflict.** In case of conflict between this Policy and applicable law, the latter shall prevail.

**Reviewed by:**



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**Retired Chief Justice Artemio V. Panganiban**  
**Chairman, Governance and Sustainability Committee**

**Approved by:**



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**Manuel V. Pangilinan**  
**Chairman of the Board**