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### **Employee Health, Safety and Welfare Policy**

PPMBAI shall adhere to all labor laws protecting the well-being of employees. In line with this, it shall be the Association's policy to build a work environment for its staff that helps them ensure and/or enhance their safety, health and overall welfare. The Board of Trustees and the Management Team shall adopt the necessary policies and programs, allocate sufficient resources and funds and implement relevant activities that will support the following:

- a. Continuous awareness-raising and training on occupational safety and health among the staff designed to level off on the expectation that it is the responsibility of all personnel to establish and maintain a safe and healthy work environment and enhance their individual and collective capacities to identify, report on, and react to hazards at the workplace.
- b. Conduct regular audits of the workplace with guidance from the experts and active involvement of PPMBAI staff, to identify potential risks and/or hazards, suggest appropriate mitigation measures and design plans in handling emergencies, disaster and accidents.
- c. Provision of basic health insurance to all PPMBAI staff including coverage for periodic medical check-ups as a preventive measure for any work-related hazards. Other interventions to promote health consciousness among PPMBAI employees
- d. Provision of other services and/or facilities above current remuneration and benefits that directly promote employees' physical and emotional well-being.
- e. Periodic planning and performance assessments to ensure that these initiatives and policies on employee safety, health and welfare are fully and effectively operationalized.