



Employee Safety, Health and Welfare

The Company has policies and programs to address our employees' broad range of concerns which includes working conditions, skills training, career opportunities, health and safety, and work-life balance. The Company ensures that its employees are provided relevant training programs suited to their needs. Dedicated staff and facilities are made available for the training and development programs of the Company. The Company organizes programs that support the well-being of employees, allows them to participate in PLDT's CSR activities and obtains their feedback on company concerns. In accordance with the *PLDT Personnel Manual*, the Company provides medical benefits for our employees, which include hospitalization, doctor consultation, medicines and laboratory tests. The Company monitors and submits reports on employee health and safety in accordance with applicable regulations.

Relevant data on Safety

The Environmental, Health and Safety (EHS) programs being implemented by the Company resulted to an accumulation of 3,628,944 safe man-hours without lost time accidents as of December 2015.

Relevant data on health and welfare

The Company shoulders the medical cost for employees who become ill, inclusive of medicines, hospital confinements and post-operative rehabilitation. Part of the preventive medical approach is to subject employees to Annual Physical Examination (94% compliance rate as of December 2015). Continuous medical education fora are being conducted monthly to address common health issues such as diabetes, hypertension, and cardio-pulmonary disease (93 conducted in 2015).

The Company ensures that work-life balance is achieved by promoting sports and recreation programs with 145 various events (including talents shows, voice, theater and dance workshops, song writing, basketball, bowling, volleyball, badminton, track and field, Frisbee, dodgeball, table tennis, football, billiard, tennis, chess, darts, yoga, family fun day, fitness/wellness program, etc.) that covered and engaged about 96% of employees as of December 2015.

Likewise, the Company aims to empower its employees by providing them livelihood workshops and seminars (baking, food processing, reflexology, etc.) to engage them in productive activities that have potential for family income augmentation. We file with the Bureau of Working Conditions of the Department of Labor and Employment the following: (a) Annual Medical Report; (b) Annual Work Accident/Illness Exposure Data Report; and (c) Report on Health and Safety Organization. These reports contain data such as preventive/emergency occupational health services, summary report of diseases, report of immunization program, health education and counseling services, hazards in the workplace, work-related injuries (disabling and non-disabling), and occupational safety and health programs undertaken by the Company.