



OCCUPATIONAL SAFETY AND HEALTH & ENVIRONMENTAL COMMITMENTS

PLDT Inc., the leader in providing telecommunication services in the Philippines, continually innovates and enhances its technology to improve its services for better customer experience. In sustaining this effort, the Company is committed to adopt the highest standard in occupational safety, health and environmental performance through achieving the following objectives:

- Ensure availability of resources to comply with all applicable laws and regulations related to occupational safety, health and environment, including energy efficiency and conservation;
- Assess occupational safety and health risks and environmental aspects of our activities and manage impacts by seeking vital opportunities to mitigate pollution and prevent ill health and injury;
- Contribute to society's sustainable development and endeavor to influence our external providers, clients and other stakeholders by consciously selecting suppliers, business partners and products, taking into account occupational safety, health and environmental aspects, including life cycle impacts to run a safe, energy efficient and environmentally responsible operations;
- Demonstrate leadership to promote accountability and process ownership by strengthening individual abilities and functions through continuous learning and development programs;
- Foster a generative culture through constant information dissemination, consultation and participation of workers in sustainable initiatives and application of best practices that encourage process efficiency, healthy lifestyle and social responsibility;
- Continually improve the effectiveness of our systems through periodic review of programs and performance to adapt to industry changes, design trends and requirements to ensure our objectives and targets are met and that our commitments continue to be of value to our business to promote cultural transformation to our stakeholders and business partners.

This comprehensive occupational safety, health and environmental management system must be carefully implemented across all levels of the organization and overseen by leaders.

Line Heads, employees and all business partners of the Company are enjoined to embrace the commitments stipulated and take part for its successful implementation in the respective areas of responsibility.