

HEALTH, SAFETY, AND WELFARE OF EMPLOYEES

PhilLife respects the rights of its personnel, among which are the right to safe working conditions, rest and leisure, and work-life balance. It also provides opportunities for skills development and improvement, leadership and competency training as well as career development.

PhilLife provides adequate opportunity for career advancement on a merit-based system. Compensation and incentives are likewise determined on the basis of performance and accomplishment.

The Company organizes activities that support the well-being of employees providing pursuit of personal interests and camaraderie, and obtains their feedback on Company concerns.

Health programs for periodic medical and annual medical check-up are available to our employees, free of charge. Dental care is also sponsored by the company to a certain extent. We also established an annual vaccination program to combat diseases such as flu, and cervical cancer.

The company maintains on-site primary medical clinic managed by its doctor and/or nurse. First-aid and over-the-counter medicines are available when needed. There have been no reported work-related accidents for more than 10 years.

In accordance with the Makati City ordinance, fire drills and first aid trainings are conducted at least once a year.