

	POLICY NAME ENVIRONMENTAL, HEALTH AND SAFETY (EHS) POLICY		POLICY NO.:	HR-01-2020
			EFFECTIVITY:	
	APPROVED BY:		REV. NO.	01
	AUTHOR:		DEPARTMENT:	
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A. Background

Metro Pacific Investments Corp, the leader in infrastructure company with a diverse set of assets, continually innovates and seek investment opportunities to create long-term values for our stakeholders. Our sustainability framework was improved to further sharpen its investment focus of sustainability increasing the infrastructure capacity of the Philippines. From being purely investment or business driven, our new framework now focuses on how MPIC can become part of the solution to the biggest societal needs and challenges. In sustaining this effort, we are committed to adopt the highest standard in our Environmental, Health and Safety (EHS) performance through achieving the following objectives:

B. ESG Principles

Environment

- Manage EHS risks and impacts by seeking vital opportunities to mitigate pollution and prevent ill health and injury.
- Ensure that the organization takes a conscientious approach to its investments and recognizes the potential impact of businesses on the environment, workers, communities and society, as well as the potential impact of climate change on the businesses in which the organization invests.

Health & Safety

- Contribute to society's sustainable development and endeavor to influence our external providers, and other stakeholders by consciously selecting suppliers, business partners and products through responsible procurement, considering EHS aspects and life cycle impacts to run a safe and environmentally responsible operations.
- Ensure that we and our portfolio companies always respect human rights and embrace diversity and inclusion of different cultures, workgroups, etc.
- Ensure that our management structures and policies reflect the need for transparency, accountability, equality, and probity in the management of our businesses

Governance

- Ensure compliance with all applicable EHS laws and regulations.
- Demonstrate leadership to promote accountability and process ownership by strengthening individual abilities and functions through continuous learning and development programs.
- Foster a generative culture on EHS through constant information dissemination, sustainable initiatives and application of best practices that encourage process efficiency, healthy lifestyle and social responsibility.
- Continually improve the effectiveness of our EHS management system through periodic review of programs and performance to adapt to industry changes, trends, requirements and ensure that our EHS standards are met and that our EHS Policy continues to be of value to our business to promote cultural transformation to our stakeholders and business partners.

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C. Organization Integration

Responsibility for incorporating the EHS Management Systems into business decisions is embedded across all levels of the organization and supervised by the leaders. The organization enjoins everyone to embrace the commitments stipulated, ensure enforcement of the policy and take part for the successful implementation of the EHSMS in their respective areas of responsibility.