



EMPLOYEES' HEALTH, SAFETY, AND GENERAL WELFARE AND DEVELOPMENT ACTIVITIES

The Company is committed to giving its employees its utmost concern to its welfare and development. The DMC Group of Companies has various activities on skills training, sports and recreation, health and safety, among others.

The Company and its subsidiaries conduct an annual physical examination (APE) organized by its contracted health maintenance organization (HMO). Around 87.38% of **DMCI Homes** employees participated in the APE conducted, while the remaining proceeded directly to the designated clinics of their HMO. DMCI Homes also implemented several vaccination programs such as Flu Vaccine where 222 employees availed and Cervical Vaccine provided to 136 employees. They also conduct Quarterly HMO Orientation, health lectures on Basic First Aid, and on Ergonomics which is scheduled this June 2016.

DMCI Homes also conducted its regular earthquake and fire drills which participated by all its employees, agents and tenants. They organized an Emergency Response Team (ERT) which conducted training programs on Basic Life Support, First Aid and Disaster Management attended by 60 participants.

DMCI Power Corp. (DMCI Power) has 86% of its total employees availed the APE, which include employees in their power plants project in Palawan, Masbate and Mindoro. Various health awareness through film showing were also provided to employees, namely: HIV/AIDS Awareness, Drug Addiction, Hepatitis: *Pakay ang iyong Atay*, Stop TB: *Kaya Ko, Kaya Mo* (Film Showing on Tuberculosis), attended by 131 employees. Safety programs were also implemented among its employees in the power plants projects. These are: Fire Safety Awareness, First Aid and Basic Life Support Training, Safety Tips Film Showing, Occupational First Aid Training and Adult CPR/AED For Lay Rescuer, Basic Occupational Safety and Health (BOSH) – attended by 165 employees.

D.M. Consunji, Inc. (DMCI) conducted their group-wide APE including the employees of its Parent Company, DMCI Holdings, Inc. which 90% of the total employees availed the APE. Aside from the medical services, DMCI also encourages employees to join several recreational activities such as sportsfest. To create camaraderie among DMCI companies, the



Company held basketball, volleyball and badminton tournaments where a total of 342 employees joined. Aside from sportfests, DMCI also provide health and wellness facilities such as a fully-equipped gymnasium. The DMCI Gym has eight (8) cardiovascular equipment and seventeen (17) strength equipment. DMCI gym has an average daily user of 35 employees. A total of 122 members signed for membership with 60% of it are active gym users. Along with the gym is a dance studio for employees who take Zumba and aerobics classes every Tuesdays and Thursdays.

DMCI also spearheaded the annual fire and earthquake drills within the DMCI premises (Dacon Bldg., DMCI Annex Bldg. and the DMC Plaza Bldg.). In 2015, around 255 and 329 employees joined the Fire and Earthquake drills respectively as part of the Company's compliance to the mandatory requirement of the R.A. 9514 under Section 6.0.4.1 Practice Drill of the New Fire Code of the Philippines.

Semirara Mining and Power Corp. (SMPC) health and safety programs are widely and strictly implemented in all its aspects of its operations. SMPC has physical fitness and recreational activities for employees and its dependents (immediate family). The Company also operates infirmary facilities which provide primary medical services to the minesite workforce and their dependents. For more details of SMPC's health, safety and welfare programs and activities, please visit click the following link:

http://www.semiraramining.com/corporate_governance/content/Employee_Health_Safety_and_Welfare