

## **HEALTH AND SAFETY POLICY FOR CONTRACTORS**

Contractors are responsible for establishing, implementing and monitoring occupational health and safety programs, rules and procedures when conducting work for, or on behalf of, the Company and its subsidiaries.

To manage risks, minimize injuries and prevent fatalities, contractors must:

- abide by all relevant laws and regulations on occupational safety and health;
- fulfill the environment, health and safety requirements outlined in their contract with the applicable DMCI entity;
- comply with the environment, health and safety policies, standards and guidelines of the contracting DMCI entity;
- ensure that health and safety hazards and risks are properly identified, assessed, controlled and evaluated before any work begins; and
- conduct applicable project safety and occupational health training to all Contractor employees, workers and subcontractors.