

SYNERGY GRID & DEVELOPMENT PHILS., INC.
POLICY AND DATA RELATING TO HEALTH, SAFETY AND WELFARE OF EMPLOYEES
INCLUDING TRAINING

I. INTRODUCTION

As stated in the Corporate Social Responsibility of Synergy Grid & Development Phils., Inc. (“Company” or “SGP”), the Company values its employees and considers them to be one of the most important stakeholders of the organization. The Corporation, thus, seeks to provide an environment where the holistic wellness of employees is considered, nurtured, and protected.

SGP complies with all the regulations defined by the Department of Labor and Employment (DOLE). Benefits provided to regular employees include vacation, parental and sick leaves, health and medical plan, gratuity pay, merit increases and bereavement assistance, among others. It is compliant with both General Labor Standards (GLS) and the Occupational Health and Safety Standards (OHSS).

A. Health Care Service

The Corporation is also committed to improve the quality of life of its employees through healthy living and piloting of wellness initiatives to encourage employees to maintain active and healthy lifestyles. The Corporation provides regular information on health to assist employees in making better decisions regarding their health condition as well as that of their dependents.

B. Employee Safety and Welfare

The Corporation also strives to protect its employees from harassment of any form. The Corporation ensures that it will act justly, swiftly, and decisively in addressing such complaints.

The Corporation is also committed to promote a workplace that is free from drug abuse as it is detrimental to the health, safety and work performance of employees and poses risks to Corporation operations and product quality.

The Corporation seeks to have accident-free operations in its office. The policy on safety is derived from principles, values, legal and regulatory requirements and are reinforced by regular installation audits and proactive education of the employees.

C. Training for Empowerment

The Corporation recognizes that when employees feel empowered at work, they display a stronger job performance, job satisfaction, and commitment to the organization. SGP, thus, aims to develop and improve the knowledge, skills and attitudes of its human resources in order to contribute to the professional development of its employees and maintain its competitive position.

Among the planned activities of the Corporation to empower its present and future employees are team-building activities, specialized trainings, individual coaching and mentoring, and creation of organizational support groups.

The Corporation also implements selection procedures that ensures timely availability of the required number of employees with the necessary or required education, experience, ambition and personal characteristics to fulfill the short- and long-term needs of the organization. The Company shall implement performance development system for communication of performance expectations and monitoring performance.