

Globe Human Rights Policy Commitment

PURPOSE

Globe is committed to the protection of human rights. Recognizing that we play a crucial role in development and in line with our purpose to create a Globe of Good, we ensure that the human rights of our employees, customers, shareholders, other stakeholders and communities around our operations are respected and upheld at all times throughout our value chain. People also form a crucial part of the company's corporate governance as this is the essence of stakeholder engagement and equitable treatment of shareholders and other stakeholders.

We support, respect, and ensure the protection of internationally-proclaimed human rights including the International Bill of Human Rights, which covers the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, International Labour Organization (ILO) Conventions on Labour Standards, ILO Declaration on Fundamental Principles and Rights at Work, Convention on the Elimination of All Forms of Discrimination against Women, and the UN Convention on the Rights of the Child.

Globe is a signatory to the 10 Principles of the United Nations Global Compact (UNGC).

Globe is compliant with all laws, standards and practices necessary and relevant to its business. Should there be any conflict between our commitment and the laws, we shall comply with the requirement of the law while taking into consideration our values and policies.

OUR COMMITMENTS AND PRINCIPLES

EMPLOYEES

The Code of Conduct declares that we create and maintain an environment that treats all employees and other stakeholders with dignity and respect. We do this by:

- Ensuring a safe and healthy working condition in order to protect their physical and mental health.
- Promoting equal opportunity, advance gender equality, and do not discriminate based on, but not limited to, race, color, age, gender, gender identity, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, marital status, social and economic status in hiring, employment policies and practices including but not limited to promotions, rewards, training and career development.
- Respecting the rights of employees to freely associate, organize, and bargain collectively in accordance with applicable laws.
- Prohibiting any forced, bonded, or indentured labor or involuntary labor.
- Unconditionally prohibiting child labor and not employing children.
- Ensuring that we are not complicit in any human rights abuses.
- Maintaining that we do not use any form of violence, sexual exploitation, psychological harassment or any other form of abuse, whether verbal or written, online or offline. We do not tolerate any harsh or inhuman treatment, coercion, or punishment of any kind.

- Prohibiting employees and their immediate family members from soliciting bribes, employment, kickback, bartering arrangement for goods or services and/or other incentives to entities they do business with in consideration of business or as an inducement for the award of business.
- Ensuring the protection of their personal data and upholding their fundamental right to privacy.

ENVIRONMENT

Environmental protection and human rights are interlinked. A healthy environment allows people to enjoy their rights and reach their potential leading to a well-balanced and sustainable business.

Globe recognizes that its operations, primarily energy use, contribute to climate change. To address this, we have committed to attain net zero GHG emissions by 2050 by purchasing cleaner energy, increasing energy efficiency, and engaging our supply chain.

We seek to be a leader in circularity to minimize our waste and increase recovery of materials. Our commitments to protect the environment are outlined in our Environmental Sustainability Policy.

CUSTOMERS

For our customers, Globe commits to fulfilling the following:

- Freedom of Expression

Telecommunications have been instrumental to people's exercise of their freedom to seek, receive and impart information and their ideas. We respect the rights of people to freedom of expression while promoting responsible use of telecommunication services. In cases where the government requests or demands restrictions, we shall assess it and report our response and actions taken.

- Digital Inclusion and Accessibility

In order to contribute to the advancement of all members of society, we commit to make our services and products more inclusive. Our approach to achieving this commitment is by widening our reach across geographical locations, by making our products and services more affordable and accessible to persons with disability by designing these to cater to various members of society, and by providing training on digital skills and literacy in order to bridge the digital divide.

- Privacy and Security

We reaffirm our commitment to protect the data of our customers, and we respect their right to privacy. Our Privacy Policy contains how we collect, use, and protect Customer Data to provide customers and other stakeholders with a wonderful experience.

- Children's rights

Globe further recognizes that proper reporting, analysis, and continuous reduction of materials that promote child abuse and sexual exploitation will allow future generations to thrive in a more positive and progressive society. We commit to protect children from online sexual abuse and exploitation and support initiatives that promote online safety and security.

We will continue to support programs that enhance the opportunities for children to thrive and grow their skills and talents and enhance their well-being.

SUPPLIERS

Suppliers must equally respect human rights within their value chain. We expect our suppliers to uphold the same principles and standards and comply with applicable laws and international standards on human rights and labor rights¹, such as but not limited to security of tenure, freely chosen employment, freedom of association and right to collective bargaining, protection of children against child labor, non-discrimination, humane treatment, and wages/salaries and benefits of workers. We require our suppliers to abide by the Supplier Code of Ethics and Sustainable Supply Chain Policy Commitment, both of which highlight our standards on sustainable business practices. In selecting our suppliers, we give high consideration to companies/organizations whose sustainability values and practices are aligned with Globe.

Sourcing conflict minerals which include tin, tungsten, tantalum, gold, and cobalt violate human rights. While Globe does not manufacture products, suppliers should take steps to ensure that conflict minerals are not used in their supply chain.

OTHER STAKEHOLDERS

Globe's stakeholders shall include, among others, subscribers, customers, employees, suppliers, shareholders, investors, the community the company operates in, and its regulators. Globe, alongside its Board of Directors and Management, shall consider the company's strategic and operational decisions affecting its wealth, growth and sustainability, in line with the interest of both the company and its stakeholders. Clear policies and programs shall be established to ensure that the fair treatment and protection of rights of all stakeholders are implemented.

DUE DILIGENCE AND REMEDIATION

In line with UN Guiding Principles on Business and Human Rights, Globe identifies, mitigates, and manages potential adverse human rights risks and impacts across the value chain, including new business activity, changes in the operation, entering into partnerships, and engaging with suppliers. Regular assessments are performed. To achieve this, we engage stakeholders in order to identify their interests and concerns and develop strategies to address these. Further procedures will be developed to support this.

¹ Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, International Labour Organization (ILO) Conventions, and the United Nations Global Compact



Any employee, supplier, and even third parties may use the [Globe Whistleblower Network \(GWeN\)](#) portal to report grievances or suspected violations of the Human Rights Policy and other company's ethical standards by employees, officers and directors, and suppliers and partners. All reports are treated with confidentiality to ensure the safety of the whistleblower and parties involved as stipulated in our Whistleblower Policy.

Where Globe has been found to have caused or contributed to adverse human rights impacts, we will provide for, or cooperate in the remediation.

Globe shall monitor and report on human rights impacts through dialogues with affected stakeholders and/or through formal reporting.

This Human Rights Policy will be reviewed periodically to integrate findings and learnings.

SCOPE OF APPLICATION

This policy applies to Globe and can function as a guide for our subsidiaries and affiliates under the Globe Group. Similarly, our suppliers are encouraged to adopt similar human rights standards and are required to comply with our Suppliers Code of Ethics which resonates respect for human rights.

COMMUNICATION

For employees, this policy and any revision thereof will be posted through internal communication channels of Globe. E-learning modules will also be made available.

Moreover, Globe will disseminate this policy to all current and new suppliers for their guidance. All covered persons are responsible to read and implement this policy.

This policy will also be made available on the company's website for all other stakeholders.

RELEVANT POLICIES

Also read Code of Conduct; Diversity, Equity, and Inclusion Policy Commitment; Manual of Corporate Governance; Environmental Sustainability Policy; Health and Safety Policy; Sustainable Supply Chain Policy Commitment; Supplier Code of Ethics; Anti-corruption and Bribery Policy; Whistleblower Policy; and Privacy Manual.

Approved by: Ernest L. Cu, President and CEO
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