

Globe Health and Safety Policy

PURPOSE

Globe cares for people, not only for its employees but also the communities surrounding its operations, as they are critical to the success of its business. Our commitment to uphold and respect human rights includes promoting safe and secure working environments for all workers, which is in accordance with the principles and standards of good corporate governance we adopt. It is the management's primary objective, the employees' individual and collective responsibility, including our business partners to meet this commitment.

This policy, along with the Environmental Sustainability Policy and Business Continuity Management Policy, sets the framework for the Integrated Management System (IMS) where the setting of objectives, targets and programs are based. The IMS ensures that Globe maintains its position as the network of choice through the continued delivery of critical products and services.

OUR COMMITMENT

Our commitment to occupational health and safety through a workplace with prime consideration for the safety and well-being of our employees, partners, and the public is guided by ISO 45001 Occupational Health & Safety (OHS) Management System, ISO 31000 Risk Management-Guidelines, and International Labour Organization Standards. Specifically, we commit to:

- Continuously assess all ill-health and safety hazards of our business operations and provide programs and process improvements toward prevention and elimination of occupational injury, accidents, and illnesses in the workplace and the communities where we operate;
- Ensure that occupational health and safety is a core consideration of planning, delivery, monitoring and review processes at a strategic and operational level;
- Continually improve the performance of the OHS management system which covers prioritization and action plans, and establishing quantitative targets;
- Consult stakeholders on health and safety issues that are associated with Globe's business and encourage their participation in the improvement of the OHS management system;
- Train and equip our employees with necessary skills and information to work in a safe and environmentally responsible manner and mandate our business partners to adopt these principles to ensure communities' health and safety;
- Conduct a regular review of our partners' management system to ensure that the commitments of this policy are being delivered, and that we strive for continuous improvement;

- Comply with all occupational safety and health laws applicable to our telecommunication business and adopt international best practices;
- Report our safety, health, and environmental performance to our stakeholders.

Electromagnetic field (EMF)

Globe recognizes the public's concern on exposure from radiofrequency EMF, also known as electromagnetic energy (EME) or electromagnetic radiation (EMR), as it is perceived to negatively affect human health. While there are no studies that show adverse health effects of EMF, we shall apply the precautionary principle and we shall ensure that our telecommunication infrastructures are safe and exposure level is below the limits recommended in national and international guidelines to protect public health, especially workers, customers, and communities surrounding our cell sites and cell towers.

We commit to:

- Comply with all local laws, relevant standards and practices to Globe's business. Where possible, Globe moves beyond regular compliance and applies best practices and global voluntary standards on environmental and social responsibility;
- Adhere to the guidelines and standards of the Department of Health (Food and Drugs Administration - Center for Device Regulation, Radiation, Health & Research) and the International Commission on Non-Ionizing Radiation Protection (ICNIRP), as recommended by the World Health Organization (WHO) and International Telecommunication Union (ITU), on acceptable EMF exposure level;
- Consult with stakeholders prior to construction of cell sites and cell towers;
- Monitor the non-ionizing radiation exposures of our sites and ensure that these are below the limits recommended in national and international guidelines;
- Be updated on peer-reviewed studies on EMF and support independent research to further understand the effects of EMF on public health;
- Require suppliers of mobile phones and broadband devices to provide electromagnetic safety certification to ensure Specific Absorption Rate (SAR) are within limits;
- Train employees and workers that service or work on cell sites and towers devices and equipment on EMF safety;
- Conduct information/educational sessions with communities to address concerns on public safety.

Further procedures will be developed to support this Health and Safety Policy.

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, and their suppliers, are encouraged to develop and build on their own sustainability policies and programs in tune with the standards and principles espoused herein. At the minimum, they must comply with local policies on Health and Safety in the countries and jurisdictions where they operate.



COMMUNICATION

This policy and any amendment thereto will be posted through internal communication channels of Globe. This policy will also be made available on the company's website. All covered persons are responsible to read and implement this policy at all times.

RELEVANT POLICIES

Also read Code of Conduct, Suppliers Code of Ethics, Sustainable Supply Chain Policy Statement, Integrated Management System Manual, Manual of Corporate Governance

Approved by: Ernest L. Cu, President and CEO
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