



**“Efficiently providing you with the most reliable source of energy”**



## **I. POLICY STATEMENT;**

Consistent with the key mandates of the Board of Directors of King Energy Generation Inc. ("KEGI" or the "Company"), the Company hereby formalizes the Policy and Data relating to health, safety, welfare, and training of employees ("Policy").

As stipulated in SEC MC No. 24, Series of 2019, Section 15. Encouraging Employees' Participation, a mechanism for employee participation should be developed to create a symbiotic working environment consistent with the realization of the company's objectives and good corporate governance goals.

The Board recognizes the need to establish policies and programs covering among others, the following: (1) health, safety, and welfare of employees, (2) manpower training and development; and (3) employee reward/compensation, to encourage employees to perform better and motivate them to take a more dynamic role in the Company.

## **II. POLICY ON HEALTH, SAFETY, WELFARE, AND TRAINING OF EMPLOYEES**

### **Rationale**

The Board and the Management Team recognize that the Company's manpower is the Company's greatest asset. Along with the Management Team, employees are involved in every area of the Company's operations. They help promote the Company's reputation and are often responsible for the Company's success with their collaborative efforts and their consolidated talents, technical skills, educational background, professional experiences, and level of competencies.

The Board shall continue to recognize the contribution of the employees for their talents, dedication, perseverance, and diligent efforts to support the Company in its overall operations and success. The Company is committed to meeting its responsibility for the employees and hereby commits to continue to uphold and observe the ethical and labor standards that support human rights and dignity.

### **A. HEALTH**

The Company has an In-House Healthcare Program that is formulated exclusively to provide medical assistance to employees that aim to monitor, protect and promote the good health and wellness of every employee.

All employees upon their regularization, are automatically qualified to be enrolled in the Company's in-house healthcare program. All medical procedures shall be undertaken by nearby duly accredited reputable hospitals.

### **General Policy and Guidelines**