



Employee Safety, Health and Welfare

The Company has policies and programs to address our employees' broad range of concerns which includes working conditions, skills training, career opportunities, health and safety, and work-life balance. We have training and development programs suited to our employees' needs. We also organize programs that support the well-being of employees, allow them to participate in PLDT's CSR activities and obtain their feedback on company concerns. In accordance with the PLDT Personnel Manual, the Company provides medical benefits for our employees, which extends to their qualified dependents, subject to certain terms and conditions, as well as adequate insurance coverage. The Company has also issued a Manual of Safety Practices to fulfill its commitment of providing and maintaining a safe and healthful work environment that is in accordance with industrial standards and which complies with legislative requirements.

Relevant data on Safety

The Environmental, Health and Safety (EHS) programs being implemented by the Company resulted to an accumulation of 25,428,528 safe man-hours without lost time accidents in 2014.

Relevant data on health and welfare

The Company shoulders the medical cost for employees who become ill, inclusive of medicines, hospital confinements and post-operative rehabilitation. Part of the preventive medical approach is to subject employees to Annual Physical Examination (96.02% compliance rate as of December 2014). Continuous medical education fora are being conducted monthly to address common health issues such as diabetes, hypertension, and cardio-pulmonary disease (63 conducted in 2014).

The Company ensures that work-life balance is achieved by promoting sports and recreation programs with 55 various events (including voice, theater and dance workshops, song writing, basketball, bowling, volleyball, badminton, track and field, Frisbee, table tennis, football, family fun day, wellness program, etc.) that covered and engaged about 85% of employees in 2014. Likewise, the Company aims to empower its employees by providing them livelihood workshops and seminars (baking, food processing, reflexology, etc.) to engage them in productive activities that have potential for family income augmentation.

The Company monitors and submits reports on employee health and safety in accordance with the applicable laws and regulations. We file with the Bureau of Working Conditions of the Department of Labor and Employment the following: (a) Annual Medical Report; (b) Annual Work Accident/Illness Exposure Data Report; and (c) Report on Health and Safety Organization. These reports contain data such as preventive/emergency occupational health services, summary report of diseases, report of immunization program, health education and counseling services, hazards in the workplace, work-related injuries (disabling and non-disabling), and occupational safety and health programs undertaken by the Company.