



OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT

Company Commitment to Comply with OHS Requirements

Ayala Land, Inc. (ALI) is committed to maintaining a high standard of Occupational Health and Safety (OHS) across all its owned and/or managed properties. We ensure full compliance with applicable laws, codes, standards, and regulatory requirements—particularly those mandated by the Department of Labor and Employment (DOLE) and the Bureau of Working Conditions (BWC) in the Philippines.

We provide a safe and healthy environment for all individuals within our premises, including employees, contractors, tenants, merchants, and other stakeholders who may be exposed to occupational health and safety hazards.

Implementation of OHS Programs

As part of our continuous improvement and strong corporate governance, ALI implements comprehensive OHS programs, which include:

- **Orientation and Training:** Regular and updated training for workers on OHS topics to ensure safety awareness and preparedness.
- **Information, Education, and Communication (IEC):** Distribution of relevant materials to reinforce safety knowledge and awareness.
- **Hazard Identification, Risk Assessment, and Control (HIRAC):** Proactive identification and management of workplace hazards—physical, chemical, biological, or ergonomic.
- **Regular Monitoring:** Property management and designated OHS officers conduct ongoing safety inspections and periodic audits.
- **Provision of PPE:** Appropriate Personal Protective Equipment is provided as necessary to ensure worker protection.
- **Workplace Health Initiatives:** Programs supporting employee well-being, including waste management, drug-free workplace policies, mental health support, and disease prevention campaigns. These cover hepatitis B, HIV/AIDS, tuberculosis, and other emerging infectious diseases such as COVID-19, monkeypox, and influenza strains. Initiatives also include general wellness campaigns that promote a healthy lifestyle and preventive healthcare across the organization.

To promote a positive safety culture, ALI encourages safe behavior, recognizes good practices, and consistently motivates compliance with safety standards. We assess the psycho-physical capabilities of workers to ensure they can perform duties safely and effectively.

The ALI Safety and Health Committee plays a vital role in planning, implementing, and monitoring OHS-related activities. All personnel, whether regular or contractual, are expected to comply with safety protocols, be familiar with emergency procedures, and maintain safe working conditions.

The committee aims to enhance the company's health and safety performance through continuous monitoring and improvement of safety protocols, with the goal of reducing incidents of injuries and fatalities to zero.

Our commitment is further demonstrated by the ISO 45001 certification of our construction arm, Makati Development Corporation (MDC), and our property management unit, Ayala Property Management Corporation (APMC). This internationally recognized certification affirms our adherence to global best practices in OHS management systems.

Through this policy, ALI reaffirms its commitment to safeguarding the health, safety, and well-being of its workers and stakeholders by ensuring the consistent implementation of OHS programs and fostering a culture of prevention and care across all operations.