



OCCUPATIONAL HEALTH AND SAFETY POLICY

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	AYALA LAND OCCUPATIONAL HEALTH AND SAFETY POLICY	Doc Version 1
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Company Commitment to Comply with OHS Requirements

Ayala Land, Inc. (ALI) is committed to maintaining high standards of Occupational Health and Safety (OHS) across its operations, business units, subsidiaries, and owned and/or managed properties across the organization. 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. Contractors, service providers, and other third parties working under Ayala Land must comply with the same occupational health and safety standards, procedures, and expectations applicable to Ayala Land employees.

Governance

The ALI Occupational Safety and Health Committee, led by the Chief Risk Officer, provides executive oversight of OHS strategy development, performance monitoring, risk reviews, and the evaluation of the effectiveness of health and safety management systems across the organization. All personnel, whether regular or contractual, are expected to comply with safety protocols, be familiar with emergency procedures, and maintain safe working conditions.

Ayala Land, APMC, and MDC, along with each of the business units, have a designated Health and Safety Officer responsible for implementing and monitoring the OHS strategy.

As part of the Social pillar of ESG, the Board Sustainability Committee oversees the Group's health, safety, and well-being strategy, performance, targets, and emerging occupational health and safety risks.

Implementation of OHS Programs

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

- **Onboarding and Orientation:** Contractors and subcontractors undergo safety prequalification and risk assessment prior to engagement, including evaluation of safety records, compliance history, certifications, competencies, and risk controls. Upon onboarding, workers are required to complete OHS orientation, induction, and task-specific safety training before and during work execution.
- **Training, Information, Education, and Communication (IEC):** Regular and updated training for workers on OHS topics and distribution of relevant materials to reinforce safety knowledge, awareness, and preparedness.
- **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 internal and external audits.
- **Provision of PPE:** Appropriate Personal Protective Equipment is provided as necessary to ensure worker protection.

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- **Workplace Health Initiatives:** Programs supporting employee well-being, including waste management, hygiene and sanitation, drug-free workplace policies, physical health and wellness, mental health support, heat stress management and occupational 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 workers' psychophysical capabilities to ensure they can perform duties safely and effectively. Periodic reviews on contractor safety objectives, targets, and performance indicators drive continual improvement across the organization.

Our OHS target is zero fatalities across our business operations, including construction sites. We aim to keep the TDIR below 0.10. 100% of our contractors, service providers, and personnel must complete OHS onboarding, orientation, and required training.

OHS Certifications

This 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). 100% of MDC and APMC operations are covered by ISO 45001-certified Occupational Health and Safety Management Systems. This internationally recognized certification affirms ALI's adherence to global best practices in OHS management systems and supports the effective management of workplace risks and the protection of workers, tenants, and contractors across Ayala Land's owned and/or managed properties and operations. Contractor activities and management include work planning, permit-to-work controls, supervision, hazard management, incident reporting, and emergency preparedness.

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