

## **San Miguel Corporation Health and Safety Policy**

At San Miguel Corporation, the health and safety of our employees, contractors, visitors, and the protection of our workplace and company assets are of paramount importance. We are committed to providing a safe and healthy working environment conducive to greater productivity and the attainment of our goals.

We ensure the health and safety of everyone in our workplace by:

- Complying with all applicable laws, including Occupational Safety and Health regulations prescribed by government;
- Implementing well-established procedural and performance standards in operations, reinforced by periodic audits;
- Maintaining security measures, including access controls, surveillance and crisis management protocols to protect against security threats;
- Establishing protocols to facilitate reporting of health and safety incidents and hazards to enable corrective actions to be taken;
- Identifying and managing risks associated with our operations and continuously seeking to eliminate or mitigate potential hazards or vulnerabilities;
- Developing and maintaining emergency response plans to address various risk scenarios;
- Providing comprehensive healthcare services and wellness programs for employees and their dependents; and
- Allocating the necessary resources, including finances, manpower and equipment, to support and strengthen these initiatives.

We encourage the active participation of all employees by conducting awareness building and training exercises and promoting a culture where health and safety are a top priority and shared responsibility for everyone.