



MARCVENTURES HOLDINGS, INC.

Policy and Data Relating to Health, Safety and Welfare of Employees, including Company Sponsored Trainings

I. Purpose

The purpose of this Policy is to provide for the basic policies of Marcventures Holdings, Inc. (MHI) and its subsidiaries (collectively, the “Company”) governing the rules and regulations of the Company, as well as the duties and obligations of all Company personnel to ensure a safe and healthy working environment for its employees, the neighboring communities it serves, and the general public.

II. Policy Statement

MHI remains steadfast on its commitment to the safety, health and well-being of all people involved in our business. We provide and maintain safe and healthy working conditions, promote safety training, follow standard operating procedures, and apply technically proven and economically feasible environmental protection measures that safeguard the lives and health of all our employees and adjoining communities.

We highly encourage leadership at all levels by supporting our frontline supervisors and involving our employees and contractors in identifying the most important safety behaviors in their functions. As part of our unrelenting efforts to improve our safety performance, standards, and practices, we conduct regular safety audits across our operations.

III. Scope

This Policy shall guide and govern all business conducts and operations of Marcventures Holdings, Inc. (MHI) and its subsidiaries (collectively, “Company”), when applicable, and shall apply to all Directors, Officers, Employees, contractors, suppliers, vendors, buyers, consultants, of MHI and the Company.

IV. Guiding Principles and Policies

Safety and Health

Employees and visitors strictly adhere to the policies discussed in the MMDC Mine Safety and Health Rules and Regulations which are in compliance with government regulations and operational requirements. Pursuant to Department of Environment and Natural Resources (DENR) Administrative Order (DAO) No. 2000-98 (Mine Safety and Health Standards), the manual clearly discusses safety measures which include, among others, waste disposal, clearance procedures, traffic rules, wearing of personal protective equipment and general guidelines for



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mining operations, mechanical shop operations, assay laboratory and sample preparation, warehouse operation, and construction and carpentry.

MMDC is compliant with the International Organization for Standardization (ISO) OHSAS 18001:2007 as mandated to all establishments pursuant to **Republic Act No. 11058** otherwise known as "An Act Strengthening Compliance with Occupational Safety and Health Standards and Providing Penalties for Violations Thereof."

The OHSAS 1800:2007 is an international standard which provides a framework to identify, control and decrease the risks associated with health and safety within the workplace. Implementing the standard will send a clear signal to our stakeholders that we view employee's health and safety as a priority within our organization.

Safe and Responsible Work Culture

Building a safe, responsible work culture requires the mastery of safety procedures. It is important that such concepts are top of mind, and almost second nature to all employees at the mine site.

Briefings on Basic Occupational Safety and Health and Basic First Aid and Life Support are given every year to constantly remind everybody of the risk of unsafe work habits. Emergency fire and earthquake drills are conducted quarterly.

Toolbox trainings are regularly organized to further enhance basic and informal discussion among employees that focuses on particular issues like safety on the road, common accidents, hazardous materials and other relevant topics.

Training and Development

In the increasingly competitive market for skills, MHI actively evaluates and implements various programs aimed at enhancing skills, knowledge, and awareness. An effective business operation is anchored on individuals who are committed to drive value for the organization.

For 2019, the Human Resources (HR) Team organized its yearly Corporate Governance Seminar for the Company's Board of Directors and key officers. The 2019 seminar covered discussions on Labor Laws, Succession Planning, Strengthening Internal Control and New Corporation Code.

The Technical Group also spearheaded a Surpac Training for the Geologists at the mine site. Surpac is a geology and mine planning software that uses 3D graphics and workflow automation.

Meanwhile, our HR Team continue to exploring avenues that can intensify its training activities to support the development of its personnel and that of the organization.

Corona Virus Disease - 2019 (Covid 19) Safety Protocols

With the current health crisis, MMDC implemented a detailed Guidelines in Preventing the Spread of Covid-19, as early as March 2020. The protocols were specifically targeted to comply with the government directives aimed at controlling and preventing the spread of the Covid-19 virus.

The Manual discussed step by step processes and prevention protocols like enhanced health procedures such as regular temperature check for employees; guidelines for contractors and visitors in entering and leaving the premises; strict cleanliness and sanitation and disinfection practices including mandatory hand-washing, social distancing and alcohol disinfection and the use of Personal Protective Equipment for employees, contractors, and visitors; guidelines in loading and receiving cargo; camp occupational hygiene practice; guidelines for the transport of employees to and from work; interacting with contractors and visitors; port and stockyard management; routine medical check-up and monitoring inside the post; and other control measures, among others.

MMDC strictly complied and continuously updates its internal protocols to align all the policies, issuances, rules and regulations on the prevention on the spread of Covid-19 promulgated by, among others, the DENR and its Mines and Geosciences Bureau (MGB), and the Department of (DOH) and its Bureau of Quarantine.

Good Business Practice

The response of MMDC to the enhanced community quarantine was among the business cases featured in ECOP's "Series on Good Business Practices."

Entitled "Best Practices of Marcventures Mining and Development Corporation," through the series, the Employers Confederation of the Philippines (ECOP) aims to strengthen the business community by promoting models of corporate programs during the crisis. It aspires to encourage companies to emulate policies and to look after the welfare of employees during the quarantine. Being an export-oriented business MMDC was allowed to operate during the enhanced quarantine period.

The complete report can be viewed in ECOP's official site.

<https://ecop.org.ph/best-practices-of%E2%80%8B-marcventures-mining-and-development>

References:

- MMDC Mine Safety and Health Rules and Regulations
- MMDC Occupational Safety and Health Program for CY - 2020
- MMDC Guidelines in Preventing the Spread of Covid-19



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- ECOP: Best Practices of Marcventures Mining and Development Corporation (<https://ecop.org.ph/best-practices-of%E2%80%8B-marventures-mining-and-development>)
- MHI 2019 Sustainability Report
- MHI 2019 Annual Report 2019