



CORPORATE SOCIAL RESPONSIBILITY POLICY

Our Corporate Social Responsibility (CSR) Company Policy refers to our responsibility towards the environment and ultimately that of the Tribal Community. The existence of the Company is part of a bigger system of people, values, other organizations, and nature. The social responsibility of a business is to give back to the world just as it gives to us.

Scope:

This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

Policy Elements:

We want to be a responsible business that meets the highest standards of ethics and professionalism. Our company's social responsibility falls under two categories: **compliance** and **proactiveness**.

Compliance refers to our company's commitment to legality and willingness to observe community values.

Proactiveness is every initiative to promote human rights, help communities, and protect our natural environment.

Compliance

Re: Legality

Our company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business ethics



We'll always conduct business with integrity and respect to human rights.

We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Protecting the environment

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing waste and complying with the rules and regulations of the Department of Environment and Natural Resources.

Stewardship will also play an important role.

Protecting people

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.
- Human rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in any way (e.g. forced labor). We shall make sure that the Commission of Human Rights shall be a medium wherein we can plan ahead for the protection of our tribal brethren's rights and needs.

The rights of indigenous peoples must be protected and respected.

We concretely adhere to the principle that the Palaw'an Indigenous peoples make significant contributions to the Philippines' cultural, intellectual and economic wealth. Across the province of Palawan, they are sharing essential knowledge and skills in conservation and the sustainable use of land, forests and natural resources – key to achieving the Sustainable Development Goals.



With this, we shall respect and promote the inherent rights of indigenous peoples which are derived from their political, economic, and social structures and from their cultures, spiritual traditions, histories and philosophies, especially their personal and economic rights.

We shall maintain the partnership with the Tribal Community by respecting any contracts, negotiations, and agreements with the same. Consent shall always be freely given and force would never be used in any feat between the Tribal Community or any member, for that matter.

We shall make sure to promote indigenous peoples' opportunities, develop, and meet their full potential as human beings and as citizens. We shall make sure that the National Commission of Indigenous Peoples shall be coordinated when it comes to the alleviation of economic standing of our tribal brethren.

As a committed and caring partner, we shall make sure that the Tribal Community, when they freely lease their lands to us, shall have a portion of their land accessible for them to accommodate their present and future needs. We shall create a process wherein the Lessor shall be apprised of the same and consent be given in its absolute sense.

We want to see more progress and would urge all partners to better prioritize the lives and livelihoods of indigenous peoples in policy planning and to offer more opportunities for their participation in policy planning and implementation of several aspects of the Company. We would urge all government units to gather, analyze, and disseminate accurate and disaggregated data on indigenous groups for sound policy formulation.

At the end of the day, we would always be a forerunner to protect and love the Palaw'an Tribal Community and this would never change.

Proactiveness

Our company may preserve a budget to make monetary donations. These donations will aim to:

- Advance the arts, education and community events
- Alleviate those in need



Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Preserving the environment

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Organizing reforestation excursions
- Using environmentally-friendly technologies
- Supporting the community

Learning

We will actively invest in Research and Development. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

Our company is committed to the *United Nations Global Compact*. We'll readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.

This Policy shall be implemented without any question.