

BALAI NI FRUITAS, INC.

POLICY AND DATA RELATION TO HEALTH, SAFETY, AND WELFARE OF EMPLOYEES INCLUDING COMPANY SPONSORED TRAININGS

1. PURPOSE OF THIS POLICY

Balai ni Frutas, Inc. (“**BNFI**”) and adopt this Policy Relating to Health, Safety, and Welfare of Employees (“**Policy**”) to ensure a safe and healthy workplace for **BNFI** employees, and to promote their development and welfare. **BNFI** acknowledges that its employees are among its greatest resource, and is thus fully committed to uplifting the lives of each of its employees. The adoption of this Policy is yet another step towards achieving this goal.

2. COMPLIANCE WITH LAWS AND REGULATIONS ON SAFETY, HEALTH, AND WELFARE

BNFI is committed to providing a safe and healthy workplace, preventing work-related injuries and illnesses, and minimizing if not preventing adverse environmental impact and continually improving its occupational safety and health performance in accordance with all applicable laws and regulations, and the development and protection of rights in the workplace, particularly the requirements of Republic Act No. 11058 and the Department of Labor and Employment (“**DOLE**”) Department Order No. 198-18, the provisions of the **DOLE** Occupational Safety and Health Standards (“**OSHS**”), and other pertinent **DOLE** Regulations (collectively, the “**OSHS Regulations**”), including the reportorial requirements prescribed by or in connection with the foregoing.

BNFI shall promulgate its updated uniform Program on Employee Safety, Health, and Welfare, and regularly update and review its occupational health and safety programs and protocols to ensure that they are, at all times, compliant with the health and safety standards as required by law, and in keeping with the best practices in the industry. In order to achieve this, the **BNFI** may organize health and safety committees and working groups to continually assess the **BNFI** compliance with **OSHS** Regulations.

3. EQUAL OPPORTUNITY AND NON-DISCRIMINATION

BNFI Group is an equal opportunity employer that values integrity, merit, and competence in its employees. BNFI will not tolerate discrimination, whether within or without the company.

A cornerstone of the BNFI's employment and retention policies is that candidates are evaluated and hired or promoted on the basis of their ability, achievements, experience, and performance. Accordingly, the company will provide equal opportunity for all in recruitment, career development, promotion, and compensation without regard to race, color, religion, gender, nationality, or geographical origin or roots, ancestry, age, disability, medical condition, pregnancy, gender expression, gender identity, sexual orientation, or any other characteristic protected by law.

4. ANTI-HARASSMENT

To provide an environment that is conducive to productivity and personal growth, the company prohibits workplace harassment of any kind, whether the perpetrator or the victim is a co-worker, supervisor, agent, customer, guest, or supplier. The company also prohibits and condemns any form of direct or indirect retaliation against anyone who has made a complaint or reported an issue or incident, whether relating to harassment occurring within the workplace or outside.

5. NO MODERN SLAVERY

BNFI will not engage in the exploitation or illegal hiring of undocumented or underage workers. The company is committed to ensuring that its global supply chain adheres to this commitment. No forced, bonded, or involuntary labor will ever be used at any of the company facilities or operations.

6. ACCESS TO HEALTH AND WELLNESS FACILITIES

BNFI shall provide employees with access to occupational health personnel, and adequate medical supplies, equipment, and facilities as are appropriate. The company shall also implement other systems to promote the health of its employees, which may include, but are not limited to: BNFI facilities, providing sanitary facilities (*e.g.*, canteens and restrooms), and implementing an accident reporting system.

7. OCCUPATIONAL SAFETY AND HEALTH TRAINING

BNFI shall provide employees with adequate training on occupational safety and health. The company believes that safety in the workplace is the responsibility of all. As such, employees are instructed to perform their duties in a manner which ensures a safe environment for all stakeholders,

and to take all reasonable steps to prevent accidents or any acts that cause, or would tend to cause, harm to oneself or to others. Employees are encouraged to participate in developing, implementing, and enforcing health and safety policies and procedures.

8. EMPLOYEE DEVELOPMENT

BNFI supports the professional and personal development of its employees. While the employees are encouraged to take responsibility for their own advancement, the company is committed to providing opportunities for learning and continuous training to promote the professional growth of its employees.

Signed:

Leonor S. Reyes
Human Resources Department