



POLICY ON HEALTH, SAFETY AND WELFARE OF EMPLOYEES

HEALTH

The Company believes that a key factor to employee's productivity is one's health. It ensures that employees are in a good state of health and can competently perform the physical demands of his job.

In line with this, the Company is committed to maintain a safety and security program for its employees, with continuous evolvement to suit the needs of the employees and to keep up with modern innovations to safety and security. All employees will be enrolled in a Health Maintenance Organization (HMO) to cover in-patient and out-patient care so employees are able to be proactive in addressing any medical concerns they may have. An annual medical check-up of all employees, and an annual executive check-up for executives and key officers, will be implemented every year.

In-house physicians shall be retained to provide medical consultations at the workplace and to respond to medical emergencies in the office.

SAFETY

The workplace is equipped with a smoke detection alarm system, which raises an alarm on the floor concerned and the floors directly above and below it. Each floor has its own fire exit, a stairway leading to the ground floor. Fire and earthquake drills are conducted periodically mostly in coordination with the city and regular updates on appropriate incidents relating to employees' safety are provided such as reminders on distancing protocols, conduct of preventive maintenance work, etc.

EMPLOYEE WELL-BEING

The Company believes that its success depends on how engaged and productive its employees are. In this regard, the Company shall continue to invest in quality, holistic, employee focused and fun-filled programs and activities for the development and well-being of its employees. It shall offer them opportunities for interaction, bonding, sharing of views, creative thinking, and learning.

LEARNING AND DEVELOPMENT

The Company believes in the symbiotic relationship between employee development and organizational performance and is thus committed to the personal and professional development of its employees. It will provide support for their learning and development by institutionalizing training programs such as Orientation Programs, Institutionalized Programs, Career Development Programs, Management Development Programs, Leadership Programs, and others as will promote this objective.

HEALTH, SAFETY AND WELFARE COMPLIANCE:

The Company conforms to the regulatory and statutory requirements of the government, i.e., SSS, PHILHEALTH, HDMF, DOLE and its Bureau of Working Conditions.

- SIGNATURE PAGE FOLLOWS -

MREIT, Inc.

By:



Francisco C. Canuto
Chairman of the Board



Kevin Andrew L. Tan
President and CEO