

AXA PHILIPPINES WELLBEING AND HEALTH & SAFETY PROGRAM

AXA Group Employee Wellbeing and Health & Safety

AXA Philippines and its subsidiary adhere to the AXA Group Health and Safety Policy which may be found in:

<https://www.axa.com/en/about-us/employee-wellbeing> and https://www-axa-com.cdn.axa-contento-118412.eu/www-axa-com%2F44c39914-b1ba-4000-8491-8873b17e5447_axa_group_health_and_safety_policy_2014.pdf

AXA Philippines Health & Safety Guidelines

AXA is committed to provide a safe and healthful working environment for all its stakeholders, primarily the employees, customers, suppliers and other partners. The AXA Health & Safety Guidelines (Guidelines) shall help stakeholders to execute shared responsibilities to ensure a safe and healthful working environment. ***The Guidelines shall be applicable to AXA Philippines and its subsidiary/ies.***

AXA is committed to comply with all legal and regulatory mandates related to the health and safety of its stakeholders. These Guidelines integrate and implement the pertinent provisions of the Occupational Safety and Health Standards, as amended, issued by the Department of Labor and Employment (DOLE), applicable laws pertaining to occupational health and safety, requirements of regulatory bodies and AXA policies intended to enhance its stakeholders' health and workplace safety.

The **Health and Safety Committee (HSC)**, composed of the Safety Officer and employees of different ranks and positions, plays a very important role in eliminating work hazards. The HSC meets at least once a month to discuss the health and safety of AXA's employees, customers, and other stakeholders. The HSC has the following responsibilities:

1. General

- a. Plans and develops accident prevention programs for the establishment.
- b. Directs the accident prevention efforts of the establishment in accordance with the safety programs safety performance and government regulations in order to prevent accidents from occurring in the workplace.
- c. Conducts safety meetings at least once a month.
- d. Reviews reports of inspection, accident investigations and implementation of program.
- e. Submits reports to the Executive Committee on its meetings and activities.
- f. Provides necessary assistance to government inspecting authorities in the proper conduct of their activities such as the enforcement of the provisions of this Standards.
- g. Initiates and supervises safety training for employees.
- h. Develops and maintains a disaster contingency plan and organizes such emergency service units as may be necessary to handle disaster situations pursuant to the emergency preparedness manual for establishments of the Office of Civil Defense.

2. Reporting Responsibilities

The HSC shall keep accurate records of all matters that come before it. The HSC shall maintain copies of its minutes and first aid or medical records of employees in accordance with the data retention policy of AXA Philippines.

3. Other Responsibilities

- a. Identify situations that may be unhealthy or unsafe for workers and advise on effective systems for responding to those situations.
- b. Consider and expeditiously deal with complaints relating to the occupational health and safety of workers.
- c. Consult with employees and the entity/ies on issues related to occupational health and safety.

- d. Make recommendations to the entity/ies and the employees for the improvement of the occupational health and safety of workers and compliance with the applicable laws, rules, and regulations, and monitor their effectiveness.
- e. Make recommendations to the entity/ies on educational programs promoting the health and safety of employees and monitor their effectiveness.
- f. Advise the entity/ies on programs and policies required under applicable laws, rules, and regulations.
- g. Advise the entity/ies on proposed changes to the workplace or the work processes that may affect the health or safety of workers.
- h. Ensure that incident investigations and regular inspections are carried out as required by applicable laws, rules and regulations
- i. Participate in inspections, investigations, and inquiries of government entities as provided under applicable laws, rules and regulations;
- j. Carry out any other duties and functions prescribed by applicable laws, rules, and regulations.

Specific Health & Safety Activities

1. Health Care Benefit Package. AXA Philippines and its subsidiary provide a healthcare benefit package for all its employees and their qualified dependents.
2. To promote health, safety and wellness to its employees, the AXA Philippines conducted the following activities in 2017 available to both its employees and the employees of its subsidiary:

Activity	Date	Participants
Preventing Infectious Diseases Seminar	December 23, 2017	23
Physical/Fitness Classes/Sessions (July-September 2017)		
Biggest Loser	3 rd Quarter 2017	66
Fitness Classes Sessions	July-September 2017	230
Milo Run (1 session)		50
Spinning Classes (4 sessions)		100
Physical activities (4 sessions)		80
Sports Tournaments		
Badminton	August 12, 2017	40
Basketball	August 19 & 26, 2017	90
Others		
Office Work Out	June 6, 2017	30