

HEALTH, SAFETY AND WELFARE OF EMPLOYEES POLICY

POLICY STATEMENT

Lepanto Consolidated Mining Company recognizes its employees as its greatest asset. Lepanto integrates safety, health and environmental concerns in all phases of its operations. To continually improve safety, health and environment performance, the company is committed to:

- comply with relevant local statutes, regulations, and industry initiatives;
- monitor compliance with all safety and environment standards and report safety and environment-related statistics/performance to the Board of Directors;
- promote sustainable use and responsible development of resources by adopting appropriate technologies;
- minimize, reuse or recycle, treat, and dispose properly all wastes;
- promote safety, health and environmental awareness and interaction among its employees, suppliers, contractors, host communities and other interest groups;
- continually provide appropriate training and ensure competence among the company's personnel for safe operations;
- Recognize employees for outstanding safety performance.

COVERAGE

This policy applies to all officers and employees of the Company and its subsidiaries including contractual employees, probationary employees, on-the-job trainees and consultants. It is the responsibility of all employees to follow the policies and procedures described herein. The Human Resource & Administration Department is responsible for ensuring that all employees understand and accept this policy *and, with respect to the Lepanto Mine Division (LMD) employees, the specific procedures for safe mining operations, and that they are implemented fairly and consistently.

GUIDELINES

1. Employees are expected to strictly comply with the Company's health and safety procedures which are intended to prevent injuries to themselves and their co-workers, and prevent damages to company properties.

2. For hygienic purposes, employees are expected to keep their workstations clean and orderly at all times. A pantry is provided in each office for staff meals.

3. Employees must take reasonable care of their own health and safety and that of others.

4. Medical benefits shall be provided to all regular employees, including the following:
 - a. Health card enrollment and free medical and dental services from an HMO for Makati-based employees and qualified dependents, subject to such limits as may be set from time-to-time;
 - b. Free hospitalization at the Lepanto Hospital for LMD-based employees and their dependents, subject to such limits as may be set from time-to-time.

5. Employees must comply with any direction or training provided by the Company for health and safety, including, but not limited to, fire drills and earthquake drills.

6. Employees should not misuse or tamper with anything provided for health and safety such as fire extinguishers, emergency signs, medical equipment and supplies, etc.

7. Employees must report all accidents and health, safety or security-related incidents which occur within the workplace immediately to their immediate supervisor and/or the Human Resources & Administration Department, no matter how trivial it may appear.

8. Employees must report all known, observed or perceived hazards to their immediate supervisor and/or the Human Resources & Administration Department in order to prevent accidents or mishaps.


9. Lepanto Mine Division employees must comply with all procedures for safe mining operations, insofar as applicable, relating to:
 - a) Safety Inspection / Audit
 - b) Personal Protective Equipment Management
 - c) Safety Meetings
 - d) Rules And Work Permits
 - e) Emergency Preparedness Plan
 - f) Emergency Response
 - g) Rehabilitation of Emergencies
 - h) Control And Issuance of Personal Protective Equipment
 - i) Communicating Accidents / Incidents
 - j) Outside Help, Search and Rescue Operations
 - k) Safety Training Program
 - l) Administering First Aid
 - m) Hazard Identification, Risk Assessment and Risk Control
 - n) Monthly General Accident Report
 - o) Annual Safety and Health Program

EFFECTIVITY

This policy supersedes any and previous policy directives concerning Health, Safety and Welfare of Employees Policy and is effective upon its approval by the Board of Directors.

Adopted and approved on November 17, 2014.

Attest:


ETHELWOLDO E. FERNANDEZ
Corporate Secretary