

## **HEALTH, SAFETY AND WELFARE OF EMPLOYEES POLICY**

### POLICY STATEMENT

Zeus Holdings, Inc. ("ZHI") 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.

### COVERAGE

This policy applies to all officers and employees of the Company 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.

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

4. 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, and safety protocols relating to COVID-19 and other threats to health.

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

6. 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.

7. Employees must report all known, observed or perceived hazards to their immediate supervisor in order to prevent accidents or mishaps.

Attest:

  
**ODETTE A. JAVIER**  
Corporate Secretary