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Effectivity November 25, 2016

SECTION : PRESIDENT AND CHIEF EXECUTIVE OFFICER

TITLE : ENVIRONMENT, HEALTH AND SAFETY POLICY

Environment, Health and Safety Policy

Roxas Holdings Inc. (RHI) commits to fully comply with all legal and regulatory mandates related to the protection of the environment as well as the health, safety and the general welfare of its officers, employees, contractors, customers, guests and the communities where it operates.

RHI upholds the relevant practices and activities that are aligned with these commitments, and subscribes to the continued improvement and preservation of resources for the attainment of environmental sustainability.

To achieve its commitments, RHI has developed a policy revolving around five (5) core principles that demonstrates and emphasizes its responsibilities towards the preservation and improvement of the environment, occupational health, and safety that affect and influence its daily operations.

These five core principles are:

COMMITMENT

- RHI will integrate environmental, health and safety policy, programs and practices into each of its business processes as essential elements of management.
- RHI shall promote the involvement of all its employees across the organization by clearly defining their roles and responsibilities and providing them the necessary training and support.
- RHI will actively encourage its suppliers, contractors, and service providers to operate in a manner that is friendly to the environment and one that protects the health and safety of the people and communities where it operates.



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COMPLIANCE

- RHI shall conduct its businesses with integrity and dedication particularly in the observance of environmental, health and safety laws and regulations and shall strive for leadership and excellence through the adoption and implementation of various environmental, health and safety programs.

MINIMIZING IMPACT, MAXIMIZING OPPORTUNITY

- RHI will design and operate its facilities efficiently in order to achieve the following environment, health and safety goals:
 - minimal work related accidents and injuries
 - responsible and efficient use of energy, water, and packaging materials,
 - elimination of adverse environmental accidents or incidents and minimization of waste generation, and
 - safe and responsible disposal of residual wastes.
- RHI will continually monitor and improve its policies, programs, performance goals and objectives related to the environment, health and safety, taking into account technological advancements, consumer needs, and community expectations.

ACCOUNTABILITY

- RHI takes full responsibility of its activities, products, and services that will affect or influence the environment, its customers, guests, officers, employees, contractors, and communities where it operates.
- RHI will manage its business operations in a manner that will protect its assets, customers, officers, employees, contractors, and the general public consistent with applicable laws.



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CORPORATE CITIZENSHIP

- RHI shall build relationships and cooperate with the community and other stakeholders to demonstrate its commitment to the protection of the environment, health, and safety.
- RHI will encourage and promote openness and transparency. It shall anticipate and appropriately respond to the concerns of its stakeholders on the impact of its operations, products and processes to the environment, health, and safety.

A handwritten signature in black ink, appearing to read 'Hubert D. Tubio', is positioned above the printed name.

HUBERT D. TUBIO
President and CEO
ROXAS HOLDINGS INC.



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Reviewed by:	Recommending Approval:	Approved by:	Date Approved:
 VP – QA, Safety, EMS, IE	 Policy Committee	 President & CEO	