

	DOCUMENT TYPE: POLICIES	DOCUMENT CODE:
SUBJECT: HEALTH, SAFETY, ENVIRONMENT	ORIGINATING UNIT (DEPARTMENT / DIVISION): INTERNAL AUDIT EFFECTIVE DATE: IMMEDIATELY	

PH RESORTS GROUP HOLDINGS, INC. is committed to creating superior value for its investors, customers, partners, host governments, local communities and its Employees. It strives to follow sound environmental practices and protect the health and safety of its Employees, other stakeholders, and the public while maintaining and improving its profitability. The implementation of effective safety and environmental protection programs is a function of the Management of PH RESORTS GROUP, which endeavors:

- a. To make environmental protection, health, fire and safety considerations an integral part of all business planning and of equal importance with other key operational, business and strategic objectives;
- b. To comply with all applicable health, environment and safety laws and regulations;
- c. To conduct business according to recognized standards of the industries where the Companies under the PH RESORTS GROUP belongs, including those related to the environment, occupational health, personnel and product safety, and fire protection;
- d. To design, build, operate and maintain a safe working environment;
- e. To manufacture, develop, sell, and market products which are safe and effective for their intended use when handled and used according to recommended guidelines and procedures;
- f. To educate all Employees on an ongoing basis with respect to environmental and safety hazards, programs, rules, and practices, and to foster employee involvement in improving environmental and safety performance; and
- g. To hold each Employee responsible and accountable for his/her environmental, health, and safety-related performance, as well as for that of the personnel and facilities under his/her responsibility or supervision.

This policy shall take effect immediately and shall supersede all existing policies inconsistent with the intention and mandate herein stated.ⁱ

ⁱ This policy is a proposed policy subject to Board approval.