

*Note: The following information is lifted from **Section V, Annex A of the 2022 Rockwell Land Corporation Sustainability Report**.*

## V. SOCIAL

### A. Employee Management

#### Management Approach:

Rockwell's compensation program is designed to improve employee productivity, motivation and engagement. The Company has also established policies and procedures for the administration of these benefits. Regular surveys and reviews of current practices are conducted to ensure effectiveness of the said programs.

#### Employee Hiring and Benefits

##### Employee data

Disclosure	Quantity
Total number of employees	992
Number of female employees	492
Number of male employees	500
Attrition rate	22%
Ratio of lowest paid employee against minimum wage	N/A

##### Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	10%	8%
PhilHealth	Y	6%	2%
Pag-IBIG	Y	4%	6%
Parental leaves	Y	4%	4%
Vacation leaves	Y	97%	81%
Sick leaves	Y	78%	56%
Medical benefits (aside from PhilHealth)	Y	57%	32%
Housing assistance (aside from Pag-IBIG)	N	0%	0%
Retirement fund (aside from SSS)	Y	0%	0%
Further education support	N	0%	0%
Company stock options	N	0%	0%

Telecommuting	Y	76%	43%
Flexible-working hours	N	0%	0%

### Employee Training and Development

#### Management Approach:

The Company provides employees with training and development programs to boost productivity and efficiency. On average, each employee has received around 19 hours of training during the year.

Disclosure Value (in hrs)	2021	2022
Total training hours provided to employees	9,655	18,853
Female employees	5,489	9,485
Male employees	4,166	9,368
Average training hours provided to employees	11 per employee	19 per employee
Female employees	11 per employee	19 per employee
Male employees	10 per employee	19 per employee

### Labor-Management Relations

#### Management Approach:

The Company respects the rights of employees to form associations. Nevertheless, there are no unions within the ranks of Rockwell and its subsidiaries, and no collective bargaining agreements have been executed between the Company and its employees.

Disclosure	Quantity
% of employees covered with Collective Bargaining Agreements	0%
Number of consultations conducted with employees concerning employee-related policies	0

## Diversity and Equal Opportunity

### Management Approach:

Rockwell recognizes the talents of its employees, regardless of race, gender, and social status. In order to address risks on discrimination and harassment, the Company strictly implements its Code of Discipline and Whistleblower Policy. Lastly, Rockwell adheres to its parent company's policies on Gender Equality and Diversity.

<b>Disclosure</b>	<b>2022</b>
% of female workers in the workforce	50%
% of male workers in the workforce	50%
Number of employees from indigenous communities and/or vulnerable sector*	N/A

*\*Vulnerable sectors include elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, and the poor or the base of the pyramid (BOP; Class D and E).*

## [\*\*B. Workplace Conditions, Labor Standards, and Human Rights\*\*](#)

### Management Approach:

In order to protect and preserve the employees' health and well-being, the Company has an Occupational Safety and Health (OSH) Management System that is aligned with the Philippine Environmental Impact System. This also safeguards employees against practices that are contrary to Department of Labor and Employment and Department of Health regulations. Major efforts under the OSH system include annual safety drills across all properties managed, and various wellness programs to promote a healthy and sound work environment.

Safety protocols were enhanced to enable safe workplace conditions in light of the COVID-19 pandemic. Constant reminders about social distancing, daily health checks, provision for personal protective equipment, swab testing of employees, medical talks with medical professionals were done to raise awareness, prevent infection, and promote shared responsibility throughout the organization.

### Occupational Health and Safety

<b>Disclosure</b>	<b>2022</b>
Safe man-hours	2,079,232 man-hours
No. of work-related injuries	0
No. of work-related fatalities	0
No. of work-related ill-health	0
No. of safety drills	0

## Labor Laws and Human Rights

### Management Approach:

Rockwell has a Code of Discipline in place with supplementary developmental programs. The Company also adheres to its parent company's policies on Human Rights, Gender Equality and Diversity, and all regulatory requirements of the Labor Code.

<b>Disclosure</b>	<b>Quantity</b>
No. of legal actions or employee grievances involving forced or child labor	0