

## **INTEGRATED QUALITY, SAFETY, HEALTH, AND ENVIRONMENTAL POLICY (IMS POLICY)**

TeaM Energy Corporation (TEC) operates and maintains Pagbilao Power Station (PPS) located in Pagbilao, Quezon, which comprises of the following coal-fired thermal power generating units:

- Pagbilao Units 1 & 2, owned by TeaM Energy Corporation
- Pagbilao Unit 3 owned by Pagbilao Energy Corporation

True to our vision of being a world-class organization and the leading power company in the nation, we implement an Integrated Management System (IMS) to achieve sustained profitability and maintain operational excellence while significantly contributing to the society and nurturing an InSPIRED Team. This is fulfilled through partnerships with our relevant interested parties and integration of quality, safety, health, and environmental protection in all aspects of our business processes.

We are committed to:

### **FULFILLING CUSTOMER REQUIREMENTS AND COMPLIANCE OBLIGATIONS**

Requirements of our customers and compliance obligations with our relevant interested parties are integrated into our strategic direction and business processes. We enhance customer satisfaction and fulfill compliance obligations through proactive monitoring and evaluation of relevant information. We ensure that any identified gaps are immediately acted upon and the needed resources are given top priority.

### **PREVENTING WORK-RELATED INJURY AND ILL-HEALTH**

Our people are our most important resource. As such, we are committed to improve and provide safe and healthy working conditions to prevent work-related injury and ill-health in the workplace by proactively eliminating hazards and reducing risks.

### **PROTECTING THE ENVIRONMENT**

We implement environmentally sound management in the entire life cycle of our operations to prevent pollution, reduce waste, sustain use of resources, preserve biodiversity, and protect the ecosystems. We prioritize resource optimization, operational efficiency, best environmental practices, and environment conservation initiatives.

### **CONTINUAL IMPROVEMENT**

We continually improve the effectiveness of our IMS to prevent incidents and other undesirable effects, promote a positive culture, and enhance our quality, safety, health, and environmental performance. We maintain a continual improvement process through regular monitoring, audits, data analysis and evaluation, and management reviews.

### **TOTAL WORKERS INVOLVEMENT**

We empower our workers to take active roles in the management system by establishing feedback, participation and consultation mechanisms and promoting a culture of quality, safety, health, and environmental consciousness. We ensure that workers at all levels are competent and we implement programs to enhance their competencies so they can contribute to the effectiveness of the IMS.

### **ACCOUNTABILITY**

We hold each worker responsible and accountable for integrating quality, safety, health, and environmental considerations into their work activities. We link the IMS performance to employees' performance management program (PMP) and ensure all contractors and visitors comply with our IMS policies and procedures.

### **TRANSPARENCY AND INTEGRITY**

We uphold our relevant interested parties' "right-to-know" through proactive and responsible disclosure of our IMS policies, commitments, and performance. At all times, we perform our work and deliver results with utmost integrity.

### **MANAGEMENT COMMITMENT**

Most importantly, we are committed to business continuity and the sustainable implementation of our IMS through robust leadership and management by providing the resources needed to achieve IMS intended outcomes.



**HILARIÓN ROMAN C. MEDRANO**  
VP for Operations/Station Manager