

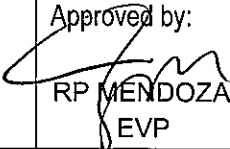

 BenguetCorp	BENGUET CORPORATION	Document No : HRA-PO08-2019
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	POLICY ON CHILD LABOR	Revision No :
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		LG FERNANDEZ President

I. PURPOSE

Republic Act No. 7610 or the "Special Protection of Children Against Abuse, Exploitation and Discrimination Act," as amended by RA No. 9231¹ declares it a policy of the State to provide special protection to children from all forms of abuse, neglect, cruelty, exploitation and discrimination, other conditions prejudicial to their development, which includes child labor in its worst forms.

In consonance with the above Act, Benguet Corporation adheres to implement such by prohibiting employment of minors or anyone less than 18 years of age. The Company shall continue to be socially responsible mining company that aims to protect minor children from child labor.

II. COVERAGE

This policy shall apply to Benguet Corporation and its subsidiaries, stakeholders, and those we do business or partner with including suppliers, vendors and service contractors.

III. DEFINITION OF TERMS

1. "Child Labor" refers to any work or economic activity performed by a child (any person under 18 years of age) that subjects him/her to any form of exploitation or is harmful to his/her health, safety or physical, mental or psychological development.
2. "Supplier" refers to any organization or individual in the supply chain of a particular product or commodity.
3. "Contractor" refers to any person or entity, including cooperative, engaged in a legitimate contracting or subcontracting arrangement in accordance with Department Order No. 18-A, providing either services, skilled workers, temporary workers, or a combination of services to a principal under the Service Agreement.

¹ AN ACT PROVIDING FOR THE ELIMINATION OF THE WORST FORMS OF CHILD LABOR AND AFFORDING STRONGER PROTECTION FOR THE WORKING CHILD, AMENDING FOR THIS PURPOSE REPUBLIC ACT NO. 7610, AS AMENDED, OTHERWISE KNOWN AS THE "SPECIAL PROTECTION OF CHILDREN AGAINST CHILD ABUSE, EXPLOITATION AND DISCRIMINATION ACT"

IV. IMPLEMENTING GUIDELINES

The Company shall strictly enforce this policy to prevent and/or eliminate child labor. Thus, we, as a Company, are committed:

1. To prohibit the hiring of minors which will be implemented company wide;
2. To ensure through Human Resources Department the communication of the "No child labor policy" to our contractors, suppliers, and other partners;
3. To ensure that every contract we enter into has the necessary provisions of said policy;
4. To ensure that no Contractor and Third-Party Service Provider is involved or has a pending case before the Department of Labor and Employment (DOLE) or any judicial tribunal on child labor;
5. To periodically audit Contractors and suppliers to ensure that they are not involved in child labor practice by randomly checking on their employee's profile; and
6. That the Company shall not patronize products or materials produced through child labor.

V. EXCEPTION

Exception to the policy is the DOLE Special Program for employment of students who are below 18 years of age.

VI. ADMINISTRATION

The Human Resource Department shall administer this policy.

VII. EFFECTIVITY

This policy will take effect immediately upon approval.

VIII. CHANGE HISTORY

Version No.	Date	Change		Author
		Policy	Particular	
01	12.1.19	POLICY ON CHILD LABOR		DAM / RSS