



BenguetCorp

BENGUET CORPORATION

POLICY ON LACTATION BREAK AND FACILITY

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President

I. PURPOSE

In accordance with the provisions of Republic Act. No. 10028, an act expanding the promotion of breastfeeding, amending for the purpose R.A. 7600, otherwise known as "An Act Providing Incentives to All Government and Private Health Institutions with Rooming-in and Breastfeeding Practices and for Other Purposes". The Company hereby adopts the following policy on Lactation Breaks and Facility.

II. COVERAGE

This policy shall apply to Benguet Corporation and its subsidiaries.

III. OBJECTIVES

Benguet Corporation recognizes the importance of breastfeeding for both the mother and the baby and hereby supports and promotes breastfeeding.

IV. IMPLEMENTATION PROGRAM

Benguet Corporation provides facilities and the support necessary to enable mothers in their employment to balance breastfeeding / breastmilk expression with their work. Provision of facilities and support includes:

1. Lactation breaks. Lactation breaks are compensable breaks. Company will allow mothers to express breast milk in the designated company lactation station during breaks or as the need arises.
2. Flexibility for breastmilk expression breaks. There is flexibility for mothers to take lactation breaks during their workday. These can be negotiated between the mother employee and the immediate supervisor.
3. Facilities. The company facilities for lactation include a clean, private area, with comfortable chair, hand washing facilities, storage area for coolers and/or a refrigerator
4. Access to breastfeeding information. Female employees are made aware of this policy. Employee who are going on maternity leave will be provided with information on how they can combine breastfeeding and work once they return to work.

Employees who are considering breastfeeding can make arrangements for the use of the breastfeeding facilities and other supports before going on maternity leave. She has to notify the HRA Department and the Clinic of her intent by filling out the form for applying for the use of lactation facilities.

V. POLICY REVIEW

This policy may be amended, modified, or supplemented from time to time to ensure effectiveness of and compliance with the guidelines.

V. CHANGE HISTORY

Version No.	Date	Change		Author
		Policy	Particular	
Original	06.05.21	Policy on Lactation Breaks & Facility		DAM / RSS

REVIEW AND POLICY UPDATE

*This policy is effective upon approval of President/OIC and will be reviewed/updated by CHQ-HR as maybe necessary. **The Company reserves the right to revise this policy as it deems fit or warranted.***