

FY 2023

Despite the waning severity of COVID infection this year such that the alert status was scaled down to level 1, PNOC still require employees to continue to adopt the following minimum health protocols for its employees who are now 100% reporting for work onsite:

1. Wearing of face masks in the office and shuttle service/vans
2. Consultation with Retainer Physician for COVID 19-like symptoms
3. Contact Tracing
4. Availment of COVID 19 Leave
5. Provision of alcohol spray stations
6. Temperature Check before entering office premises
7. Provision of Antigen Testing Kits

PNOC continuously safeguards its employees' immunity from the COVID-19 infection by encouraging them to avail of the 2nd Booster shot in coordination with the Taguig LGU.

As PNOC is catching-up with the "New Normal", its programs and activities are geared towards balancing employees' productivity and well-being.

On April 10, 2023, the PNOC Occupational Health and Safety Program was also approved by the PNOC Board, with the primary aim of safeguarding the employee's physical and mental health.

PNOC Management maintained the physical exercise activity for employees to spend one (1) hour each working day (3:00PM to 4:00PM to 5:00PM): walking around the Energy Center, participating in Zumba/Dance and using the gym facilities in order to ensure the healthy condition of the workforce and build resistance to COVID-19 infection.

To further boost the immune system of the employees, flu vaccines were likewise administered last April 28, 2023.

On August 14, 2023, PNOC facilitated the administration of Bivalent vaccine to ensure prevention against virus strains.

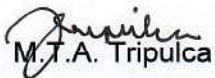
FY 2024

For the post pandemic scenario, PNOC will continue to implement the employee safety and health programs/activities to protect against sickness and health hazards:

1. Administered Flu Vaccine on May 3, 2024
2. Conducted Annual Physical Exam on November 26, 2024
3. Conducted Free Cholesterol and Uric Acid Tests on November 15, 2024
4. Conduct Wellness Programs
 - a. Zumba Class –July 23, 2024 – November 5, 2024 from 4:00 – 5:00 PM every Tuesday
 - b. Biggest Loser Challenge – June 24 – October 18, 2024
 - c. Biker's Club (Bwelo) – Launched in November 6, 2024

5. Conduct Wellness Talks
6. Provide over-the-counter medicines
7. Engage Retainer Physician (September – December 2024)
8. Ensure Cleanliness in the work environment (5S program implementation) – Quarterly 5S Audit
9. Use of Gym
10. Creation of Emergency Response Team on August 16, 2024
11. Employee engagement to sports/wellness activities:
 - a. Table Tennis
 - b. Badminton
 - c. Walking

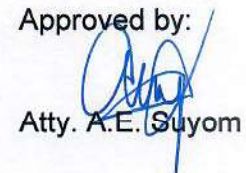
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