

2022

EMPLOYEE WELFARE



EMPLOYEE WELFARE

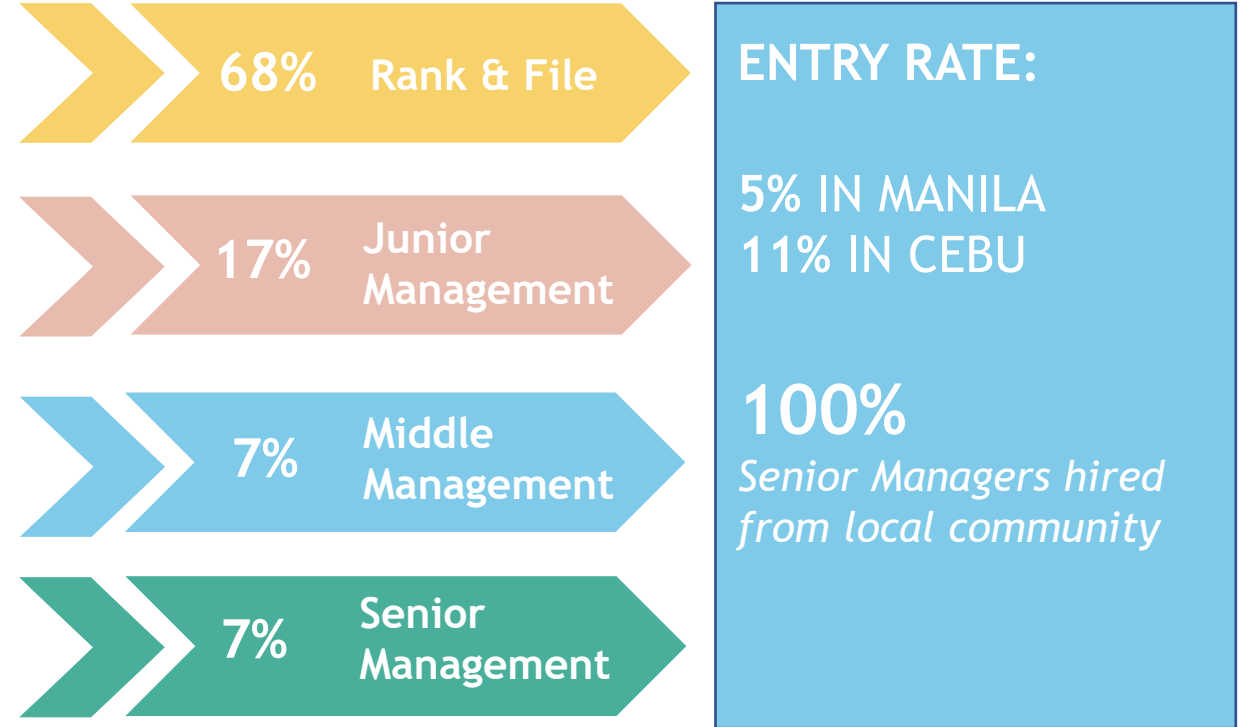


Pacific Online is steadfast in its duty to provide opportunities for gainful employment to the people of the country. The Company does not discriminate against any individual based on gender or age.

POSC has no minimum wage earners. Entry rates for are higher than the local minimum wage.

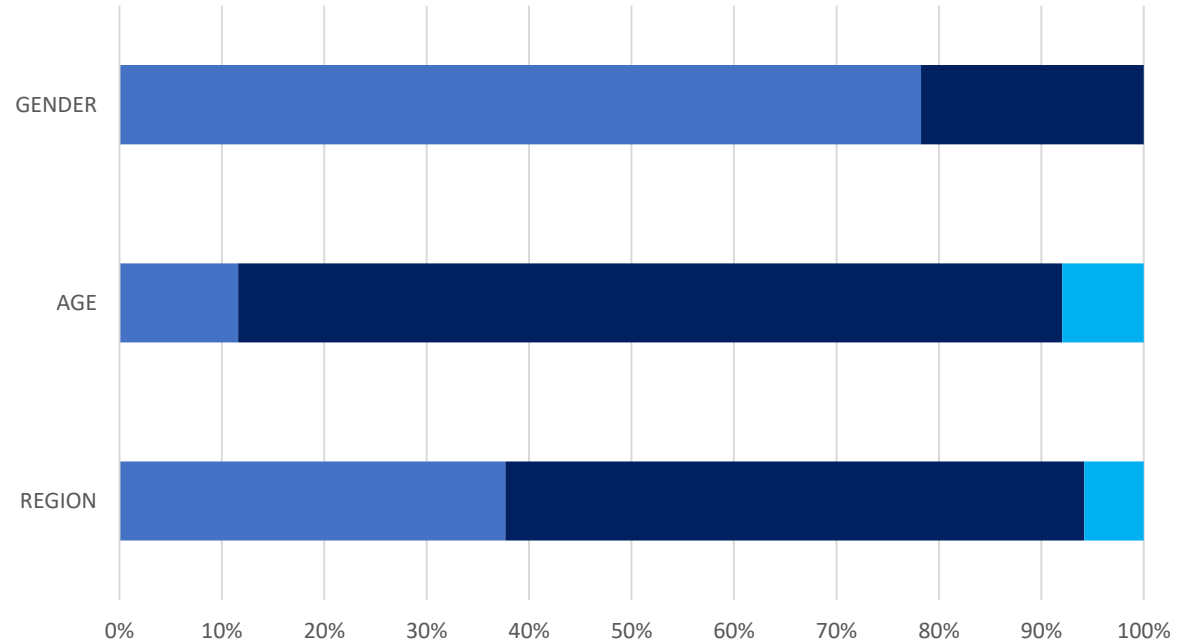
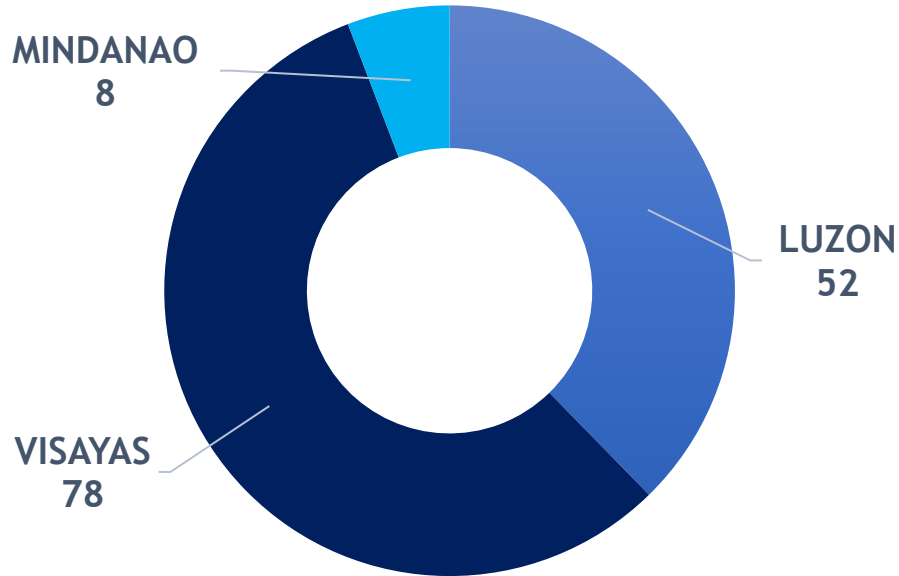


POSC employs its personnel from the local communities. All senior managers located in the Cebu office were hired from Cebu.



EMPLOYEE PROFILE

138
Employees

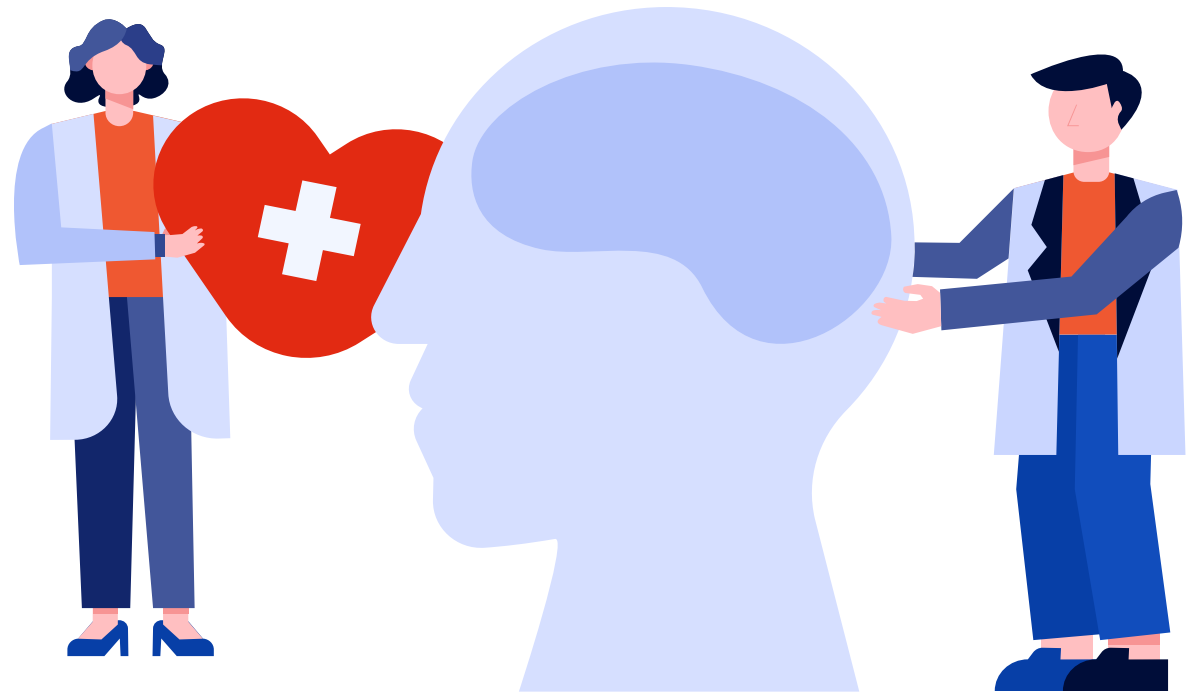


GENDER	AGE	REGION
Male - 78%	30 yrs. & below - 12%	Luzon - 37%
Female - 22%	30-50 Yrs - 80%	Visayas - 57%
	Over 50 - 8%	Mindanao - 6%

OCCUPATIONAL HEALTH & SAFETY



Pacific Online Systems Corporation is committed to provide safe, healthy and environmentally friendly areas for all its employees. It promotes fair, safe and productive work practices in all its business aspects. Pacific Online Systems Corporation will at all times comply with all regulatory requirements of the Philippines, its customers and other external parties.



2,088

Safe man-hours recorded

0

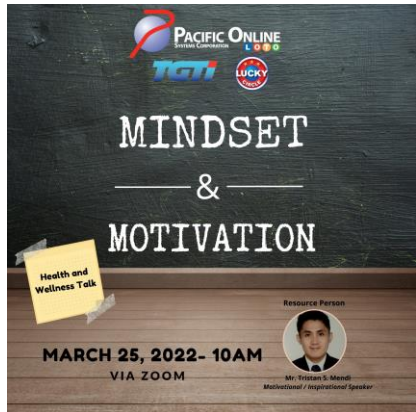
Work related injuries

BENEFITS PROVIDED TO EMPLOYEES FOR PROMOTION OF WORKER HEALTH



1. Full HMO coverage (room & board and maximum benefit limit based on rank) of all employees upon hiring. Benefit package includes preventive healthcare, out-patient care and hospitalization, emergency care, dental care, and financial assistance.
2. Life Insurance coverage upon hiring, amount of insurance is based on rank. Benefit coverage includes basic life, accidental death, dismemberment & disablement, total & permanent disability, unproved murder & assault, and accident medical reimbursement.
3. Group Accident Insurance coverage upon hiring. Benefit coverage includes accidental death, dismemberment & disablement, total & permanent disability, unproved murder & assault, accident medical reimbursement, accident burial benefit, and daily hospital income.
4. Wellness Benefit Allowance for Managers-Up while all staff below manager rank personnel were provided PPE (face masks)
5. Clothing Allowance for all employees

EMPLOYEE HEALTH & WELLNESS ACTIVITIES & ORIENTATIONS



Mindset & Motivation

This is a 1-hour session as part of the Health & Wellness Activity for the employees. The seminar tackled the meaning of mindset and motivation, enumerated the different types of mindsets that can be beneficial to a person and discussed how mindset and motivation can be the true barometers of happiness. (March 25, 2022)



Occupational First Aid Training with basic life support

This is a 2-day session on Occupational First Aid with basic life support as part of the requirement Department of Labor and Employment. The seminar tackled on first aid techniques and how to assist employees during emergency cases (March 21-22, 2022)