



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.

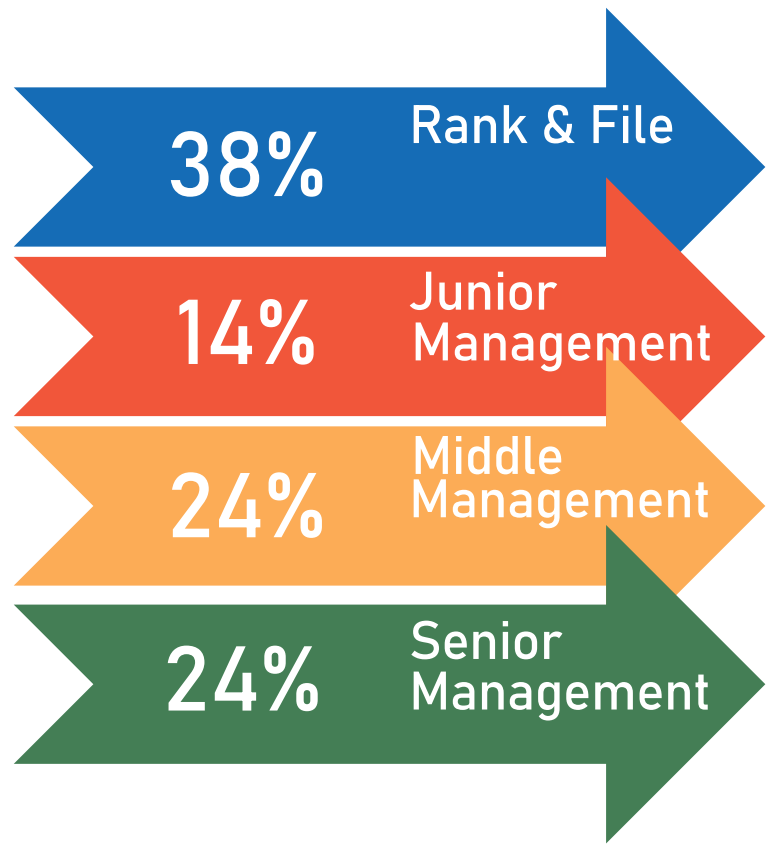
POSC employs its personnel from the local communities. All senior managers located in the Cebu office were hired from Cebu.



EMPLOYEE WELFARE

Entry Rate: Manila – 89%
Cebu – 11%

100% from local community





EMPLOYEE PROFILE

29 Employees



| GENDER |
|--------------|
| Male - 72% |
| Female - 28% |
| |

| AGE |
|-----------------------|
| 30 yrs. & below - 21% |
| 30-50 Yrs - 59% |
| Over 50 - 21% |

| REGION |
|---------------|
| Luzon - 89% |
| Visayas - 11% |
| |



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



OCCUPATIONAL HEALTH & SAFETY

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. Monthly Cash Benefit for Managers & Up (includes Wellness Benefit, Clothing Allowance, & Transportation benefit)
5. Clothing Allowance for all employees



EMPLOYEE HEALTH, WELLNESS ACTIVITIES & ORIENTATIONS

MENTAL HEALTH IN THE WORKPLACE

March 1, 2024, 10:00 AM
28th Floor Conference Room

Guest Speaker
Ms. Isabel Victoria Mapalad
Registered Psychometrist
Mental Health Advocate

The poster features an illustration of a person working at a desk with a laptop, a clock, and a potted plant. A circular inset shows a portrait of the guest speaker, Ms. Isabel Victoria Mapalad.

This is a 1-hour online Health & Wellness session for all employees. This session aimed to provide mental health awareness as well as provide knowledge on how to support employees with mental health concerns

FATIGUE MANAGEMENT

March 8, 2024, 10:00 AM
28th Floor Conference Room

Guest Lecturer
Prof. Alvin L. Jacob III
Registered Psychologist, Registered
Psychometrist, & Licensed Professional Teacher

The poster features an illustration of a person sleeping at a desk with a computer monitor, a potted plant, and a stack of books. A circular inset shows a portrait of the guest lecturer, Prof. Alvin L. Jacob III.

This is a 1-hour online Health & Wellness session for all employees. This session aimed to provide awareness about fatigue and the different coping strategies in managing stress



EMPLOYEE HEALTH, WELLNESS ACTIVITIES & ORIENTATIONS



This is a 1-hour online Health & Wellness session for all employees. This session aimed to educate the participants the nature of healthy diet.



This is a 1-hour online Health & wellness session for all employees. This session aims to provide awareness about Cardiovascular Disease and how lifestyle change can help avoid it.