

Petron Corporation and its Subsidiaries

Policy on Child and Forced Labor

Purpose

The purpose of this Policy on Child and Forced Labor (this “**Policy**”) is to reiterate the commitment of Petron Corporation (the “**Company**”), together with its subsidiaries, to comply with and respect individuals’ rights under all relevant child and forced labor laws.

Policy Statement

Child Labor

The Company, together with its subsidiaries, values the dignity of every human person, including children, and guarantees the respect of individual rights. Children shall be afforded special protection from all forms of exploitation and other conditions prejudicial to their development, including child labor.

In compliance with Republic Act No. 7610, otherwise known as the “Special Protection of Children against Child Abuse, Exploitation and Discrimination Act”, as amended by Republic Act No. 9231, the Company and its subsidiaries shall not engage in child labor, except in accordance with law. The Company and its subsidiaries shall ensure that its employees are of legal working age and shall comply with the conditions of the law on child employment, such as internships or apprenticeships.

Forced Labor

Moreover, pursuant also to the mandate of the 1987 Constitution that no Involuntary Servitude (as defined below) in any form shall exist, the Company and its subsidiaries shall not engage, tolerate, or support forced or involuntary labor. The Company shall respect its employees’ right to voluntarily agree to the terms and conditions of employment without coercion and the right to terminate their employment in accordance with the Company’s notice procedure.

Scope and Coverage

This Policy applies to the Company and its subsidiaries, and their respective business partners and suppliers.

Definitions

1. *Child* - a person below 18 years of age (or such other minimum age as may later be established by law) or one who is over 18 (or such other minimum age as may later be established by law) but is unable to fully take care of or protect himself/herself from abuse, neglect, cruelty, exploitation, or discrimination because of a physical or mental disability or condition;
2. *Child Labor* - the involvement in any service to be rendered for the Company of a person less than the age of 18 (or such minimum age as may later be established by law) or the minimum age as may be provided by law in applicable circumstances;
3. *Forced Labor* - the exaction of work or service from any person by means of enticement, violence, intimidation or threat, or use of force or coercion, including deprivation of freedom, abuse of authority or moral ascendancy, debt-bondage or deception, or under the menace of penalty; and
4. *Involuntary Servitude* - a condition of enforced and compulsory service induced by means of any scheme, plan or pattern intended to cause a person to believe that, if he or she did not enter into or continue in such condition, he or she or another person would suffer serious harm or other forms of abuse or physical restraint; or threat of abuse or harm; or coercion, including depriving access to employment documents and withholding salaries; or the abuse or threatened abuse of the legal process.

Implementation, Monitoring and Reporting

The engagement in Child Labor not accordance with law and in Forced Labor and the disregard of human rights violate the Revised Code of Conduct and Ethical Business Policy of the Company and this Policy and can undermine the reputation of the Company. Any violation of applicable laws, regulations and policies, including this Policy, can lead to sanctions, penalties, and legal liabilities. It can also affect employee productivity and disrupt overall operations.

The Company and its subsidiaries shall strictly adhere to the Revised Code of Conduct and Ethical Business Policy of the Company, which states that the Company is firmly committed to the promotion of a culture that fosters and maintains the core values of fairness, transparency, accountability, and integrity in the conduct of its

business. All directors, officers, and employees at all levels are expected to observe with zeal these core values in the performance of their duties. Therefore, all applicable laws, rules, regulations, and policies on Child Labor and Forced Labor shall be strictly implemented.

Complaints and/or incidents of Child Labor and/or Forced Labor shall be reported to and filed with the Company's Human Resources Management Division and shall undergo investigation, with due regard to due process, to determine their validity. Thereafter, appropriate sanctions and corrective actions shall be applied and administered accordingly.

As to the Company's suppliers, the Company shall be committed to comply with its supplier accreditation policy which requires that an accredited supplier shall abide by statutory requirements as well as standards set by the Company. As such, each supplier's contract shall always include a clause that ensures adherence to laws on Child Labor and Forced Labor.

Violation

Proven violations of this Policy shall be dealt with administratively in accordance with the Company's Code of Conduct and Ethical Business Policy and/or the Company's Rules and Regulations on Discipline and criminally, as may be applicable, in accordance with all relevant laws and regulations.

Review of the Policy

This Policy shall be reviewed annually, or as the Company deems necessary whenever there are updates to existing laws, rules or regulations, to assess its effectiveness.

Commitment

The Company and its subsidiaries will continue to comply with all applicable labor laws on Child Labor and Forced Labor and will be vigilant against any violations within the organization, including those involving its business partners and suppliers.