



Supplier Code of Conduct

DMCI Holdings, Inc. (the “Company”) is committed to conducting our business operations ethically and responsibly. This Supplier Code of Conduct outlines the principles and standards that we expect our suppliers and their employees, agents and subcontractors to adhere to when conducting business on behalf of the Company.

Purpose and Scope

The objectives of the Supplier Code of Conduct are to:

- Ensure Ethical and Responsible Business Practices – Promote integrity, transparency, and fairness in all supplier engagements.
- Uphold Compliance with Laws and Regulations – Require adherence to all applicable legal and regulatory requirements.
- Promote Environmental and Social Responsibility – Encourage sustainable practices and respect for labor and human rights.

Suppliers, as a condition of working with DMCI Holdings, are expected to comply with this code. By following this code, our suppliers contribute to maintaining high ethical, social, and environmental standards throughout the supply chain.

This policy also applies to the business units of the Company.

Compliance with Laws and Regulations

Suppliers must comply with all applicable laws, regulations, and industry standards in the countries where they operate. This includes but is not limited to laws related to labor, human rights, environmental protection, health and safety.

Labor and Human Rights

Forced and Child Labor: Suppliers must not use forced, bonded, or involuntary labor, and they must not employ individuals below the legal working age.

Non-Discrimination: All employees must be treated with dignity and respect, regardless of their race, gender, religion, disability, age, nationality or any other characteristic.

Harassment: Suppliers must provide a workplace free from all forms of harassment and abusive behavior.

Fair Compensation: Suppliers should provide wages and benefits that meet or exceed the legally mandated minimum and should comply with applicable wage laws.

Working Time: Suppliers must implement working hours in accordance with relevant labor laws and regulations.

Environmental Responsibility

Suppliers must comply with all relevant environmental laws and regulations and they should strive to minimize their environmental impact. They are encouraged to adopt practices that conserve energy, water, natural resources and biodiversity as well as strive to reduce their carbon footprint. Responsible waste management practices should be implemented, including recycling and safe disposal methods.

Health and Safety

Suppliers must provide a safe and healthy working environment, identifying and mitigating potential health and safety hazards. They should have contingency plans in place to address emergencies and ensure the well-being of their employees.

Ethical Business Practices

Suppliers must conduct business with integrity and must not engage in any form of corruption, bribery or unethical practices. Suppliers should adhere to fair competition laws.

Confidentiality and Intellectual Property

Suppliers must respect the confidentiality of DMCI Holdings' proprietary information and intellectual property rights. The Company may require the suppliers to sign a confidentiality undertaking, as necessary.

Subcontractors and Suppliers' Compliance

Suppliers shall ensure that their subcontractors and suppliers also adhere to this Code of Conduct. They are accountable for any violations committed by their subcontractors and suppliers and are expected to take the relevant corrective action within a reasonable time frame.

Monitoring and Compliance

DMCI Holdings may conduct periodic assessments to ensure compliance with this Supplier Code of Conduct. Non-compliance may result in corrective action up to termination of the business relationship. Re-audits may be conducted after corrective actions to assess improvements from non-compliance. We may elect to not work with or cease business relationships with suppliers who do not meet our expectations or are unwilling to take corrective action on non-compliance.

Reporting Concerns

Employees of suppliers are strongly encouraged to report any concerns or potential violations of this Supplier Code of Conduct via the following hotline, confidentiality is ensured:

***Compliance Helpdesk and Reporting Hotline:
Chief Compliance Officer
Tel (632) 8888 3000***