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Policy and Data Relating to Health, Safety and Welfare of Employees Including Company Sponsored Trainings

Repower Energy Development Corp. ("REDC" or the "Company") is intent on advancing the well- being of its employees. Programs for health, safety, and employee welfare are sought to be implemented to communicate and highlight the nurturing atmosphere in the work place. Furthermore, policies to promote a safe and healthy work environment will be established in accordance to safety standard.

SAFETY AND SECURITY

The Company shall furnish a place of employment free from hazardous or unsafe conditions that may lead or cause to lead to death, illness, or physical or mental harm to the employees. For this purpose, the Company shall use only devices and equipment in the Company premises that complies with the industry standards and shall give complete job safety instructions to the employees.

To ensure the safety of all employees, each one is enjoined and expected to cooperate with the Company in carrying-out the safety procedures, and shall heed and follow all instructions given by the Company in relation to safety and security, i.e. where fire extinguishers are located and how to use them, the location and use of the first-aid kit, how to evacuate the building during emergencies, etc.

Employees should actively participate in fire, earthquake, and other drills and procedures that are designed to enhance their safety. They shall be accorded the opportunity to freely inform their supervisors of any observed hazards in the Company premises.

Furthermore, employees are expected to abide by the security protocols of the Company or the building administration at all times while inside the Company premises. The employees shall:

a) refrain from bringing any harmful and hazardous chemicals at the Company premises;
b) refrain from bringing weapons, firearms, or other sharp objects inside the Company premises.

ENVIRONMENT

Pollution, in any form, is detrimental to everyone's health and well-being. The Company, therefore, encourages all employees to resist the defilement of the surroundings and to help, in any way possible, to observe inter-generational responsibility and sustainability to preserve the environment for future generations. Employees are encouraged to take responsibility over their personal utensils and the areas where they take their meals to prevent accumulation of litter and the proliferation of harmful insects and rodents in the Company premises. All Company premises are designated smoke free zones. The employees shall likewise observe the proper disposal and segregation of garbage in the disposal areas of the Company.

VISITORS

To maintain confidentiality of its affairs, among other reasons, the Company premises are to be used exclusively for conducting business related to the Company. Visitors on business MUST, at all times, be escorted by the concerned employee. Personal visitors, i.e. family or friends, are strongly discouraged beyond the reception area.

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GROUP ACCIDENT INSURANCE AND ON-THE-JOB HEALTH CARE

The Company will take all possible measures to protect the health of its employees. All efforts will be exerted to assist employees in case of on-the-job accidents and injuries.

1. Should an accident occur; the injured person should stay put until medical attention/advice is obtained and/or transportation to the nearest medical facility is arranged. Medical advice/attention should be obtained by calling the emergency telephone numbers listed in Company circulars and/or manuals.

2. When in doubt about the seriousness of the injury or the injury can definitely be identified as life-threatening, the medical doctor/facility closest to the Company's office shall be announced by the Human Resources Department from time to time.

3. Employees engaged in potentially hazardous work, e.g. re-wiring electrical outlets, must observe safety procedures and standards and perform regular preventive maintenance routines to protect against injury to themselves and other employees.

4. The Company will provide group accident insurance and life insurance to its employees.

TRAINING AND DEVELOPMENT

The Company shall endeavor to provide meaningful work experience and growth for employees by means of continuous training and periodic competency profiling, as follows:

a. Orientation. This Policy is mandatory for all new hires and a prerequisite for regularization. The orientation shall provide an overview of the Company's history, vision and mission, products and services, business objectives, as well as basic employment policies and regulations. New employees shall also undergo an orientation to be conducted by the Human Resources (HR) Officer, Administrative Officer, Immediate Supervisor, or a Senior Officer of their department.

b. On-the-job Training. New hires usually acquire skills, techniques, job-specific knowledge while actually doing work under supervision and instruction from immediate supervisors. Performance of new employees and the effectiveness of this kind of training shall be reflected in the probationary period performance review.

c. Internal Training. Training sessions, seminars, workshops, and the like, organized by any department shall be covered by authorized training plans as reviewed against current training needs analysis and training calendar. Training plans shall include objective/s, name and qualification of trainer/s, methodology, course outline, resource requirements, and performance improvement review criteria. All trainings conducted shall also be evaluated in terms of training content and delivery

d. External Training. Public programs, seminars, or workshops organized by external parties that may offer value in terms of the Company's training requirements may be attended by employees. This may be held locally or abroad.

e. Training Contract. Employees sent by the Company to technical trainings, either abroad or locally, where technology-critical learning is transferred to the employee at the Company's expense (airfare, lodging, per diems), shall be subject to a training contract stipulating a period of service and teaching hours to be rendered by the employee.

f. . Training Calendar. A quarterly training calendar shall be published by the HR at least one (1) month before the ensuing quarter based on a consolidated training needs analysis. The allocation of funds for training shall be subject to the approval by the Chief Executive Officer based on corporate priorities.