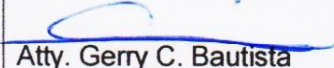
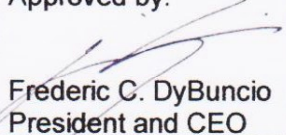
	<b>Health, Safety, and Employee Welfare Policy</b>	
	Effective Date: September 1, 2017	Policy No.
Prepared by:	Recommended by:  Atty. Gerry C. Bautista VP, Human Resources	Approved by:  Frederic C. DyBuncio President and CEO

## I. SCOPE

This policy covers the 2GO Group, hereinafter called the "Company", and refers to the following companies:

- Negros Navigation Co., Inc. ("NN")
- 2Go Group, Inc. ("2Go Group")
- 2Go Express, Inc. ("2Go Ex")
- 2Go Logistics, Inc. ("2Go Li")
- Scanasia Overseas, Inc. ("SOI")
- Special Container and Value-Added Services Inc. ("SCVASI")
- Other entities under the 2GO Group, Inc.

## II. POLICY

### **Employee Welfare**

In line with the Company's direction, 2GO Group, Inc. aims to be a preferred employer that considers the health, safety and welfare of its employees as a top priority. The Company has established practices, policies and programs that promote a safe and healthy work environment that caters to all cultures and creeds, and encourages employee development and growth.

### **Orientations and Training**

2GO Group, Inc. remains committed to providing its directors, officers and employees opportunities for growth and development through its various training and orientation activities.

## III. **Review of Policies**

To keep pace with the latest in corporate governance practices, 2GO Group, Inc. regularly reviews and enhances its company policies, Code of Conduct, and other corporate governance related policies.