

Employee Health and Well-being (2022)

The preservation of employee health, safety and well-being takes precedence to ensure LANDBANK's viability, continuity and resiliency. The Bank has implemented new and reviewed existing policies and has been extending occupational health and safety services not only for the benefit of our organic employees but for the other members of the workforce as well.

In line with these, COVID-19 Risk Mitigating Protocols were reviewed and implemented to align guidelines and policies with the issuances of the Philippine Government and health authorities. These were issued to emphasize to the workforce the importance of observing the minimum health standards and to guide them on what actions to take should they be exposed to or contract the disease especially when COVID-19 cases in the Bank peaked in the early part of 2022 in view of the emergence of the Omicron sub-variant.

With the reclassification declaration of the National Capital Region and most of the regions to Alert 1, the Bank adhered to the directive that government agencies and instrumentalities must maintain 100 percent onsite workforce effective March 1, 2022, with corresponding updated health protocols and Alternative Working Arrangements for the vulnerable members of the Bank's population.

Personal Protective Equipment (PPE) and COVID-19 essentials such as face masks, alcohol and hand sanitizers, and other hygiene products continued to be provided by the Bank to the members of the workforce to ensure their health and safety onsite. Regular disinfection of facilities, furniture, fixtures and equipment continued to be undertaken as a precautionary measure against infection from the disease.

Further, the Bank has provided subsidy to the cost of COVID-19 tests to its personnel who were exposed to a confirmed COVID-19 case in the workplace. The Bank also shouldered the cost of COVID-19 tests to those on official travel to other localities or on official business with other government agencies or instrumentalities.

The Bank also initiated vaccination of Bank's workforce and their dependents with COVID-19 booster using the purchased Moderna vaccines, in accordance with existing vaccination policy of the Department of Health. As part of its corporate social responsibility initiatives, the Bank donated COVID-19 vaccines to several local government units prior to their expiration.

The Safety Seal Certification was conferred to LANDBANK by the Department of Interior and Local Government (DILG) effective May 19, 2022 and has been renewed until May 14, 2023. The Safety Seal Certificate is granted by the DILG to establishments to affirm their compliance with the minimum public health standards during the COVID-19 pandemic.

The Bank's in-house Medical Team, in partnership with MediCard Philippines, has been providing onsite services through the Medical Clinic and remote consultations with our own health practitioners.

The Bank strengthened its Occupational Safety and Health (OSH) Program with the reconstitution of the Safety and Health Committee, institution of the LANDBANK Psychological Resilience Program (mental health program) and the LANDBANK Workplace Policy and Education Program on Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS), and implementation of the Flu Vaccination Program. Learning sessions on employee health and wellness, including those pertinent to safe spaces (that impact on mental health), were also conducted for the Bank's employees.

The Bank also conducted a **Work-Life Balance Survey in line with its continuing thrust of upholding the health and well-being of our employees.** The survey focused on how much time was spent in the office vis-à-vis time in their personal lives, and was aimed at helping HR identify and better understand certain areas for improvement.

The HR advisories posted in the Workplace by Facebook continue to serve as the Human Resource Management Group's primary communication channel in informing and educating people on HR policies, employee well-being, COVID-19-related topics and tips to weather and survive the pandemic.