

## Employee Health and Well-being (2023)

LANDBANK regards its human resources as its most valuable assets and undertakes various initiatives to ensure the optimum health, safety and well-being of its employees. 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 other members of the workforce as well.

The Bank adopted a framework for promoting employee wellness that utilized a holistic approach and considered the various dimensions of health – physical, mental, social, spiritual. The LANDBANK Employee Wellness Program aims for the attainment of optimal health and well-being and work-life effectiveness in a healthy and safe work environment where employees co-exist harmoniously, leading to engagement, work productivity, and a good quality of life aligned with one’s personal mission or purpose.

*Wellness@Work*, LANDBANK’s occupational safety and health (OSH) program, seeks to promote both physical and mental health by controlling identified workplace health and safety hazards in order to reduce risks and prevent occupational diseases and workplace accidents, guided by the Occupational Safety and Health Standards for the Public Sector as prescribed by the CSC, Department of Health (DOH) and Department of Labor and Employment (DOLE) Joint Memorandum Circular No. 01, series of 2020, and other applicable laws and regulations. Spearheading the implementation of this program is the Safety and Health Committee composed of representatives from the Management and the LBP Employees Association (LBPEA), various operating sectors of the Bank, as well as from units which can contribute to the advancement of OSH in the organization who were briefed on the basic OSH concepts and the current status of the Bank’s OSH performance and compliance.

The LANDBANK Medical Clinic, in partnership with the employees’ Health Maintenance Organization, Medicaid Philippines, Inc., continues to render OSH medical services for onsite workers at the Bank’s headquarters in Malate, Manila through **2292** medical consults via face-to-face consultations and telemedicine.

Pre-employment/placement medical evaluation of applicants were conducted for **511** proposed hires to ensure their proper job placement and fitness to work as required by the Civil Service Commission. Said applicants were also subjected to drug testing and to psychological assessment as part of the Bank’s Drug-free Workplace and Psychological Resilience Program, respectively.

As the restrictions of COVID-19 protocols became less strict, the Flu Vaccination Program 2023 was implemented to a wider area, benefitting **3,330** employees from the Head Office, NCR branches and selected branches from Rizal, Cavite, Bulacan and Laguna.

In compliance with anti-drug laws and policies covering government employees, an accomplishment report for calendar year 2023 was submitted to the Dangerous Drugs Board. Mandatory Random Drug Testing resumed last July 2023. A total of **7** Random Drug Testing runs were conducted for Head Office-based employees with **791** employees successfully tested.

Mental health became a global issue especially during the pandemic. LANDBANK had been providing psychological support (e.g., post-traumatic stress debriefing, mental health support sessions, access to psychological counseling services) even prior to the COVID-19 pandemic, and in 2023, the LANDBANK Wellness Line enabled access of **12** employees for counselling with a mental health professional.

A total of **8** case reports of work-related injuries were received for the year and were provided support through the Rehabilitation Privilege. **95** women who underwent gynecologic procedures were granted special leave privileges under the Magna Carta of Women. Also evaluated **8** Loss of Life and Disability Benefits.