

POLICY ON HEALTH, SAFETY, GENERAL WELFARE AND DEVELOPMENT OF EMPLOYEES

Introduction

F & J Prince Holdings Corporation (the "Company") is committed to improving the health and safety performance of the Group, including the employees of its subsidiaries. The Company recognizes the benefits of health and safety to the organization and that committed to a high level of safety makes good business sense.

The Board shall periodically review the policies, requiring each subsidiary board to formulate its respective policies relating to health, safety and welfare of its employees.

The Company is committed to continually improving the health and safety of its employees. Therefore, the Company endeavors to ensure that all regulations and codes of practice relative to health and safety are being complied with.

The Board has full responsibility in the implementation of this Policy. The development of the appropriate policy systems are the responsibility of the board and management teams of its subsidiaries.

Therefore the Company has adopted the following programs for health and safety, and general welfare of the employees.

Health and Safety Policy Statement

- Coverage under a health care maintenance program/insurance
- Coverage under a group term life and accident insurance
- Provide annual physical examinations, free medical consultations and health facilities such
- Each subsidiary must set to seek the highest standard of safe working environment for their respective employees. A measuring program of the

results and performance for health and safety must be established and implemented to monitor the effectiveness of each program

General Welfare and Development Policy

- ° Annual team building and socialization events to promote camaraderie and positive interaction among employees and subsidiaries.
- ° Support employees to their participation on clubs and organization outside the Company to be able to further develop their skills and maintain contacts with colleagues in the industry.