

SUSTAINABILITY

Our Sustainability Four Focus Areas

In transforming landscapes to sustainable business environments, we affirm our commitment to create value to our stakeholders in the communities where we are present. Four major concerns we have identified that are recurring locally are: 1) Climate change; 2) continuing loss of natural resources; 3) urban mobility; and 4) unbalanced socio-economic development.

We share with our parent company, Ayala Land, the same commitment to reshape the mindset towards sustainability. To help address the country’s sustainability concerns, we focus on four areas: Site Resilience, Pedestrian Mobility and Transit Connectivity, Eco-efficiency, and Local Economic Development. These four focus areas are integrated in the way we do business, serving as guides to our project developments and operations in implementing practices of sustainability.

Site Resilience

We take into consideration the long-term risks of climate change and environmental stress. We continue to make our sites and developments resilient and emergency-ready by conducting technical due diligence to screen geohazards, periodically practicing disaster-readiness exercises, providing permeable spaces for rainwater absorption, and allocating green spaces.

Pedestrian Mobility and Transit Connectivity

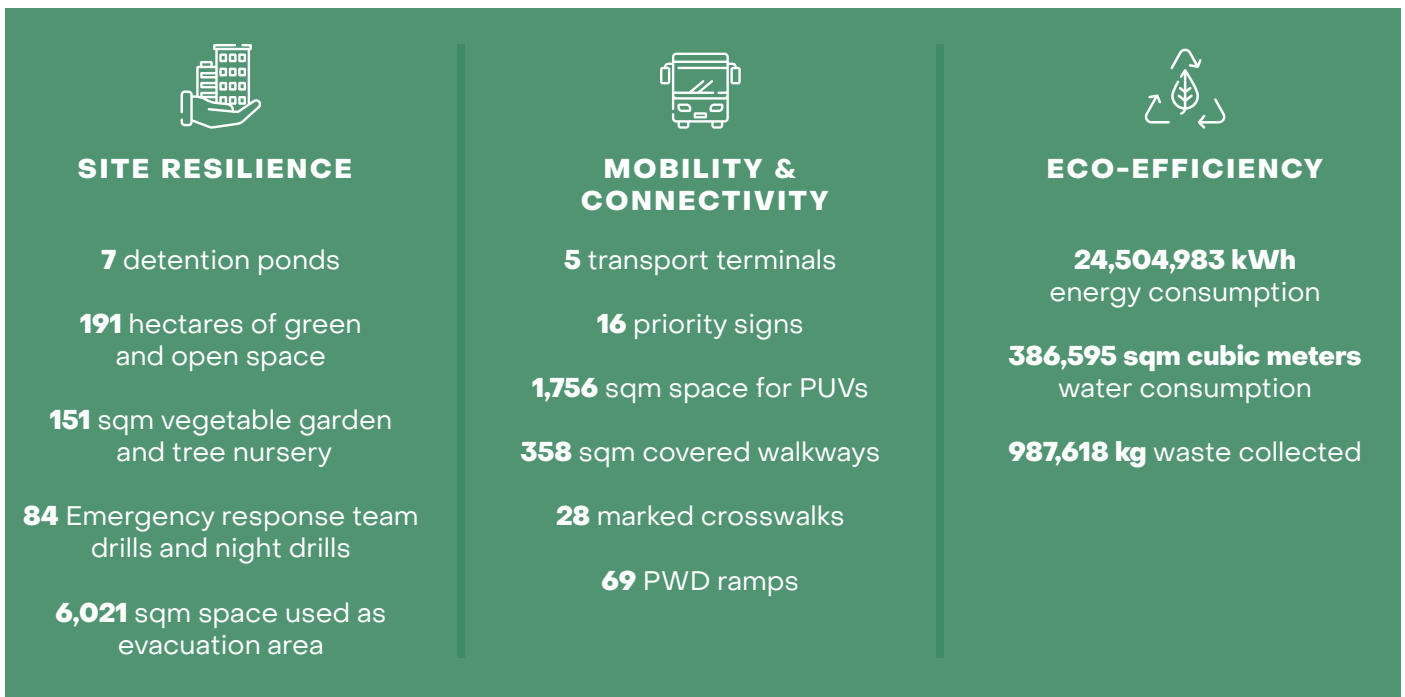
Urban mobility is an important concern as we move from our home to our place of work and business. We prioritize the safety, comfort, and convenience of the community. We provide opportunities for commuters to easily connect to public transport routes and terminals.

Eco-efficiency

We practice strict monitoring of the efficient use of our resources and implement a solid waste management program. We have standard Material Recovery Facilities (MRF) in our developments.

Local Economic Development

We spur economic activity to generate employment opportunities in our industrial and commercial properties. We contribute to nation-building, creating value for the communities where we are in through projects and initiatives that help uplift lives.



Energy Consumption

In 2020, our energy consumption decreased to 16 million kWh from 24 million kWh in the previous year due to the slowdown of operations as a consequence of the global pandemic. The decrease in power consumption was attributed mainly to the temporary closure and shorter operating hours of our commercial properties during the general community quarantine period.

Energy intensity, as a measure of energy efficiency expressed in kWh per sqm of gross floor area, likewise decreased by 35% to 88.91 kWh/sqm in our commercial properties.

Water Consumption

Our water consumption decreased by 33% due to the effects of the global pandemic. Water intensity in our commercial properties decreased to 1.16 cubic meters/sqm.

Waste

The company takes into consideration proper waste disposal to avoid environmental and health hazards. Waste generation decreased by 35%. We continuously identify our properties' waste profile and adhere to waste segregation programs that are in place. We ensure that service partners and contractors practice the same. In 2021, pilot initiatives will begin for an intensified waste segregation where a portion of waste in our commercial properties will be diverted from landfill.

Circular Waste Systems

We practice the circular waste model of continually using materials in other useful forms. Aside from the regular recycling of materials, ALLHC sends its plastic discards to Ayala Land's sustainability partner, Green Antz Builders, a manufacturer that converts these plastic wastes into eco-pavers and eco-bricks. These eco-materials are used as construction materials in Ayala Land projects. In 2020, ALLHC employees contributed a total of 305 kg of clean and dry plastics which were then sent to Arca South Eco Hub.



ALLHC allocates green spaces and plants native trees in its properties to enhance site resilience.



LOCAL ECONOMIC DEVELOPMENT

People Engagement & Development

Our employees are at the heart of the company. Behind our workforce is a team of competent and highly committed professionals; each individual is a valued contributor to the group’s corporate goals. We continuously maintain open lines of communication between management and employees through regular town halls, periodic meetings and updates, and performance feedback.

As of end-2020, ALLHC Group’s total headcount was 51, comprising 33 women and 18 men. Women account for 65% of the company’s workforce. By age, 51% were below 30 years old; 49% were 30 and above. Attrition rate decreased to 20% from 21% in 2020.



EMPLOYEES

Direct Employees: 51
Male: 18
Female: 33



AVG. TRAINING HOURS

Men: 36.76 hours
Women: 47.84 hours

TOTAL TRAINING HOURS

Men: 661 hours
Women: 1,579 hours

Headcount By Gender

	Total	Men	Women
Corporate	7	1	6
Industrial Parks and Real Estate Logistics	21	8	13
Commercial Leasing	20	7	13
Insurance	3	2	1
Total	51	18	33
Percentage	100%	35%	65%

We recognize the importance of giving our employees professional development to hone their skills and realize their potentials. In 2020, ALLHC conducted a total of 2,240 training hours despite under the flexible work arrangement due to the global pandemic. The average training hours for men was at 37, while average training hours for women was at 48.

Online training channels were rolled out to employees during the quarantine period in coordination with Ayala Land’s Corporate Learning Center. Among the learning and development programs were self-paced online courses through Degreed and Coursera, live online courses, and various webinars on leadership, management, corporate governance, and health & wellness.

ALLHC provides compensation and benefits mandated by national labor laws. All regular employees receive health coverage, medical allowances, and retirement benefits. Variable pay is also provided such as the performance-based bonus which is linked directly to the employee’s key deliverables and performance for the year. The company also implements government-mandated maternity and paternity leaves following the Expanded Maternity Law.

COMMUNITY PROJECTS



Relief efforts for victims of the Taal Volcano eruption



Donation of medical supplies and equipment to beneficiary hospitals



Donation of basic necessities to various communities for Laguna Technopark's 30th anniversary



Donation of public convenience facilities at the Kartilya ng Katipunan Park



Missionaries of Charity outreach



Assistance to our frontliners in our properties