

VERSION NO. 1	MANUAL TITLE SUSTAINABILITY POLICIES	DOCUMENT NO. SUST-POL-009
	DOCUMENT NAME HUMAN RIGHTS COMMITMENT	REVISION NO. 0
		EFFECTIVITY DATE SEPTEMBER 02, 2026
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1.0 INTRODUCTION

D.M. Wenceslao & Associates, Inc. (DMW) recognizes its responsibility to respect human rights throughout its operations and business relationships. DMW is committed to conducting business in a manner consistent with internationally recognized human rights principles and to promoting a culture of dignity, fairness, inclusion, and respect.

This Human Rights Commitment is guided by the following internationally recognized standards:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs);
- The International Bill of Human Rights; and
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

DMW seeks to avoid causing or contributing to adverse human rights impacts through its own activities and seeks to prevent or mitigate adverse human rights impacts directly linked to its operations, products, services, and business relationships.

2.0 HUMAN RIGHTS COMMITMENTS

2.1 Respect for Human Rights

- 2.1.1 DMW is committed to respecting all internationally recognized human rights and seeks to identify, prevent, mitigate, and address adverse human rights impacts associated with its operations and business relationships.
- 2.1.2 DMW seeks to uphold the rights and dignity of employees, contractors, suppliers, business partners, customers, local communities, and other stakeholders who may be affected by its activities.
- 2.1.3 DMW recognizes that certain individuals and groups may face heightened risks of vulnerability or marginalization and seeks to consider their rights and needs in the implementation of this commitment.

2.2 Human Trafficking

- 2.2.1 DMW prohibits all forms of human trafficking and exploitation and expects the same commitment from its contractors, suppliers, and business partners.

2.3 Forced Labor

- 2.3.1 DMW prohibits the use of forced, bonded, compulsory, or involuntary labor in any form and does not tolerate practices that restrict workers' freedom of movement or employment choice.

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2.4 Child Labor

- 2.4.1 DMW prohibits child labor and supports the protection of children from economic exploitation and work that may interfere with their education, health, development, or well-being.

2.5 Non-Discrimination and Equal Opportunity

- 2.5.1 DMW promotes equal opportunity, inclusion, and fair treatment and does not tolerate discrimination based on race, color, sex, age, disability, religion, national or social origin, marital status, sexual orientation, gender identity, political opinion, or other protected characteristics.

2.6 Safe and Healthy Working Conditions

- 2.6.1 DMW seeks to provide and maintain safe, healthy, and secure working conditions for employees and contractors.
- 2.6.2 The Company promotes physical, mental, and emotional well-being through responsible workplace practices and employee support programs.

3.0 SCOPE OF COMMITMENT

3.1 Own Operations

- 3.1.1 This commitment applies to DMW's own operations, employees, and activities under its operational control.

3.2 Suppliers and Contractors

- 3.2.1 DMW expects suppliers, contractors, consultants, brokers, and service providers to respect human rights and uphold standards consistent with this commitment.
- 3.2.2 Human rights expectations may be reflected through the Company's Supplier Code of Conduct, Sustainable Procurement Policy, contractual arrangements, due diligence processes, and other governance mechanisms.

3.3 Business Partners

- 3.3.1 DMW seeks to promote respect for human rights among tenants, joint venture partners, investors, consultants, customers, and other business partners.
- 3.3.2 The Company encourages business partners to support human rights principles and responsible business conduct within their own operations and spheres of influence.

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4.0 GRIEVANCE AND REMEDY MECHANISMS

4.1 Reporting Concerns

- 4.1.1 DMW supports the availability of accessible channels through which employees and other stakeholders may raise concerns relating to actual or potential human rights impacts.
- 4.1.2 The Company supports the use of grievance, reporting, and whistleblowing mechanisms to facilitate the identification, prevention, mitigation, and remediation of adverse human rights impacts.

4.2 Access to Remedy

- 4.2.1 Where DMW identifies that it has caused or contributed to an adverse human rights impact, the Company seeks to provide for or cooperate in appropriate remediation processes consistent with applicable laws and Company procedures.
- 4.2.2 Additional processes relating to human rights due diligence, mitigation, remediation, grievance handling, and whistleblowing are further addressed through the Company's Human Rights Due Diligence, Mitigation & Remediation Policy, Whistleblowing Policy, and other governance documents.

5.0 GOVERNANCE AND ACCOUNTABILITY

5.1 Responsibility

- 5.1.1 Senior Management oversees implementation of this commitment and supports the integration of human rights considerations into relevant business activities and decision-making processes.
- 5.1.2 Relevant departments are expected to support implementation of this commitment and contribute to the Company's human rights objectives.

6.0 GOVERNANCE AND REVIEW

6.1 Human Rights Due Diligence

DMW supports the implementation of human rights due diligence processes to identify, prevent, mitigate, and address actual and potential human rights impacts associated with its operations and business relationships.

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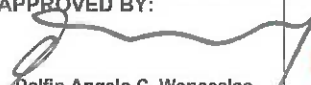
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6.2 Monitoring and Continuous Improvement

The Company periodically reviews its human rights commitments, practices, and related programs to support continual improvement.

6.3 Annual Review

This commitment shall be reviewed annually and updated as necessary to reflect changes in business operations, stakeholder expectations, regulatory requirements, internationally recognized standards, and emerging best practices.

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