

Annex A: Reporting Template

(For additional guidance on how to answer the Topics, organizations may refer to Annex B: Topic Guide)

Contextual Information

Company Details	
Name of Organization	ATN HOLDINGS INC. (and Report on Subsidiary: ATN Philippines Solar Energy Group Inc.)
Location of Headquarters	Unit 904, Summit One Tower, 530 Shaw Boulevard, Mandaluyong City
Location of Operations	Sitio Laan, Brgy. Macabud, Rodriguez, Rizal
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	This report covers the activities and scope of business of ATN Holdings, Inc. as Mineral Processing Permit holder and, the subsidiary, ATN Philippines Solar Energy Group, Inc. for a 30MW Solar Energy Project
Business Model, including Primary Activities, Brands, Products, and Services	<ul style="list-style-type: none">- Processing of extracted rocks as a result of the land development activities of ATN Solar for the solar project. Products includes armour rocks and quarried or blasted materials; crushing plant operations and the products includes various aggregates such as S1, G1, ¾ and 3/8; marketing and sales of aggregate products; pre-cast operations fabrications for various industrial and construction needs.- Development of a 30MW Solar Energy project.
Reporting Period	March 31, 2019 to March 31, 2020
Highest Ranking Person responsible for this report	Paul B. Saria

**If you are a holding company, you could have an option whether to report on the holding company only or include the subsidiaries. However, please consider the principle of materiality when defining your report boundary.*

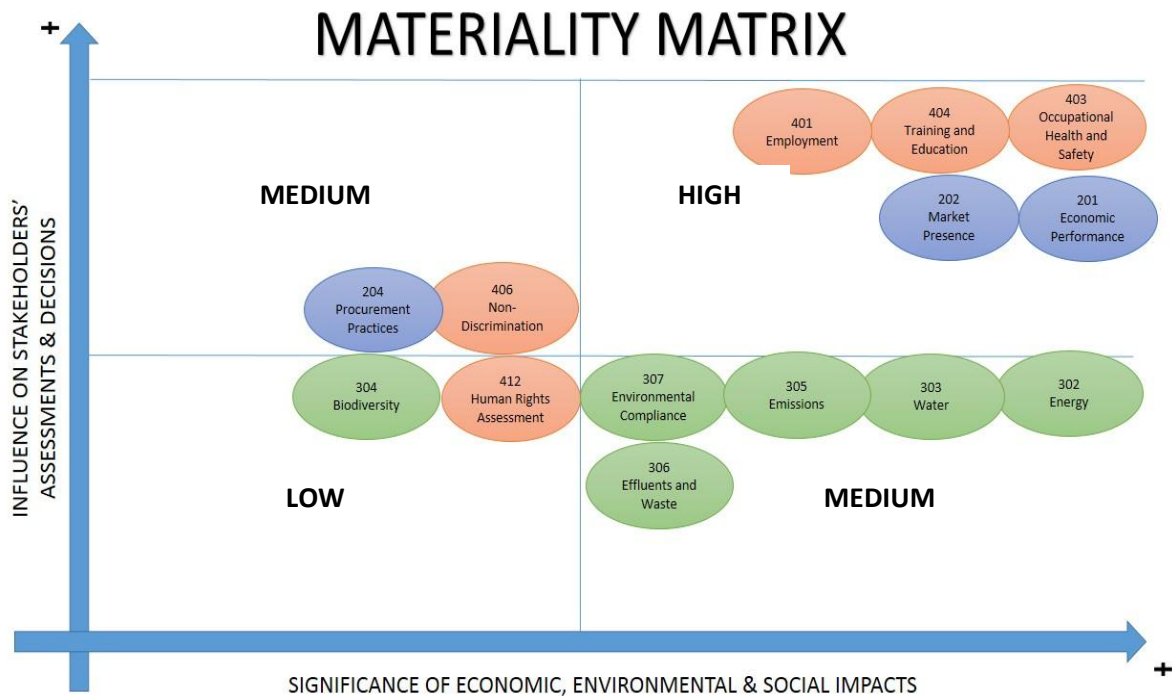
Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.¹

ATNH acknowledges that the Company and stakeholder has a key role in the economy, environment, and good social development. As part of nation building, it is our responsibility to contribute to national development via available resources and expertise the the company can provide. Integrating ESG Principles in our day to day operations is a work in progress yet is a necessary step in creating a more sustainable environment.

ATNH is involved in non-metallic mining, real estate development, and energy. Given our multi-industry context, the company contributes to economic and social development via providing resource supply for construction, employment, social development, and environmental protection. ATNH proximity to several Build-Build-Build projects including but not limited to Manila Subway Project, North-South Commuter Railway Project, NLEX expansion, make it an essential factor in the fast and efficient development of the above-mentioned projects. Therefore, ATNH is continually investing in infrastructure to provide technologically innovative building products to its clients.

In this report our stakeholders are our customers, suppliers and our very own employees. Methods of stakeholder engagement include customer and supplier surveys, focus groups, corporate advisory panels, written communication, management, and other mechanisms available. Attached is the Material Matrix by ATN Holdings, Inc.



¹ See [GRI 102-46](#) (2016) for more guidance.

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount	Units
Direct economic value generated (revenue)	33,700,000	PhP
Direct economic value distributed:		
a. Operating costs	14,200,000	PhP
b. Employee wages and benefits (7.5% of the OPEX)	2,200,000	PhP
c. Payments to suppliers, other operating costs	3,900,000	PhP
d. Dividends given to stockholders and interest payments to loan providers	None	PhP
e. Taxes given to government	2,900,000	PhP
f. Investments to community (e.g. donations, CSR)	2,500,000	PhP

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p>1. <i>ATN 30 MW Solar Project</i> <i>The 30MW contributes to the reduction of carbon footprint of 2 million tons per year.</i></p> <p>2. <i>ATN Mineral Processing Plant</i> <i>Processing of non-metallic minerals is essential for economic growth especially in infrastructure development in Metro Manila</i></p>	<p>(e.g. employees, community, suppliers, government, vulnerable groups)</p> <p><i>Philippine population and country development</i></p> <p><i>Local Government and nearby communities</i></p> <p><i>Contractors and suppliers</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p>1. <i>ER1-92 MOA with Department of Energy</i></p> <p>2. <i>Community Development Plan with Barangay Macabud.</i></p> <p>3. <i>Social Development and Management Program and MOA with the Municipality of Rodriguez Rizal</i></p> <p>4. <i>Environmental Protection and Enhancement Program with DENR</i></p> <p>5. <i>Safety and Health Program as mandated by DENR</i></p>

What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <ol style="list-style-type: none"> 1. <i>Solar Project: current land Development Operations</i> <ol style="list-style-type: none"> a. <i>Landslide and flooding</i> b. <i>Siltation of the river</i> 2. <i>Mineral Processing Plant</i> <ol style="list-style-type: none"> c. <i>Dust and noise pollution</i> d. <i>Vibration effect due to blasting</i> 	<p><i>Employees during construction</i></p> <p><i>Residents near the land development area</i></p>	<p><i>Benching will follow Safety Standard. Belt canal is constructed to handle run-off water down to the settling ponds. Numerous settling ponds to accommodate run-off water and properly manage siltation.</i></p> <p><i>Controlled blasting to minimize ground vibration. Before blasting, PNP Clearance & permits are secured by a licensed blasting contractor. Perimeter is checked & properly barricaded for safety purposes. A siren or loud alarm is sounded as well to signal that blasting will start so no one should be near the perimeter.</i></p>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <ol style="list-style-type: none"> 1. <i>Solar Project and Mineral Processing Plant:</i> <ol style="list-style-type: none"> a. <i>Employment opportunities for the local residents.</i> b. <i>Business opportunities for industrial suppliers</i> c. <i>Income for the host community in the form of taxes and CSR related investments and donations.</i> 	<p><i>Host LGU to issue business permit.</i></p> <p><i>Local residents and interested non-locals.</i></p>	<p><i>Secure business permit from the host LGU. Prompt payment of taxes and compliance with the terms and conditions as mandated by RA7942 (Mining Act of 1995)</i></p> <p><i>Priorities hiring of locals. Patronize local suppliers based on the availability and price of the needed supplies.</i></p> <p><i>The Community Development Program (“CDP”) wherein the company disburses and allocates Php 410,000, to be distributed within a 2 year Exploration Work Program to the barangay.</i></p>

Climate-related risks and opportunities²

Governance	Strategy	Risk Management	Metrics and Targets
<p>Disclose the organization's governance around climate-related risks and opportunities</p> <p><i>The Corporation adopts strict guidelines on safety and environmental protection based on DENR mandated:</i></p> <p><i>1. Environmental Protection and Enhancement Program (EPEP)</i></p> <p>**See link at the bottom of the page</p> <p><i>2. Safety and Health Program (SHP)</i></p> <p>**See link at the bottom of the page</p>	<p>Disclose the actual and potential impacts³ of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material</p> <p><i>As based on the EPEP, the Corporation allocates 2% of its processing cost to environmental protection as mandated by DENR. Annual 2% EPEP fund is estimated at P1.364 Million</i></p> <p><i>As based on the SHP, the Corporation allocates 0.2% of its processing cost to safety and health as mandated by DENR. Annual 0.2% SHP fund is estimated at P136,000.00</i></p>	<p>Disclose how the organization identifies, assesses, and manages climate-related risks</p> <p><i>Please refer to the Corporations EPEP and SHP document in the link below:</i></p> <p>**See link at the bottom of the page</p>	<p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material</p> <p><i>Please refer to the Corporations EPEP and SHP document in the link below:</i></p> <p>**See link at the bottom of the page</p>
<p>Environmental Protection and Enhancement Program (EPEP) http://www.atnholdings.com/shareholding%20structure/ATN%20CDP%20Revised%20(with%20sign).pdf</p>			
<p>Safety and Health Program (SHP) http://www.atnholdings.com/shareholding%20structure/ATN%20Safety%20and%20Health%20Program7-9-19.pdf</p>			

² Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

³ For this disclosure, impact refers to the impact of climate-related issues on the company.

Recommended Disclosures			
<p>a) Describe the board’s oversight of climate-related risks and opportunities</p> <p><i>ATN Board is supportive of the site management recommendations on how to manage climate related risk and opportunities. Site conditions are properly assessed by multiple site surveyors and safety officers before land development activities proceed.</i></p>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term</p> <p><i>1. Land development Operations</i></p> <p><i>a. Landslide and Flood – the area cleared of vegetation and topsoil for land development operations are prone to landslide and contributes to flooding</i></p>	<p>a) Describe the organization’s processes for identifying and assessing climate-related risks</p> <p><i>1. Land development Operations</i></p> <p><i>a. Survey and quantify the area of the Water Catchment and the cleared area of vegetation and topsoil.</i></p> <p><i>b. Identify the number of equipment using fossil fuel</i></p>	<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p> <p><i>Participation in renewable energy programs and adoption of energy efficiency measures to lessen GHG emissions. 30MW Solar Panels will be installed in our property at Rodriguez Rizal.</i></p>
<p>b) Describe management’s role in assessing and managing climate-related risks and opportunities</p> <p><i>ATN Management is very pro-active in the assessment and management of climate related risks and opportunities. Safety of operators and staff at the crusher and land development site is of utmost priority.</i></p>	<p>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.</p> <p><i>Please refer to the Corporations EPEP and SHP document</i></p> <p>***Pls refer to link attached on page 5 of Sustainability Report</p>	<p>b) Describe the organization’s processes for managing climate-related risks</p> <p><i>ATN Management prioritizes the construction of our Environmental structures prior to land development operations.</i></p>	<p>b) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p> <p><i>Construction and preparedness of the Environmental structures must be completed prior to the rainy seasons</i></p>
	<p>c) Describe the resilience of the</p>	<p>c) Describe how processes for</p>	

	<p>organization's strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario</p> <p><i>Participation in renewable energy programs and adoption of energy efficiency measures to lessen GHG emissions. ATN Solar will be creating its solar farm at ATN Holdings project site at Rodriguez, Rizal. The 30MW Solar project will reduce our carbon footprint.</i></p>	<p>identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management</p> <p><i>Infrastructure reinforcements are improved and checked on a regular basis to withstand any weather or climate-related risks. To mitigate floods, canals and drainages are continuously being created and fortified.</i></p>	
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Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	<p><i>Electricity at Php 33.8 Mil per year</i></p> <p><i>Fuel oil etc. at Php 30.0 Mil</i></p> <p><i>Labor at Php 8.8 Mil per year</i></p>	<p>50%</p> <p>45%</p> <p>5%</p>

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its</p>	<p>(e.g. employees, community, suppliers, government, vulnerable groups)</p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p>

<p>business relationship)</p> <p>The 2nd crusher plant and the batching plant are continuously being assembled as ATN Holdings' Rock Supply will be used for Pres. Duterte's Build Build Build Priority Projects. Importation of goods from China have arrived prior to the COVID -19 Pandemic so there is not much delay in progress.</p> <p>Our primary business operations including hauling, crushing and heavy equipment operations, to name a few, requires massive diesel consumption.</p> <p>As for diesel costs, the price of oil has already turned negative due to the global COVID-19 pandemic. This has caused oil to drop at its lowest ever in history this April 2020. The oversupply of oil drastically cut the purchase price of ATN Holdings from its local suppliers in half. The decline in diesel price translates to savings to further maintain its heavy equipment transport fleet and crushing operations.</p>	<p>Government priority infra projects and private supply agreements with construction firms are affected as the lockdown limits the transport routes and delivery of armour rocks and rock aggregates to Build, Build, Build projects.</p> <p>Diesel suppliers will offer more competitive prices to encourage the buyer to take their offer due to oversupply.</p>	<p>Stockpiling of rock aggregates has not stopped. The continuous production will ensure that the raw material supply will be sufficient to meet the heavy demands of priority projects at a limited timeframe once the lockdown is lifted.</p> <p>Take advantage of the sliding diesel prices to drastically lower OPEX cost on diesel requirements. Savings can be used for maintenance of heavy equipment and crushing plant.</p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p>Due to the lockdown, some local suppliers of ATN Holdings are closed and not allowed to operate; thus workforce have been shifted to do other works first concerning</p>	<p>Income of employees lessened. Some employees were not able to report to work due to the lockdown.</p>	<p>ATN Solar Manager applied for a special work permit for a skeletal force of 15pax to be allowed to do continuous works at site for maintenance and safety purposed while the lockdown is enforced. This was</p>

<i>maintenance and construction of canals and road developments before rainy season kicks in.</i>		<i>fortunately granted and employees were able to have a source of income.</i>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Identify the opportunity/ies related to material topic of the organization <i>The oversupply and massive drop of diesel prices during this pandemic is a big factor in ATN Holdings' OPEX and daily crushing and land developing activities. Diesel suppliers are eager for big buyers to take off the oil stocks from their supply warehouses; thereby, additional discounts from the bulk sale can happen translating to more savings for the company due to the price volatility and price drops weekly.</i>	<i>Public shareholders and private investors will likely deem the historically low diesel prices as beneficial for ATN Land development & Crushing Operations. Lower OPEX can also equate to higher valuations in the long run.</i>	<i>Take advantage of rock bottom prices of fuel so management can shift and reallocate budget for diesel to include other expenditures too including crushing and batching plant installations.</i>

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of directors and management that have received anti-corruption training	100	%
Percentage of employees that have received anti-corruption training	100	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Identify the impact and where it	(e.g. employees,	What policies, commitments, goals and

<p>occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p><i>Primary Business Operations, Loading of Aggregates and crushed rocks to Truckers for dispatch to buyers</i></p>	<p>community, suppliers, government, vulnerable groups)</p> <p><i>Employees, managers, agents/brokers, suppliers, middlemen between the buyers & raw materials that come from ATN Site, the seller</i></p>	<p>targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>More than 70 CCTVs have been installed in ATN Land development in Montalban Rizal to tighten security and avoid any illegal transactions. For payments of aggregates, the company does not allow cash payment at site. Only debit card transactions or bank wire transactions are allowed to avoid any connivance between employees and buyers. ATN Holdings also installed a truck scale weighbridge to measure the loaded aggregates and crushed rockers per truck. CCTVs are also installed here to capture the truck plate number, the trucker, the size or type of crushed rock and the loaded capacity.</i></p> <p><i>Whistleblower policy of ATN holdings is also publicly posted in its corporate website with link as follows:</i> http://www.atnholdings.com/acgr/WHISTLEBLOWER%20POLICY.pdf</p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p><i>Buyer-employee connivance to get extra discounts, extra loading of aggregates, priority handling in exchange from commissions or some tokens from the prospective or actual buyer</i></p>	<p><i>Employees</i></p>	<p><i>More than 70 CCTVs have been installed in ATN Land development in Montalban Rizal to tighten security and avoid any illegal transactions. For payments of aggregates, the company does not allow cash payment at site. Only debit card transactions or bank wire transactions are allowed to avoid any connivance between employees and buyers. ATN Holdings also installed a truck scale weighbridge to measure the loaded aggregates and crushed rockers per truck. CCTVs are also installed here to capture</i></p>

		<p><i>the truck plate number, the trucker, the size or type of crushed rock and the loaded capacity.</i></p> <p><i>Whistleblower policy of ATN holdings is also publicly posted in its corporate website with link as follows:</i> http://www.atnholdings.com/acgr/WHISTLEBLOWER%20POLICY.pdf</p>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>Loyalty of employees will be tested if briberies, kickbacks or commissions will be accepted.</i></p>	<p><i>Employees and company reputation</i></p>	<p><i>Once caught red-handed or captured in the CCTV footages, suspension and termination of the employee will be in effect depending on the gravity of the corrupt practice.</i></p> <p><i>Whistleblower policy of ATN holdings is also publicly posted in its corporate website with link as follows:</i> http://www.atnholdings.com/acgr/WHISTLEBLOWER%20POLICY.pdf</p> <p>Whistleblowers are encouraged to come forward so the company can further fix business operations and selecting/hiring trustworthy employees.</p>

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	0	#
Number of incidents in which employees were dismissed or disciplined for corruption	0	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
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<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p>n/a</p>	<p>(e.g. employees, community, suppliers, <i>government, vulnerable groups</i>)</p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p>
<p>What are the Risk/s Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>Identify risk/s related to material topic of the organization</p> <p><i>The trip tickets submitted, and the actual delivery of blue rocks should always be reconciled and checked immediately to avoid wrong billings. Stockpiling of different product classifications should be properly segregated to avoid corrupt practices of land development contractors like what was aforementioned above.</i></p>	<p><i>Land development Owner and Project Contractors</i></p>	<p><i>Spotters and more watchmen are hired to double check proper dumping in the correct stockpile. Trip tickets and actual deliveries are reconciled and double checked to ensure actual production is met before billable of the project contractor is certified correct.</i></p>
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>Having more than (1) land development contractor is beneficial so we can compare the efficiency and productivity of each group based on their actual deliverables and target production.</i></p>	<p><i>Land development Owner and Project Contractors</i></p>	<p><i>More financial resources and diesel capacity are needed to support the project contractors in their land development activities. Having more than (1) contractor will ensure that ATN Solar will be able to meet its production targets in a shorter timeframe. Stockpiles will be massive which means that the company can supply to more Build, Build, Build project initiatives of President Duterte.</i></p>

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	none	GJ
Energy consumption (gasoline)	none	GJ
Energy consumption (LPG)	None	GJ
Energy consumption (diesel)	187,967 first quarter of 2020	Liters
Energy consumption (electricity)	170,739 first quarter of 2020	kWh

Reduction of energy consumption

Disclosure	Quantity	Units
Energy reduction (gasoline)	0	GJ
Energy reduction (LPG)	0	GJ
Energy reduction (diesel)	0	GJ
Energy reduction (electricity)	0	kWh
Energy reduction (gasoline)	0	GJ

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p><i>Primary business operations for crushing plant operations initially ran on diesel consumption. But after successfully dealing and negotiating with Meralco contractors for Meralco grid connectivity, we were able to reduce Greenhouse Gas emissions to half. With the installation/</i></p>	<p>(e.g. employees, community, suppliers, government, vulnerable groups)</p> <p><i>Montalban Community, Employees</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>With the erection of 228 concrete 60ft-posts, ATN Holdings was able to energize via the Meralco grid. Meralco conducted factory quality process assessments, exact posts location, erection inspection to ensure supply & technical specification conformity with Meralco Distribution Asset Study (DAS). Meralco methodical, strict construction supervision of all ATN Solar connection assets contributes to regulatory ERC/DOE acceptance.</i></p>

<i>erection of a) 228 concrete 60-ft. posts with ground wire, (b) 100 truss guys and (c) 100 anchor blocks, ATN Holdings project site is already Meralco-energized.</i>		<i>To keep the site energized, we have also installed around 150pcs. of floodlights for our night operations to help reduce our greenhouse gas emissions as well.</i>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
Identify risk/s related to material topic of the organization <i>Electrical Concrete Posts can be accidentally bumped by vehicles; thereby, possibly affecting site energization capacity. Illegal tappers of electricity can be a potential issue as well.</i>	<i>Community, Vulnerable groups, Road Users, Suppliers</i>	<i>ATN Solar asked Linetech to install bollards to serve as a physical and visual barrier for vehicles to avoid hitting the posts.</i>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Identify the opportunity/ies related to material topic of the organization <i>Because of reduced energy consumption by connecting to Meralco Grid instead of diesel consumption, ATN Holdings was able to sustain around 16hours of operations with 2 shifts revolving around crushing and land development activities, with less electric costs.</i>	<i>Employees, Business operations</i>	<i>ATN Holdings purchased capacitor bank from Fransman to ensure proper storing and smoothing out of electrical energy. Installation of capacitor banks will enable power factor improvement and correction and voltage regulation; thereby, translating to savings as well.</i>

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	No deepwell	Cubic meters
Water consumption	421,200 first quarter of 2020	Liters
Water recycled and reused	none	Cubic meters

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p>1. <i>Solar project: Land development Operation Minimize if not control dust pollution within the land development area and vicinity by properly sprinkling water to the haulage and access roads. Maintain and assign water truck to the Safety Section.</i></p> <p>2. <i>Mineral Processing Plant Dust suppression is managed by installing water jet sprinkler at every drop points of the crushed materials since our Plant operations employs Dry Process Method.</i></p>	<p>(e.g. employees, community, suppliers, government, vulnerable groups)</p> <p><i>Employees in the land development site.</i></p> <p><i>Employees assigned in the Crushing Plant</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>Numerous settling ponds were constructed and properly maintained to manage the run-off water during rainy days. This settling ponds impounds water for watering of our roads and washing of equipment.</i></p> <p><i>PPE like dust mask is issued to land development and crushing plant employees.</i></p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p><i>Failure or collapse of settling ponds due to large volume of run-off water caused by heavy rains or prolonged rains.</i></p> <p><i>Over flooding of the haulage road</i></p>	<p><i>Locals residing along the river.</i></p> <p><i>Contract haulers and in-house haulers.</i></p>	<p>Management instructed the installation and maintenance of the main drainage system.</p> <p><i>The main drainage system will install or construct run-off inlet, drain canal, outlet and catch settling basin/ pond equipped with concrete overflow to manage and</i></p>

		<p>handle such over surge of water run-off.</p> <p>Management will maintain a team at the Safety and Envi-Infra Section.</p>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p>1. Land development Operations</p> <p>a. Employment for locals and others</p> <p>b. Business</p>	Local residents and others	<p>Prioritize hiring of qualified locals for the installation and maintenance of main drainage system and canals.</p> <p>Prioritize local service provider such as Contract Haulers, Equipment provider and industrial suppliers. A misting canon truck will also be purchased.</p>

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
<ul style="list-style-type: none"> renewable 		kg/liters
<ul style="list-style-type: none"> non-renewable <p>1. Solar Project: Land development Operations Blasted hard rock materials – basalt and andesite</p>	5,000,000	LCM
<p>2. Crushing Plant Operations Blasted hard rock crusher materials</p>	5,000,000	WMT
Percentage of recycled input materials used to manufacture the organization’s primary products and services	none	%

What is the impact and where does it occur? What is the organization’s involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or</p>	(e.g. employees, community, suppliers, government, vulnerable groups)	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p>

<p><i>linked to impacts through its business relationship)</i></p> <ol style="list-style-type: none"> 1. Land development Operations <ol style="list-style-type: none"> a. Displacement of squatters/occupants occupying the area for land development works. b. Prone to landslide and flooding upon clearing of vegetation of no less than 24 hectares area for land developmen works. 	<p><i>Local squatters/occupants</i></p>	<p><i>ATN Management created a PR Team to negotiate with the squatters</i></p> <p><i>Management allocated relocation fee of PhP 35,000.00 per affected occupant /family. Upon acceptance, a waiver was also signed with proper documentation and photos.</i></p>
<p>What are the Risk/s Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p><i>Identify risk/s related to material topic of the organization</i></p> <ol style="list-style-type: none"> 1. Land development Operations <ol style="list-style-type: none"> a. Violent resistance from squatters/occupants b. Landslide and flooding c. Dust and noise pollution 	<p><i>Local squatters/occupants</i></p> <p><i>Site Management and LGU of Macabud</i></p> <p><i>Land development employees</i></p>	<p><i>ATN Management created a PR Team to negotiate with the squatters.</i></p> <p><i>Management allocated relocation fee of PhP 35,000.00 per affected occupant /family.</i></p> <p><i>Design the benches based on the safety standard. Construct belt canal in every bench to handle run-off water down to the settling ponds. Construct sufficient number of settling ponds to handle and manage run-off water even during heavy and prolong rains.</i></p> <p><i>Management provided appropriate PPE's for our Land development employees and visitors exposed at the site as safety protocols.</i></p>
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p><i>Infrastructure projects supporting</i></p>		<p><i>Management is currently negotiating</i></p>

<p>the 'Build, Build, Build' priority projects of President Duterte's administration are very much in demand. As ATN Holdings is massive a rock aggregate producer, the company can supply to MRT projects, subway projects, airport projects or even to reclamation projects.</p>	<p>Income Generation /Livelihood of employees & local employment Government projects and host communities</p>	<p>with numerous companies such as MPI, DMCI, SMC and EEI, to name a few with regard to the supply commitment of ATN Rocks. Pre-qualification bid docs, term sheets and offer sheets are in process. Sampling tests and lab tests are also being conducted by our potential buyers to ensure that the rock and aggregates are in compliance with the required standards of the company.</p>
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Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units																																																																										
<p>Operational site is owned by the Company and it is located in Sitio Laan, Barangay Macabud, Rodriguez, Rizal and outside protected areas.</p>	256	hectare s																																																																										
<p>Habitats protected or restored</p>	none	ha																																																																										
<p>IUCN⁴ Red List species and national conservation list species with habitats in areas affected by operations</p> <p>Table 12. Overall bat/flying mammal species that were captured within the vicinity of ATN Aggregate Quarry Project in Sitio Laan Barangay Macabod, Rodriguez, Rizal Province, Philippines.</p> <table border="1" data-bbox="196 1142 940 1606"> <thead> <tr> <th rowspan="2">FAMILY</th> <th rowspan="2">SCIENTIFIC NAME</th> <th rowspan="2">ENDIMICITY</th> <th rowspan="2">IUCN</th> <th colspan="4">AREA 1</th> <th rowspan="2">S- RA</th> <th rowspan="2">RA</th> </tr> <tr> <th>S1</th> <th>S2</th> <th>S3</th> <th>S4</th> </tr> </thead> <tbody> <tr> <td>Pteropodidae</td> <td><i>Cynopterus brachyotis</i></td> <td>R</td> <td>LC</td> <td>15</td> <td>9</td> <td>5</td> <td>3</td> <td>32</td> <td>32.65</td> </tr> <tr> <td>Pteropodidae</td> <td><i>Eonycteris robusta</i></td> <td>E</td> <td>NT</td> <td>7</td> <td>4</td> <td>2</td> <td>1</td> <td>14</td> <td>14.28</td> </tr> <tr> <td>Pteropodidae</td> <td><i>Ptenochirus jagori</i></td> <td>E</td> <td>LC</td> <td>4</td> <td>5</td> <td>9</td> <td>4</td> <td>22</td> <td>22.44</td> </tr> <tr> <td>Pteropodidae</td> <td><i>Ptenochirus minor</i></td> <td>E</td> <td>LC</td> <td>11</td> <td>7</td> <td>6</td> <td>5</td> <td>29</td> <td>29.59</td> </tr> <tr> <td>Rhinolophidae</td> <td><i>Hipposideros diadema</i></td> <td>R</td> <td>LC</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>1</td> <td>1.02</td> </tr> <tr> <td></td> <td>Total number of individual</td> <td></td> <td></td> <td colspan="4">98</td> <td></td> <td>100</td> </tr> </tbody> </table>	FAMILY	SCIENTIFIC NAME	ENDIMICITY	IUCN	AREA 1				S- RA	RA	S1	S2	S3	S4	Pteropodidae	<i>Cynopterus brachyotis</i>	R	LC	15	9	5	3	32	32.65	Pteropodidae	<i>Eonycteris robusta</i>	E	NT	7	4	2	1	14	14.28	Pteropodidae	<i>Ptenochirus jagori</i>	E	LC	4	5	9	4	22	22.44	Pteropodidae	<i>Ptenochirus minor</i>	E	LC	11	7	6	5	29	29.59	Rhinolophidae	<i>Hipposideros diadema</i>	R	LC	0	0	0	1	1	1.02		Total number of individual			98					100	<p>(list)</p> <p>See Attached reports made by Permata Resources Inc. 1) "Freshwater Biology Assessment of Proposed ATN Integrated Aggregate Land development Project" 2)"Assessment of Terrestrial Flora and Fauna Assemblages within the ATN Aggregates Land development Project"</p>	
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⁴ International Union for Conservation of Nature

Endemicity and Conservation Status of Bats

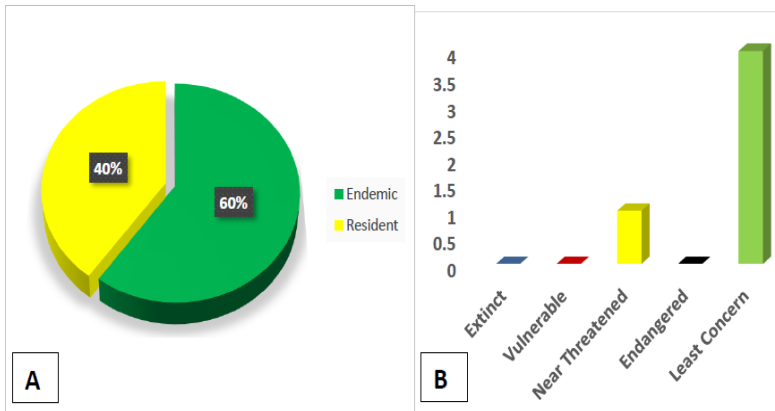


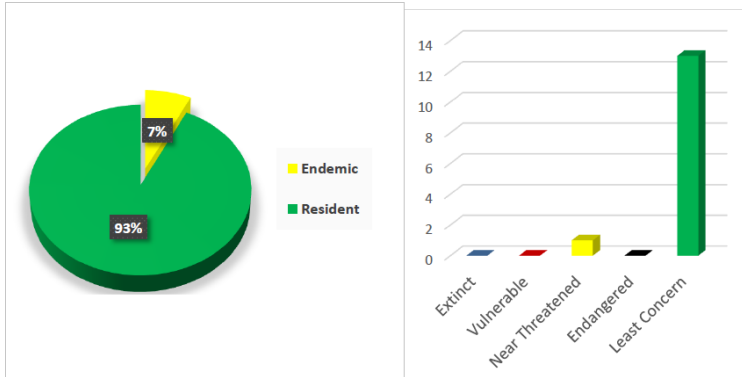
Figure 3. Distribution status and Conservation status of bats within the vicinity of ATN Aggregate Quarry Project in Sitio Laan Barangay Macabod, Rodriguez, Rizal Province, Philippines.

Based on the data given above, 1 species out of 5 flying mammals was listed as near threatened while the rest were considered as least concern. The *Eonycteris robusta* was identified as near threatened. This species was measured as near threatened because the population of this species are declining now a days. Varied reasons of continuous declining of species population was human activities such as disturbance of their habitat, habitat loss and deteriorating forest in the area.

Table 14. Overall avifauna species that were captured within the vicinity of ATN Aggregate Quarry Project in Sitio Laan Barangay Macabod, Rodriguez, Rizal Province, Philippines.

FAMILY	Common Name	SCIENTIFIC NAME	RANGE	IUCN	AREA 1				TOTAL	S-RA
					S1	S2	S3	S4		
Alcedinidae	White collared kingfisher	<i>Todiramphus chloris</i>	R	LC	5	3	2	4	14	6.69
	White -throated kingfisher	<i>Halcyon smyrnensis</i>	R	LC	4	6	1	2	13	6.22
Artamidae	White-breasted woodswallow	<i>Artamus leucorhynchus</i>	R	LC	10	4	6	2	22	10.52
Columbidae	Zebra Dove	<i>Geopelia striata</i>	R	LC	5	3	1	3	12	5.74
	Domestic Pigeons	<i>Columba livia domestica</i>	R	LC	15	6	8	4	33	15.78
Estrilidae	Chestnut munia	<i>Lonchura atricapilla</i>	R	LC	9	6	17	3	35	16.74
Hirundinidae	Tree swallow	<i>Tachycineta bicolor</i>	R	LC	5	4	10	2	21	10.04
Laniidae	Olived backed sunbird	<i>Cinnyris jugularis</i>	R	LC	5	3	4	1	13	6.22
Monarchidae	Black-naped monarch	<i>Hypothymis azurea</i>	R	LC	3	0	1	0	4	1.91
Muscicapidae	Palawan Blue Flycatcher	<i>Cyornis lemprieri</i>	E	NT	1	0	0	0	1	0.47
Nectariniidae	Brown Shrike	<i>Lanius cristatus</i>	R	LC	3	1	4	1	9	4.30
Oriolidae	Black naped oriole	<i>Oriolus chinensis</i>	R	LC	2	3	0	1	6	2.87
Pycnonotidae	Yellow-vented Bulbul	<i>Pycnonotus goiavier</i>	R	LC	5	3	4	1	13	6.22
Rhipiduridae	Sunda Pied Fantail	<i>Rhipidura javanica</i>	R	LC	4	6	1	2	13	6.22
Total					76	48	59	26	209	100

In terms of conservation status, 13 species of birds that was heard, seen and captured by nets are listed as Least Concern while only 1 species was listed as near threatened *Cyornis lemprieri* and also categorizes as endemic species or a certain species which can be found only in the Philippines based on the IUCN Red List Status of Birds. As Figure ? shows, 7% of the total percentage are endemic while the remaining 93% percent are resident and one species was listed as near threatened and the rest are least concern.



What is the impact and where does it occur? What is the organization’s involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>Land Development</p> <p><i>The construction of new access roads may cause formation of internal habitat fragmentation leading to isolation and decreased dispersal capabilities of different wildlife. Construction of the access road may also lead to habitat loss causing population reduction, create continuous disturbance at forest edges leading to decreased habitat quality and alteration of</i></p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p><i>Squatters in the affected area</i></p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p><i>Regular replacement and/or maintenance of equipment particularly mufflers of vehicles shall be done to minimize noise and avoid disturbance of wildlife in the surrounding areas. ATN Solar have also engaged in Tree planting initiatives to replace trees that have been cleared within the area of development. Also, the company has donated seedlings via support and partnership with CFC Oikos Society last June 2018. We were able to plant 125 various seedlings at Brgy.</i></p>

<p><i>faunal assemblage, intrusion of commensal and other invasive species, and mortality due to vehicular traffic.</i></p> <p><i>Freshwater biota sampling was conducted Permata Resources Inc. last June 12-13, 2019 within the vicinity of ATN Aggregate Land development Project, located at Sitio Laan Barangay Macabod, Rodriguez, Rizal Province</i></p> <p><i>Terrestrial floristic and faunal investigation of the Project Site was carried out to identify the impacts of the previous silica mining activities to local ecological conditions, assess the level of impacts, and propose measures to mitigate these impacts.</i></p>	<p><i>Community</i></p>	<p><i>Mamuyao, Tanay, Rizal.</i></p> <p><i>To better understand the biodiversity and ecosystem in ATN property, management has awarded to Permata Resources Inc. to make an Environment Impact Assessment (EIA) report. The reports submitted to the company are entitled:</i></p> <ol style="list-style-type: none"> <i>1) "Freshwater Biology Assessment of Proposed ATN Integrated Aggregate Land development Project"</i> <i>2)"Assessment of Terrestrial Flora and Fauna Assemblages within the ATN Aggregates Land development Project"</i> <p><i>It was found that Seventeen (17) species with 31,500 cell/mL in five different division were identified from the collected specimen within the vicinity of ATN Aggregate Land development Project in Sitio Laan Barangay Macabod, Rodriguez, Rizal Province. Bacillariophyta and Charophyta has the highest number of individual counts gathered 29% of the total percent composition of the species collected. Second is the Cyanobacteria with 4 species identified which has 24% of the composition while Chlorophyta got only 12% which is half of the ratio of Cyanobacteria. However, Ochrophyta species has the lowest percentage of 6% with only 1 species were identified in this division. Each species has significant value and importance based on their distribution into the ecosystem. The dominance number of species of Bacillariophyta are extremely important for some aquatic species because this type of species are photosynthetic which serves as food source of some freshwater</i></p>
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		<p><i>aquatic organisms while Charophyta can be used to detect the presence of fish in a body of water, as well as indicate the overall quality of the water. An abundance of 9 Charophyta means productive water.</i></p> <p><i>Based on researcher's observation, low biodiversity of macroinvertebrate organisms vary to the ecosystem of the area. Muddy soil affect the water quality and also affect the diversity of macroinvertebrate species in the area.</i></p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p> <p><i>Land Development</i></p> <p><i>Stripping of topsoil will consequently disturb the seed bank in the area through seed displacement affecting the ecological recovery of vegetation in the project site. Accelerated soil erosion as a result of clearing and earthworks will contribute to soil nutrient loss necessary for plant growth. The removal of photosynthesizing plants will affect CO2 sequestration causing some degree of effect on the microclimate.</i></p> <p><i>Contaminated or Polluted Water</i></p> <p><i>Algal blooms are not only harmful for many aquatic species, but also for humans who ingest contaminated fish and shellfish or swim in or are exposed to</i></p>	<p><i>Employees</i></p> <p><i>Community</i></p>	<p><i>A tree cutting permit shall be secured prior to any cutting and clearing.</i></p> <p><i>Canals and culverts are properly installed to prevent flooding and landslides. Misting canons are prepared to lower air pollution. And Montalban property operations is running heavily now on Meralco-generated power rather than diesel.</i></p> <p><i>To better understand the biodiversity and ecosystem in ATN property, management has awarded Permata Resources Inc. to make a report. The report submitted is entitled: "Freshwater Biology Assessment of Proposed ATN Integrated Aggregate</i></p>

contaminated water.		Land development Project”, it was found that Cyanobacteria produces toxins to kill off other local species, giving themselves more room for growth. These toxins arise when environmental conditions are optimal for cyanobacteria to reproduce explosively and exponentially, resulting in algal blooms.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p>Water quality index (WQI) values based on the study conducted entitled “Freshwater Biology Assessment of Proposed ATN Integrated Aggregate Land development Project” shows that the three sampling stations fall into “Rather Clean-clean” water category. The result of WQI was based on the observation of water quality during the sampling and through the presence of macroinvertebrates bioindicators in the area.</p> <p>Economic and Ecological Significance of Flora Resources</p>	<p>Community Employees</p> <p>Community Employees</p>	<p>Based on management directive, a report was submitted based on “Freshwater Biology Assessment of Proposed ATN Integrated Aggregate Land development Project” It was found that Cyanobacteria has the highest count in the density comparison with 8300 cell/mL. Cyanobacteria are important in many ecosystems, as they produce gaseous oxygen as a product of their photosynthetic process. These bacteria and their descendants are credited with the production of all the oxygen gas on Earth but also capable of producing a variety of toxins.</p> <p>The floral resources identified during the conduct of transect walk and assessment by Permata Resources Inc. within the study area have significant values to the community. Their uses can be classified into two: 1.) Economic and 2.) Ecological. Basically, all these resources have ecological roles not only in the specific habitat where they abound but also in nature. Any of these resources which help alleviate economic conditions have</p>

		<p><i>economic use. Economically important species are those used for timber, construction, cottage industry, food, medicine, fiber, feed (forage/pasture), and fuel. Ecologically important species are those ornamentals, landscape plants, hedges, and other plant resources used for soil erosion and weed control. As a whole the flora resources that includes all plant types such as trees, palms, ferns, shrubs, grasses, vines, herbs etc. is very vital to mitigate the worldwide problem on climate change.</i></p>
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Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
<p><i>Direct (Scope 1) GHG Emissions</i></p> <ol style="list-style-type: none"> <i>Land development Operations (Diesel Fuel/Fossil Fuel consumed by our land development equipment and hauler trucks)</i> <i>Crushing Plant Operations (Diesel fuel consumed by our support equipment and hauler trucks)</i> 	<p><i>503 tonnes per quarter</i></p>	<p><i>Tonnes CO₂e</i></p>
<p><i>Energy indirect (Scope 2) GHG Emissions</i></p> <ol style="list-style-type: none"> <i>Crushing Plant Operations (Electricity supplied by MERALCO to run our plant fixed equipment and facilities)</i> 	<p><i>120 tonnes per quarter</i></p>	<p><i>Tonnes CO₂e</i></p>
<p><i>Emissions of ozone-depleting substances (ODS)</i></p> <ol style="list-style-type: none"> <i>Site Office and Crushing Plant (5 units Aircon at 2HP per Unit)</i> 	<p><i>3.9 tonnes per quarter</i></p>	<p><i>Tonnes</i></p>

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its</p>	<p>(e.g. employees, community, suppliers, government, vulnerable groups)</p> <p><i>Employees</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>Regular replacement and/or maintenance</i></p>

<p>business relationship)</p> <p><i>Crushing, blasting, hauling and land development activities contribute to GHG emissions and air pollution.</i></p> <p><i>Diesel is consumed by land development equipment, hauling trucks and back-up diesel genset</i></p>		<p><i>of equipment particularly mufflers of vehicles shall be done. Misting canons will also be purchased to lessen air pollution from crushing and land development operations.</i></p> <p><i>All employees and visitors are given appropriate Personal Protective Equipment (PPE) in the job site. Dust masks and safety goggles are also provided as well.</i></p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p><i>Respiratory and health concerns</i></p> <p><i>Due to dust at site</i></p>	<p><i>Employees</i></p>	<p><i>Strict mandate to wear PPEs and safety gears at all times. Health check-ups and health clearances are secured from employees prior to employment. A small clinic is also established at site to monitor blood pressure and other minor health concerns of employees. Misting canons to be purchased for dust suppression.</i></p>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>Instead of heavily relying on diesel for crushing operations and electricity, ATN Holdings has already connected to Meralco grid to lower operating costs and lessen GHG emissions. Daily inspection and monitoring of trucks will enable it to function efficiently. Preventive maintenance of equipment, trucks and proper calibration of diesel tank are implemented to lessen air pollution</i></p>	<p><i>Employees</i></p>	<p><i>Pollution Control Officer (PCO) is appointed to help manage and mitigate air pollution at site. A Quarterly Self-Monitoring Report (SMR) is submitted to Department of Environment & Natural Resources (DENR) as well by the PCO. A Fleet management officer of ATN equipment and trucks is also assigned to ensure that all trucks are in proper working order. ATN diesel tanks are also inspected and calibrated by our diesel suppliers.</i></p>

Air pollutants

Disclosure	Quantity	Units
NO _x	Normal diesel engine	kg
SO _x	Normal diesel engine	kg
Persistent organic pollutants (POPs)	None	kg
Volatile organic compounds (VOCs)	None	kg
Hazardous air pollutants (HAPs)	None	kg
Particulate matter (PM)	None	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p><i>The entire plant is a NON-SMOKING PLANT. Smoking is strictly prohibited. In this way, we are able to support a cleaner & greener environment.</i></p>	<p>(e.g. employees, community, suppliers, government, vulnerable groups)</p> <p><i>Employees</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>Violators will be penalized or sanctioned. All employees are aware that smoking is not allowed in ATN premises.</i></p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p><i>Our fuel burning equipment such as backhoes, bulldozers, dumptrucks, road grader, mixer and standby 165kva genset consumes diesel to operate.</i></p>	<p><i>Employees</i></p>	<p><i>Use only the equipment as needed and in phases. The crushing plant is already connected to Meralco grid to lessen diesel consumption. Road watering and dust controls are done 5hours/day</i></p>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach

<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>Because Used Oils have to be properly disposed, ATN Solar sold its used oils in drums to RMS Petroleum and Waste Management Corporation, an accredited DENR and EMB Treatment Storage and Disposal Facility (TSD) and Transporter of Wastes</i></p>	<p><i>Community</i></p>	<p><i>ATN Management contracted RMS Petroleum and Waste Management Corporation to treat and haul ATN Solar's used oils at site. A Certificate of treatment will be issued afterwards.</i></p>
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Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	None	kg
Reusable	None	kg
Recyclable	None	kg
Composted	None	kg
Incinerated	None	kg
Residuals/Landfilled	None	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p><i>ATN Holdings practices proper waste disposal by having color-coded trash bins for segregation of wastes</i></p>	<p>(e.g. employees, community, suppliers, government, vulnerable groups)</p> <p><i>Employees</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>Waste segregation and waste reduction programs are implemented regarding sale of recyclable materials to authorized recyclers and scrap buyers.</i></p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach

<p>Identify risk/s related to material topic of the organization</p> <p><i>ATN hauling trucks and equipment use a lot of tires. Tires are highly durable and non-biodegradable. Due to the tire's heavy metal content, leaching of toxins into the groundwater may occur if placed on wet soils.</i></p>	<p><i>Community</i></p> <p><i>Employees</i></p>	<p><i>ATN Fleet management always prioritizes tire retreading, patching, tire rotation and adjustments to avoid untimely tire waste disposal. If the tire can no longer be utilized at all then ATN management just uses the old tires as landscaping decoration. Recycled tire landscaping offers an eco-friendly gardening approach that incorporates materials that would otherwise go to waste. ATN Management and Pollution Control officer decided to stack old tires and paint these to use as landscaping design.</i></p>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>The corporation supports recycling and waste segregation for a cleaner and greener environment. ATN holdings aims to use recyclable materials for marketing and utilization of end-user manufacturers.</i></p>	<p><i>Community</i></p>	<p><i>Ongoing construction of Material Recovery Facility (MRF) or Material Recycling Facility</i></p>

Hazardous Waste

Disclosure	Quantity	Units
<p>1. Land development Operations and Mineral Processing Plant Operations</p> <p>a. Total weight of hazardous waste generated</p>	<p>1,400 used oil first quarter of 2020</p>	<p>Liters</p>
<p>b. Total weight of hazardous waste transported</p>		<p>kg</p>

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business</p>	<p>(e.g. employees, community, suppliers,</p>	<p>What policies, commitments, goals and targets, responsibilities, resources,</p>

operations and/or supply chain) Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship) <i>Our fuel burning equipment such as backhoes, bulldozers, dumptrucks, road grader, mixer and standby 165kva genset consumes diesel to operate.</i>	government, vulnerable groups) <i>Employees</i> <i>Community</i>	grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic? <i>Use only the equipment as needed and in phases. The crushing plant is already connected to Meralco grid to lessen diesel consumption. Road watering and dust controls are done 5hours/day</i>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
Identify risk/s related to material topic of the organization <i>Our Road equipment such as excavators and road graders use batteries and are changed based on the battery's shelf life. Because these are lead acid batteries, proper disposal or recycling needs to be done</i>	 <i>Community</i>	 <i>ATN Management cares for the environment so batteries are trade-in to the local supplier for proper recycling and safe battery handling practices. This also gives us discounts for the new batteries we will be purchasing for our equipment as the old battery is applied as a 'trade in' value discount.</i>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Identify the opportunity/ies related to material topic of the organization <i>Because Used Oils have to be properly disposed, ATN Solar sold its used oils in drums to RMS Petroleum and Waste Management Corporation, an accredited DENR and EMB Treatment Storage and Disposal Facility (TSD) and Transporter of Wastes</i>	 <i>Community</i>	 <i>ATN Management contracted RMS Petroleum and Waste Management Corporation to treat and haul ATN Solar's used oils at site. A Certificate of treatment will be issued afterwards.</i>

Effluents

Disclosure	Quantity	Units
1. Land development Operations a. Five units settling ponds with a total		

<p><i>holding/impounding volume of 10,000 cubic meters were constructed to handle and impound run-off water from our land development operations and this can be utilize for our own use such as dust suppression, etc.</i></p> <p><i>b. Watering of haulage and access roads within the land development area and vicinity estimated per quarter (utilize impounded run-off water in our settling ponds)</i></p> <p><i>c. Maintenance of 5 units comfort rooms for our site employees, estimated per quarter (utilize impounded run-off water in our settling ponds)</i></p>	<p>4,500</p>	<p>Cubic meters</p>
	<p>900</p>	<p>Cubic meters</p>
<p>Percent of wastewater recycled</p>	<p>Rain water 10%</p>	<p>%</p>

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p><i>1.Land development Operations</i></p> <p><i>a. source for dewatering of haulage roads and/or control of dust pollution</i></p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p><i>Site employees</i></p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p><i>Management constructed numerous settling ponds to handle run-off water and impounding substantial volume for own use.</i></p>
<p>What are the Risk/s Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p><i>Identify risk/s related to material topic of the organization</i></p> <p><i>Water Pollution</i></p>	<p><i>Community</i></p>	<p><i>Maintain the integrity and holding capacity of the existing settling ponds by constant de-silting</i></p>
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p><i>Identify the opportunity/ies related to material topic of the</i></p>		

organization		
a. Excess run-off water impounded in our settling ponds will be utilized for dust suppression and other environmental use.	all	Management to ensure proper utilization and water conservation.
b. Source of our water requirements for our current Batching Plant	Batching Plant	Construct 3 units of settling ponds to manage the waste water in the batching plant and recycle the clean water.

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	n/a	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	n/a	#
No. of cases resolved through dispute resolution mechanism	n/a	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p>ATN Holdings & ATN Philippines Solar have secured Environment Compliance Certificates (ECC) for both the Solar Energy Project and the Land Development Project after proper conduct of Environmental Impact Study (EIS)</p>	<p>(e.g. employees, community, suppliers, government, vulnerable groups)</p> <p>Community</p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p>Management has commissioned PERMATA Resources Inc. to prepare the Integrated Environmental Protection and Enhancement Program (EPEP) & Final Mine Rehabilitation &/or Decommissioning Plan (FMRDP) for submission to DENR & MGB.</p>
What are the Risk/s Identified?	Which stakeholders are	Management Approach

	affected?	
<p>Identify risk/s related to material topic of the organization</p> <p><i>Strict compliance, disclosure and timely reporting are required by Department of Environment and Natural Resources (DENR) & the Mines & Geosciences Bureau (MGB). Penalties and violations or revocation of permits may be imposed for non-submission or non-completion of committed Environmental Programs. Submission of Quarterly Self-Monitoring Reports (SMR) are required. Surprise inspections are also conducted to ensure that there is no illegal activity done & what is actually reported is being practiced at site.</i></p>	<p>Community</p>	<p><i>Management has awarded to PERMATA Resources Inc. to make the Environmental Impact Assessment (EIA) report to serve as a planning and management tool that will can help government, decision makers and the affected community address the negative consequences or risks on the environment. This will assist Management to come up with measures and programs short-term & long-term to safeguard the environment as well.</i></p>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>The corporation supports recycling and waste segregation for a cleaner and greener environment. ATN holdings aims to use recyclable materials for marketing and utilization of end-user manufacturers.</i></p>	<p>Community</p>	<p><i>Ongoing construction of Material Recovery Facility (MRF) or Material Recycling Facility. ATN Holdings Inc. Vertically Integrated projects such as Concrete Batching Plant & Precast Applications will also be utilized to lessen wastage of raw materials. Proper filters and dust suppression mechanisms are being installed to lessen dust and air pollution.</i></p>

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employees ⁵		
a. Number of female employees	2	#
b. Number of male employees	53	#
Attrition rate ⁶ <i>Note: Zero terminated employee for the covered period.</i>	N/A	Rate
Ratio of lowest paid employee against minimum wage <i>Note: Minimum wage is the rate paid to the Lowest Employee</i>	N/A	ratio

Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year		% of male employees who availed for the year	
SSS	Y	0%		0%	
PhilHealth	Y	0%	0%	0%	0%
Pag-ibig	Y	0%	0%	0%	0%
Parental leaves	N	0%	0%	0%	0%
Vacation leaves	N	0%	0%	0%	0%
Sick leaves	Y	0%	0%	0%	0%
Medical benefits (aside from PhilHealth))	Y	0%	0%	1.81%	1.81%
Housing assistance (aside from Pag-ibig)	Y	0%	0%	90%	90%
Retirement fund (aside from SSS)	N	0%	0%	0%	0%
Further education support	N	0%	0%	0%	0%
Company stock options	N	0%	0%	0%	0%
Telecommuting	N	0%	0%	0%	0%
Flexible-working Hours	N				
(Others)					

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you</i>

⁵ Employees are individuals who are in an employment relationship with the organization, according to national law or its application ([GRI Standards 2016 Glossary](#))

⁶ Attrition rate = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

<p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>a. <i>Each employee paid for his/her SSS premium and Philhealth premium and without counterpart contribution from the Employer</i></p> <p>b. <i>Not entitled to Sick Leave with pay, vacation leave with pay and related benefits from the Employer</i></p> <p>c. <i>Non-regularization of employment.</i></p>	<p><i>have to manage the material topic?</i></p> <p><i>Employment Contract offered is Contract Services on a Project Base.</i></p> <p><i>ATN Management (Employer) paid a higher gross monthly wage for each employee and the employee is advised to pay for their SSS and PhilHealth premium.</i></p> <p><i>ATN Management give a group accident insurance coverage for the employees.</i></p>
What are the Risk/s Identified?	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>a. <i>No security of tenure</i></p> <p>b. <i>No retirement benefits from the Employer</i></p>	<p><i>Gratuity Pay is given yearly even if the consultants, operators are project based. This serves as an additional incentive.</i></p>
What are the Opportunity/ies Identified?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p><i>Higher income generated for ATN workers.</i></p>	<p><i>Lodging, food allowance, transportation expenses are subsidized by the corporation.</i></p>

Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees		
a. Female employees	PCO Training / Safety	40 hours
b. Male employees	Basic fire training	8 hours
Average training hours provided to employees		
a. Female employees	Required trainings	8 to 16 hours
b. Male employees	Required trainings	8 to 16 hours

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by</i></p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you</i></p>

<p>the organization or linked to impacts through its business relationship)</p> <p><i>In land development operations, ATN Holdings Inc. prioritizes hiring operators who have background and long-time experience from other quarries. This will ensure us that these operators are qualified and are aware of safety protocols while working in a land development site. We target Multi-skilled operators to operate our heavy equipment and to drive our HOWO trucks fleet.</i></p>	<p>have to manage the material topic?</p> <p><i>Transport Fleet Management head assesses & checks their actual skills by letting them drive the heavy equipment and Howo trucks. Personal Protective Equipment (PPE) are provided to our drivers and operators to ensure that they follow all safety protocols. From hard hats to reflectorized vests to safety shoes, all staff are always mandated to wear these. Daily site briefings and spot checking are done by Safety Officer</i></p>
What are the Risk/s Identified?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p><i>Accidents like slipping or falling from heavy equipment or the land development site may happen due to different road and weather conditions.</i></p>	<p><i>If the weather condition is bad, no hauling or loading work is allowed to ensure safety of workers. This will also prevent trucks from hitting something or from unforeseen landslides.</i></p>
What are the Opportunity/ies Identified?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>Company sponsored training and development of staff and workers.</i></p>	<p><i>ATN Management sponsors continuous employee training and development by letting Safety Officers and Mining Engineers join the Annual National Mine Safety and Environment Conference held in Baguio City last Nov. 19-22, 2019. This is an annual convention celebrating 66 years of Responsible Mining already. Other training such as for Pollution Control Officer, Safety Officer and Fire Safety trainings are also done.</i></p>

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements Note: The employees has no existing Labor Union and therefore no Collective Bargaining Agreement (CAB).	0	%
Number of consultations conducted with employees concerning employee-related policies	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p><i>Salary or rate per employee is based on the agreed rate between the employee and the company (ATN Holding Inc.)</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>Management policy in hiring. Target in hiring is hiring those operators with experience in land development activities. This will ensure management that these qualified workers are aware of safety protocols while working in a land development.</i></p>
What are the Risk/s Identified?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p><i>Each operator, staff, consultant has a different pay grade based on experience, skill and place of origin. Salary comparisons may be an issue.</i></p>	<p><i>Allowances are given to those who flew in from the province. Flights are sponsored by the company as added incentive. Multi-skilled workers will have a higher base pay compared to a single skilled worker.</i></p>
What are the Opportunity/ies Identified?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>The construction industry is booming right now due to President Duterte's Build, Build, Build Program. Working for a land development, crusher & batching plant owner is a big plus to anyone's resume. This will be an important credential to include working for a publicly listed corporation.</i></p>	<p><i>Safety of our employees is our priority, we ensure that our staff is properly compensated and that they have company sponsored lodging as well. All Personal Protective Equipment (PPE) are also provided to our employees</i></p>

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	3.63	%
% of male workers in the workforce	96.36	%
Number of employees from indigenous communities and/or vulnerable sector*	0	#

**Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p><i>The construction business especially in the land development operations would entail more male workers to dominate the workplace. Driving heavy equipment, hauling and loading aggregates are not female-oriented work activities.</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>ATN Holdings is open to accepting both male & female drivers, staffs and engineers. However, no female applied as heavy equipment operators. Accepted one female applicant in marketing and sales team and another as Pollution Control Officer and Safety Officer.</i></p>
What are the Risk/s Identified?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p><i>Construction is a male-dominated industry. Female employees in the construction industry are position more in construction management and quality control</i></p>	<p><i>All staff are treated equally. There is no preferential treatment. They have their own roles to fulfill so there is no competition or issues in the workplace.</i></p>
What are the Opportunity/ies Identified?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>Any vacant position is open to both males and females. Experience will always be the basis of hiring in the construction business and hauling activities to ensure safety and work professionalism.</i></p>	<p><i>ATN Holdings Inc. entertains both men and female applicants. More women are interested to join the sales & marketing team. However, very limited number are applying because only few women are interested with the construction industry.</i></p>

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	293,277.00-year 2018 and 2019	Man-hours
No. of work-related injuries	1	#
No. of work-related fatalities	0	#
No. of work-related ill-health	0	#
No. of safety drills	1 per quarter	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>a. <i>Dust pollution on the haulage road.</i> b. <i>Zero visibility due to excessive dust in the haulage road</i></p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>a. <i>Management hires a Safety Officer duly recognized and accredited by the MGB</i></p>
What are the Risk/s Identified?	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>a. <i>Lung cancer or related sickness due to dust pollution</i> b. <i>Accident such as collision of hauler trucks due to excessive dust.</i></p>	<p>a. <i>Management provides appropriate PPE to each employee</i> b. <i>Management will purchase a water truck for the watering of the haulage roads and vicinity to suppress excessive dust.</i></p>
What are the Opportunity/ies Identified?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>a. <i>Safe and healthy working place for all.</i> b. <i>Job opportunities for local and others.</i></p>	<p>a. <i>Management thru the Safety Officer and Pollution Control Officer formulate a Safety and Health Policy as basis and guide in the land development operations and in the whole ATN projects.</i></p>

Labor Laws and Human Rights

Disclosure	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	None	#

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the company policy
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Forced labor	Y	ATN Company Policy Handbook
Child labor	Y	ATN Company Policy Handbook
Human Rights	Y	ATN Company Policy Handbook

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p><i>Work hours of operators may extend for a few hours as needed</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>Request of additional working hours are always for approval. This is voluntarily asked for by operators and drivers at the land development site. Of course, they are properly compensated for additional work hours done.</i></p>
What are the Risk/s Identified?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p><i>High blood pressure and asthma may be probable if heat or dust inhalation is intense. This can affect older employees when they don't observe wearing proper Personal Protective equipment nor hydrate once in a while.</i></p>	<p><i>Small clinic is available at site with complete basic medicine and first aid kits. Monitoring of blood pressure at site is available too to ensure that all workers are in good working condition.</i></p>
What are the Opportunity/ies Identified?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>No one is forced to work. Higher income is generated for those operators who request or sign up to work for additional number of hours a day.</i></p>	<p><i>Request of additional working hours are always for approval. This is voluntarily asked for by operators and drivers at the land development site. Of course, they are properly compensated for additional work hours done.</i></p>

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	Y	<i>No accreditation policy in place. Tie up with Union Bank Financial Supplier Chain Team for them to pre-screen suppliers & truckers before granting them a supplier's credit line for them to purchase ATN Aggregates. Others are referrals from reputable companies already.</i>
Forced labor	Y	
Child labor	Y	
Human rights	Y	
Bribery and corruption	Y	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p><i>Suppliers are selected based on their track record, product quality, price competitiveness & reliability</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>Purchases above Ten Thousand Pesos are properly canvassed from at least 3 reputable suppliers. Offers are compared by the procurement team. Final decision is based on ATN Holdings executive committee approval.</i></p>
What are the Risk/s Identified?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p><i>Bribery & corruption may happen in any organization. Supplier may be secretly giving gifts or kickbacks to ATN procurement team and any other departments for preferential treatment. Truckers may also connive with other staff to give extra allocation of aggregates to them</i></p>	<p><i>CCTVs are installed to monitor site activities. Weighbridge truck scale is installed to make sure that the load per truck is accurately measured to avoid any loss in sales. Payments of aggregates will be done online via deposit or credit/debit card to avoid cash transactions.</i></p>
What are the Opportunity/ies Identified?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>Suppliers & truckers will be pre- screened and accredited by Unionbank Dealer Financing Group before Unionbank grants them a special Supplier</i></p>	<p><i>Once Unionbank has approved the suppliers credit line, ATN Holdings group will also do an internal background check to monitor the track record of suppliers.</i></p>

Credit Line to be able to purchase ATN Aggregates	
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Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)
1. Mineral Processing plant operations	Sitio Laan, Macabud, Rodriguez	N/A	N	N/A	Maintain dry process and add dust suppression at the vibrating screen
2. Solar Project: Land development Operations	Sitio Laan, Macabud, Rodriguez	N/A	N	Illegal occupants or squatters	Relocation fees of 35k paid per family.

*Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: N/A

Certificates	Quantity	Units
FPIC process is still undergoing	N/A	#
CP secured	N/A	#

What are the Risk/s Identified?	Management Approach
Identify risk/s related to material topic of the organization Non-cooperative individuals can cause disruption to operations	Corporation maintains a community relations officer to mediate all issues with the community as embodied in the SDMP.

What are the Opportunity/ies Identified?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p><i>Create long-lasting relationship with the community, since projects are planned for 25 years</i></p>	<p><i>Approach for community Relationship Development are included in the following:</i></p> <ol style="list-style-type: none"> <i>1. ER1-92 MOA with Department of Energy</i> <i>2. Community Development Plan with Barangay Macabud.</i> <i>3. Social Development and Management Program and MOA with the Municipality of Rodriguez Rizal</i> <p>http://www.atnholdings.com/shareholding%20structure/ATNH%205-yr%20SDMP%20for%20MPP(signed).pdf</p>

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	N/A	N

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p><i>Aggregates are delivered to the buyer based on the type & size they need. Price and quantity is pre-agreed on. Lab test results on rocks & aggregates are shown. The buyer can conduct its own lab tests and sampling to assure that the quality of rocks and aggregates are at par with what they need.</i></p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p><i>Sampling of rocks and aggregates are allowed. Potential buyers can have the rock samples tested in their chosen laboratories to make sure that they are satisfied with ATN rock supply before delivery is made.</i></p>
What are the Risk/s Identified?	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p> <p><i>If selected truckers are not trustworthy, they can steal or lessen the aggregates loaded per truck and sell it to</i></p>	<p><i>Truckers are to be selected by the buyers themselves. All rocks and aggregates will be picked up at ATN site to avoid conflict with</i></p>

<i>other buyers. This may cause a change in the net delivery of the trucker to ATN's buyer which may cause conflict.</i>	<i>truckers and buyer's agreement.</i>
What are the Opportunity/ies Identified?	Management Approach
Identify the opportunity/ies related to material topic of the organization <i>Feedbacks are always welcome. Constructive criticism can help a business grow and improve.</i>	<i>The more companies and contractors that use ATN Aggregates as their source of raw materials would mean that they are satisfied with ATN quality and price point.</i>

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	0	0
No. of complaints addressed	0	0

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship) <i>There are no health and safety concerns with the purchase of rocks & aggregates except for the loading and unloading of supply in the trucks where accidents may occur.</i>	What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic? <i>Please refer to the Safety and Health Program (SHP) Manual.</i> http://www.atnholdings.com/shareholding%20structure/ATN%20Safety%20and%20Health%20Program7-9-19.pdf
What are the Risk/s Identified?	Management Approach
Identify risk/s related to material topic of the organization <i>It can be dusty in the area of loading and unloading of rock & aggregates</i>	<i>Dust masks can be worn. Water cannons will also be purchased</i>

What are the Opportunity/ies Identified?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>Wearing of Personal Protective Equipment is always a requirement inside the land development premises.</i></p>	<p><i>Visitors are provided with safety helmets, reflective vests and safety shoes if not properly geared.</i></p>

Marketing and labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*	0	#
No. of complaints addressed	0	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p><i>ATN Holdings is into selling rocks & aggregates so the shape, size, quality, density and test results are the actual marketing tool itself.</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>For ATN Holdings to be better known in the construction industry, the company has been joining mining and construction exhibits. ATN has also become a member of the Philippine Tunneling Society Inc. for market penetration.</i></p>
What are the Risk/s Identified?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p><i>As rocks and aggregates are easily available as a sample, anyone can claim that it came from ATN holdings. So proper verification should always be done through lab test results and proper site sampling</i></p>	<p><i>Potential buyers are allowed to do sampling first before making an order. This will allow the prospective buyers to conduct their own lab tests on the rocks & aggregates.</i></p>
What are the Opportunity/ies Identified?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>Since ATN Infra Rocks is vertically integrated from</i></p>	<p><i>ATN Holdings newest venture ATN Infra Rocks will be well known in the construction industry having</i></p>

<i>owning a land development to operating a crusher plant and a batching plant, raw materials are easily processed in the site with no wastage.</i>	<i>the most modern and newest crusher and batching plant. As other quarries are already depleted, ATN Infra Rocks can serve a lot of Build Build projects especially the subway and railway projects.</i>
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Customer privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*	0	#
No. of complaints addressed	0	#
No. of customers, users and account holders whose information is used for secondary purposes	0	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p><i>Customers are mostly large infra & construction companies who have big projects with DPWH.</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>All customer data will be kept confidential as needed. The final deal or negotiated price will also be disclosed if required by government projects.</i></p>
What are the Risk/s Identified?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p><i>Marketing team or procurement team may leak information without management knowing.</i></p>	<p><i>All customer data are kept confidential. Non-Disclosure agreements are signed. Any breach or violation from contracts and deals will have a negative effect. Any employee caught in violation will be terminated or suspended depending on gravity.</i></p>
What are the Opportunity/ies Identified?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>Building long term trust is important for ATN Holdings as the construction business is a long term &</i></p>	<p><i>All customer data should be kept confidential. Non Disclosure agreements may be signed. Any breach or violation from contracts and deals will</i></p>

<i>continuous activity.</i>	<i>have a negative effect. Any employee caught in violation will be terminated or suspended depending on gravity.</i>
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Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p><i>Customers will be basically large infra & construction companies who have big projects with DPWH.</i></p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p><i>All customer data will be kept confidential as needed. The final deal or negotiated price will also be disclosed if required by government projects.</i></p>
What are the Risk/s Identified?	Management Approach
<p>Identify risk/s related to material topic of the organization</p> <p><i>Marketing team or procurement team may leak information without management knowing.</i></p>	<p><i>All customer information are kept confidential. Non-Disclosure agreements may be signed. Any breach or violation from contracts and deals will have a negative effect. Any employee caught in violation will be terminated or suspended depending on gravity.</i></p>
What are the Opportunity/ies Identified?	Management Approach
<p>Identify the opportunity/ies related to material topic of the organization</p> <p><i>Building long term trust is important for ATN Holdings as the construction business is a long term & continuous activity.</i></p>	<p><i>All customer data are kept confidential. Non-Disclosure agreements may be signed. Any breach or violation from contracts and deals will have a negative effect. Any employee caught in violation will be terminated or suspended depending on gravity.</i></p>

UN SUSTAINABLE DEVELOPMENT GOALS

Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
<p><i>Solar Project</i></p> <p>and</p> <p><i>Mineral Processing Plant</i></p>	<ol style="list-style-type: none"> 1. <i>No poverty. Helps improves lives of community via employment</i> 2. <i>Zero hunger. Helps improves lives of community via employment</i> 3. <i>Good Health. Provision of health facilities</i> 4. <i>Quality Education. Provision of Internet connectivity</i> 5. <i>Clean energy. Provision of metered electricity</i> 6. <i>Sustainable communities. Provision of local livelihood projects</i> 	<ol style="list-style-type: none"> 1. <i>Over-development- resulted from more inflow of money in the community</i> 2. <i>Over-population - resulted from more work opportunity</i> 3. <i>Inequalities- job opportunities are skill-based. Skilled individuals receives more compensation compared to non-skilled workers</i> 	<ol style="list-style-type: none"> 1. <i>Milestone based release of SDMP and CDP funds.</i> 2. <i>Equal distribution of work opportunities</i>

** None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*

ATN INFRA ROCKS CORPORATE ENVIRONMENTAL SUSTAINABILITY POLICY

ATN Holdings adopts its corporate environmental sustainability policy and executed various ATN 5-year innovative work plan, with several environmental experts, in support of sustainable reporting as part of corporate disclosures of listed companies, as required by regulatory bodies SEC and PSE. The policy addresses the areas of energy efficiency, climate change adaptability, green carbon footprint, corporate size to support socio-economic development, and support of the government’s Build, Build Build, Program.

1) ENERGY EFFICIENCY AND CONSERVATION

In support of energy efficiency, ATN land development, ATN rock crusher and ATN ready-mix concrete plant and ATN pre-cast concrete products operate to maximize night time operation when the electric power grid is on off-peak load or has excess supply against demand (30% price discount on off-peak load usage). ATN conserves 1,150,000 kWh per year of energy that could not have been used during night time.

By using a large 500 TPH electric-powered crusher plant, ATN saves energy with better economies of scale compared to other smaller typical capacity of 200 TPH diesel-powered crushers near the land development site.

2) CLIMATE CHANGE ADAPTABILITY AND RESILIENCY

In support of climate change adaptability and resiliency for Metro Manila, exploration and development activities in five years of rock reserves initially at 176 million tons of high impervious quality (2.8 specific gravity) to support infrastructure projects of Build, Build, Build Program, and land reclamation projects in Manila Bay that adapt to continuing rise of sea level caused by climate change.

3) GREEN PROJECTS WITH LOW-CARBON FOOTPRINT

In support of green low-carbon footprint complementing energy efficiency in rock processing plant operation, ATN attains inherent advantage in the 25 km proximity of its rock reserves to main user market Metro Manila, which results in very low carbon footprint in the consumption of diesel fuel for logistics.

ROCK SOURCE	HAUL DISTANCE	ANNUAL DIESEL USED	10-YEAR IMPACT
ATN Infra Rocks	25 km	2 million liters	20 million liters
Batangas Quarries	120 km	10 million liters	100 million liters
Zambales Quarries	150 km	12 million liters	120 million liters

Moreover, ATN group has a 30 MW solar energy project that can produce renewable energy to supplement power supply from the electric grid. By investing in a 9 km transmission line to connect to Meralco, ATN saves the use of 2 million liters of diesel that is consumed in comparable size of diesel-powered rock crushers. Unit consumption of diesel fuel of 1.4 liters per cum in the land development, and the equivalent diesel replaced by electricity in the crusher plant of 0.3 liter per cum results in a very low carbon footprint of the ATN rock processing plant.

The low carbon footprint of ATN rock processing and logistics operations conserves an estimated 10 million liters of diesel fuel, which translates to annual foreign exchange savings of \$10 million.

4) LARGE OPERATION TO SUPPORT ENVIRONMENTAL COMPLIANCE ACTIVITIES

In support of energy regulatory compliance, sustainable funding of corporate social responsibility involving environmental protection (EPEP), social development programs (SDMP), safety and health program (SHP) and funds for community socio-economic development is facilitated by large corporate size with financial capability to execute economies of scale of rock processing operation.

5) VERTICALLY INTEGRATED OPERATION FROM LAND DEVELOPMENT TO PRE-CAST CONCRETE

In support of ATN economic sustainability and to enhance market presence, ATN undertakes vertical integration into pre-mix concrete batching plant and 10 pre-cast concrete forming plants to reduce carbon emission footprint.

6) BUILD, BUILD, BUILD FOR SUSTAINABLE SOCIO-ECONOMIC GROWTH

In support of sustainable socio-economic growth for 110 million Filipinos, ATN Infra Rocks supplies the necessary rocks for efficient and economical cost of construction of Build, Build, Build infrastructure projects that will not only spur socio-economic development but also provide clean environmentally friendly and efficient transport system for people and cargo.