


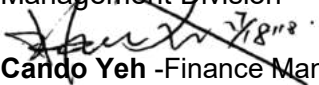

		Environmental, Health and Safety Management System		EHS POLICIES	
EHSMS Section:	n/a		Doc. No./Rev.:		SCI-EHSP-007/03
Subject:	Water Management Policy		Effectivity Date:		February 5, 2022
Prepared by:	 Armond Garcia – Environmental Manager		Reviewed by:  Lendie Catubig – Sustainability Manager		
Approved by:	 Vickie Rose Orpilla – Head of Human Resource and Compliance Management Division  Cando Yeh -Finance Manager  Kelly Chien - Regional Factory Manager				Page 1 of 8

REVISION LOG

Revision Level	Effectivity Date	Description of Change	Change Initiator	Approval
00	January 1, 2012	Initial Release	Armond Garcia	Vickie Rose Orpilla Jane Chu Mirroon Lin David Chang
01	February 22, 2016	Transfer of template from QMS to EHS Changes: IMS to Compliance Department Operation Division to Operations Manager, Manufacturing 1, 2, 3 Division	Armond Garcia	Vickie Rose Orpilla Jane Chu Mirroon Lin David Chang

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02	December 1, 2018	<p>Adding phrase 3.0 Upcycling Where opportunities are given, SCI Philippines</p> <p>will be practicing Up cycling to create a useable product from waste or unwanted items or adapting an existing product in some way to add value. The purpose of up cycling is reducing waste and improving the efficiency of resource use.</p> <p>7.3 Open burning or “siga” and open bumping onsite are forbidden.</p> <p>11.3 - A basic awareness of Handling, Storage, treatment and or disposal arrangements. Prohibited acts under, penalties and Suits under Part V, Rule XVII of RA 9003 Implementing Rules and Regulations.</p>	Armond Garcia	Vickie Rose Orpilla Nick Hseih Sasa Chang Etahn Lin Cando Yeh Kelly Chien
03	January 27, 2022	<p>Scope Removing Metro Wear Inc.-2, Mactan Apparels Inc.-2, Globalwear Manufacturing Incorporated – 2</p> <p>Adding Vertex One Apparels, Phils., Inc., Vertex One Apparels, Phils., Inc.,- Warehouse and Feeder Apparel Corp.- FIT printing and Mactan Apparels, Inc.- Printing</p>		Kelly Chien Cando Yeh

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I. Coverage

This Policy covers to all employees of Sportscity International – Philippines Cebu factories namely Metro Wear Inc., Feeder Apparel Corporation, Feeder Apparel Corporation–CPRD, Metro Wear Inc.–Finished Goods, Mactan Apparels Inc., Globalwear Manufacturing Incorporated–Central Warehouse, Globalwear Manufacturing Incorporated, Vertex One Apparels, Phils., Inc., Vertex One Apparels, Phils., Inc.,-Warehouse and Feeder Apparel Corp.-FIT printing and Mactan Apparels, Inc.-Printing.

II. Statement

Sportscity International factories endeavor to reduce water consumption without affecting the productivity and working condition in the facility. SCI will adopt best practicable environmental option and methods to reduce its impacts in the environment. It is the mission of SCI to use water efficiently as possible.

SCI factories fully supports Environmental Management Systems best practices, the right of all the employees to have access freely the use of drinking water and sanitation while performing their daily task in the facility.

SCI factories recognize its responsibility to help protect and preserve the environment and ensure management commitment on the reduction of environmental impact through water conservation by means of reducing water consumption.

III. Guidelines and Policy Provisions

1. Roles, Responsibility and Authority

Sportscity International Management will demonstrate its commitment and support the Policy and to continually improve its effectiveness.

1.1 All Employees of Sportscity International Cebu Factories are responsible to use water efficiently.

1.2 It is the responsibility of all employees to report any water wastage such as leak pipes, defective faucets and other circumstances found within the factory that can use waster wastage.

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1.3 It is a day-to-day responsibility of the Building Maintenance Section to ensure that all equipment affecting the consumption of water is adequately maintained and is run as efficiently as possible.

1.4 It is the responsibility of the Building Maintenance section to ensure water wastage circumstances will be corrected immediately such as leak pipes, defective faucets and etc.

1.5 It is the responsibility of the Management to provide equipment, tools and devices to correct the water wastage in the factory.

1.6 It is the responsibility of the Management to provide water conservation awareness to all the employees.

1.7 It is the responsibility of the Management to support the programs and adopt new method to reduce the water consumption in the factory.

1.8 It is the responsibility of the Management to conduct review of the status and progress of the programs.

2. Water Reduction Planning

Sportscity International Cebu factories will conduct and document Water Reduction plan that includes the following: Legal and other requirements to which the organization subscribes, Water usage review, setting of water usage baseline, performance indicators, objectives, targets, and action plans, planning will lead to activities to improve water usage performance.

2.1 Water usage review

Factories will develop, record, and maintain water usage review. To develop the water usage review, they will gather data's from past, present water use and future estimate consumption. Base on the data's gathered, factories will identify the significant, and factories will prioritize and seek opportunities for improving water usage performance.

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The water usage review will be updated quarterly and will response to major changes in facilities, equipment, systems, or processes.

2.2 Evaluation of legal/other compliance

The factories will evaluate compliance with legal and other requirements to which it subscribes that are relevant to its water usage in quarterly basis.

Records of the results of the evaluations of compliance will be maintained.

2.3 Setting of water consumption baseline

Factories will establish the water usage baseline using the information in the initial review considering a data period suitable to the organization's water use. Changes in water usage performance will be measured against the baseline. Adjustment to the baseline will be made when Performance Indicators no longer reflect factory water usage.

2.4 Identification of performance indicators

The factory will identify performance indicators appropriate for monitoring and measuring water usage performance. The methodology for determining and updating the performance monitoring shall be recorded and regularly reviewed.

Performance indicator will be reviewed and compared to the water consumption baseline on a regular basis.

Monitoring and measuring of water usage shall be done on daily basis by the Building Maintenance Section to determine immediately and find the root cause if there's any significant increase in measuring.

Records will be kept on file. Monthly reports shall be reviewed by the management to address any sudden increase in their water usage.

2.5 Setting of Objectives, targets and action plans

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The factory will establish, implement and maintain documented water usage objectives and target at the relevant functions, levels, processes or facilities within the organization. The objectives and targets will be specific measurable, time frames will be established for achievement of the objectives and targets.

2.6 Setting up water reduction plan

The factories will establish written programs in order to achieve the objective of this policy. All control measures shall be reviewed regular for its effectiveness. Additional control measures will be made if existing measures found ineffective during the review.

3. Implementation and operation

The factory shall implement the water reduction control measures or action plans resulting from the planning process for implementation and operations.

3.1 Communication

The factories will communicate internally to its entire employee the written Policy, Objectives, targets and programs and other information materials to ensure that they are aware, updated and participate with the implemented programs.

Informative materials shall be posted within the facility where water usages are significant.

3.2 Operational control

The factory will identify and plan those operations which are associated with its significant water usage and that are consistent with its policy, objectives, targets and actions plans in order to ensure that they are resourced and carried out.

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3.3 Design

The factories will consider water usage performance improvement opportunities in the design of new, modified and renovated facilities, equipment, systems and processes that can have a significant impact on water usage performance.

The results of the water usage performance evaluation will be incorporated into the specification, design and procurement activities of the relevant project.

The results of the design activity will be recorded.

4. Checking performance

4.1 Monitoring, Measurement and analysis

The factories will ensure that the key characteristics of its operations that determine water usage performance are monitored, measured and analyzed at planned intervals. Key characteristics will include at a minimum:

The results from monitoring and measurement of the key characteristics shall be recorded.

The factories will define and periodically review its measurement needs. SCI will ensure that the equipment used in monitoring and measuring of key characteristics provides data which is accurate and repeatable. Records of calibration will be maintained.

The factories will investigate and respond to significant deviations in water usage performance.

Results of these activities will be maintained.

4.2 Internal audit

Compliance Department will conduct internal audits at planned intervals to ensure that the written programs are effectively implemented and maintained.

4.3 Nonconformities, correction, corrective, and preventive action

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The factories will establish, implement and maintain a procedure(s) for dealing with actual and potential non-conformity (ies) and for making correction, and for taking corrective action and preventive action.

Corrective actions and preventive actions shall be appropriate to the magnitude of the actual or potential problems encountered.

4.4 Control of records

The factories will establish and maintain records of its monitoring and measurement as necessary to demonstrate conformity to the performance results achieved.

5. Management Review

Top management will review the organization's written policy, objective, target and programs to ensure its continuing suitability, adequacy and effectiveness.

IV. Administration

This policy shall be implemented in close coordination with **Operations Manager Manufacturing 1, 2, 3 Division**, HRCM division, Finance division, Merchandising Division and Quality Assurance division.