

C.1. Digitization efforts for CY 2021 are as follows:

***Design and Development of Environment and Forest Management Information System (EFMIS)**

This was successfully rolled out and implemented last November 2021. The EFMIS is intended to ease the concerns and issues encountered in the management of the environment and forest watershed with the following general features and benefits: (i) Generate spatial-based information by automatically tagging location in observations for analysis of forest condition, wildlife and threats; (ii) Provide an electronic record of patrol effort in terms of distance covered and hours spent that provide concrete evidence of actual conduct of field patrols; and, (iii) Facilitate a timely response to observed threats through environmental law enforcement and other management interventions by providing regularly collected information on observed threats and violations.

***Design and Development of Land and Asset Management Information System (LAMIS)**

This ongoing project is on premise-based information system and web-based interfaces project to improve interaction with JHMC by facilitating online transaction monitoring and information purposes between the JHMC, investors, and JHSEZ residents. Further, the information system would provide a reliable means to manage and monitor the records of structures and JHMC's activities in the affected barangays of the JHRA and the JHSEZ.

***Updating of the Document Tracking System (DTS) and Special Economic Zone Regulatory Information Systems (SEZRIS)**

Enhancement of the existing DTS and SEZRIS to comply with the updated approved policies, guidelines, process flows, and government rules and regulations is ongoing. Further, this will respond to the suggestions and issues encountered during the implementation of the two information systems.

D. LEARNING AND GROWTH PERSPECTIVES

D.1 Human Resource Development Program

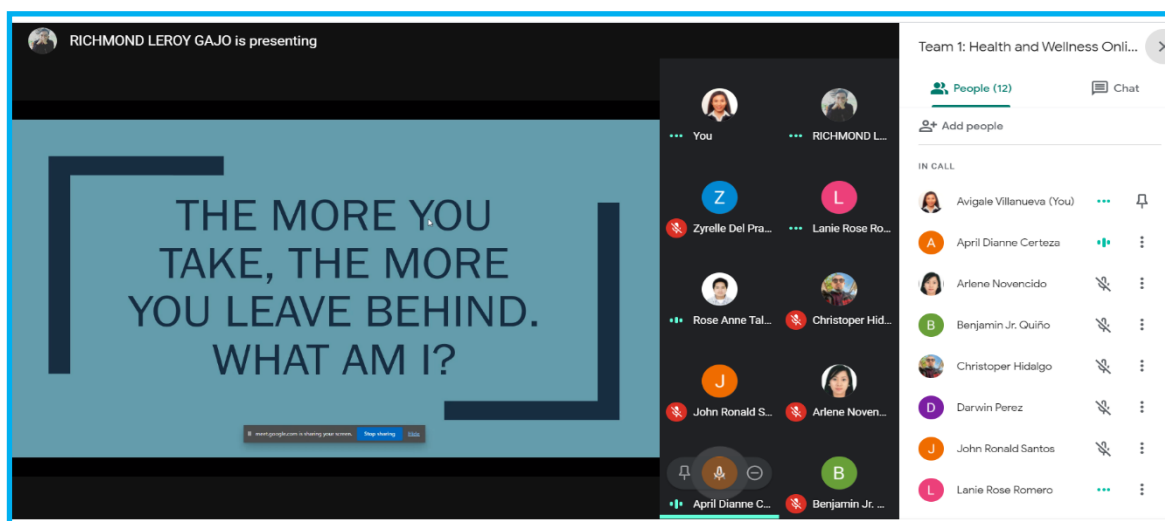
For CY 2021, the JHMC developed and implemented a Human Resource Development Program (HRDP) dubbed as *“Developing a Work Champion/Administrative Expert”* to address identified competency gaps and/or to upgrade the capacities all employees for the covered period, through different platforms. The focus is on expertise and effective work habit development. The objectives are to promote the Company's efficiency by ensuring that all employees are

a good fit for the position and can deliver the required output with efficiency and to reinforce or boost knowledge on the basic skills to increase efficiency.

D.2 Health and Wellness Program

***Physical Work Outs**

To promote change in behavior and a work and life balance, physical work outs were introduced to promote change in behavior and a work and life balance. With the COVID-19 pandemic still in place, physical exercises were conducted in consideration of the safety protocols. Thus, the same were conducted both physically and virtually. Also, online games were conducted.



***COVID-19 Related Safety Protocols and Vaccination Data**

The JHMC reiterated the observance of the safety protocols against COVID-19; and the benefits of being vaccinated, during the conduct of the flag retreat every Friday of the week. With its campaign efforts, the vaccination status of JHMC employees is at 97.72% (81 fully vaccinated, 5 partially vaccinated and 2 unvaccinated), as of 31 December 2021.

Further, JHMC provided continuous information dissemination on new guidelines, issuances, reminders to its employees relative to COVID-19, through the different platforms available.

***Annual Physical and Medical Examination**

To ensure that employees are physically and/or medically fit to report for work and to monitor their medical conditions for appropriate interventions, the JHMC conducted a physical and medical examination of its employees which comprises of chest x-ray and blood chemistry. Based on the results, few employees were advised to undergo medications. However, in totality, **100%** (82/82) of the employees were declared fit to work.

Also, a random drug testing was conducted which resulted to **100%** (54/54) of the employees who underwent the same tested **negative**.

D.3 Gender and Development (GAD) Program

In line with the **International Celebration of Women's Month**, JHMC through its CSR project, Health and Human Rights Linking Diversity conducted a physical activity to boost the physical well-being and immune system of JHMC employees on 11 March 2021 at the Ayala Football Ground. This is in line with Republic Act 6949 otherwise known as "AN ACT TO DECLARE MARCH EIGHT OF EVERY YEAR AS A WORKING SPECIAL HOLIDAY TO BE KNOWN AS NATIONAL WOMEN'S DAY."

Lastly, in December 2021, the GCG issued a rating of "**Outstanding**" to JHMC pursuant to the new assessment methodology embodied in Section 7 of GCG MC No. 2015-07 (Re-Issued) and issued its validation result for the GCG-JHMC Performance Scorecard yielding to **94.48%**. Both ratings pertain to CY 2020 but serve as a proof and embodiment of the **JHMC's drive towards excellence in public service**.