

framework to ensure the continuous delivery of essential services in the event of disruptions, while strengthening the organization's preparedness and resilience in managing Camp John Hay and the JHSEZ.

Anti-Littering Policy

-The regulatory framework for environmental cleanliness was strengthened with the development and finalization of the Anti-Littering Policy (Version 1) for the JHSEZ.

The Information Systems Strategic Plan (ISSP) for CY 2026–2028

-It was formulated to support the continuous innovation of JHMC's process, programs, and services through ICT-driven solutions aimed at enhancing performance, productivity, reliability, and overall service quality.

Status: Approved by the JHMC Board and submitted to the Department of Information and Communications Technology (DICT) for review and endorsement.

b. Stakeholder Engagement through Quarterly Locators' Meetings

JHMC conducted its quarterly Locators' Meetings in 2025 to engage registered business enterprises, concessionaires, and JHSEZ residents.

These meetings served as a platform to communicate key policy updates, address stakeholder concerns, and ensure continued regulatory compliance during the transition. The inclusion of JHSEZ residents enhanced stakeholder participation and supported a more coordinated and responsive approach to estate management.

Overall, the initiative contributed to maintaining operational stability and stakeholder confidence, underscoring JHMC's commitment to transparency and effective transition

management.

c. Asset Disposition: Camp John Hay Community Redevelopment Project

This program, led by the BCDA and JHMC, addresses the needs of informal settlers in the John Hay area using verified census data from 1991, 2001, and 2012. It aims to provide home lots to qualified occupants, protect the watershed, support infrastructure development, and generate revenue through structured payments.

Implementation is carried out in three phases: (1) titled properties, (2) untitled properties pending Special Patent applications, and (3) areas under CALT/CADT, subject to the resolution of related Supreme Court cases.

d. Asset Disposition: Scout Barrio Housing Project (SBHP)

The Scout Barrio Housing Project has reached a **92.64%** completion rate, with 151 out of 163 awardees already receiving their Transfer Certificates of Title (TCTs).

On 16 December 2025, the TCT was formally awarded to the Heirs of Tabligan.

The remaining twelve (12) beneficiaries have yet to receive their TCTs due to incomplete documentation and unresolved issues.

e. Land Asset Management

▪ **Special Patent Application (SPA) for the BCDA Land**

The 258.7614-hectare Special Patent Application (SPA) is still awaiting re-evaluation by the DENR–Land Management Bureau after BCDA–JHMC and DENR–CAR jointly submitted clarification reports and supporting documents, in

compliance with directives from the Office of the President – Office of the Deputy Executive Secretary for General Administration (ODESGA).

Meanwhile, the 217.7382-hectare SPA remains on hold pending the resolution of title cancellation and reversion cases filed by BCDA through the Office of the Solicitor General (OSG).

- **Ancestral Land Claim within Camp John Hay**

As of the latest inventory, the National Commission on Indigenous Peoples (NCIP) has issued a total of 53 Certificates of Ancestral Land Title (CALTs) and one Certificate of Ancestral Domain Title (CADT), covering around 220 hectares or about 38% of the BCDA property within Camp John Hay.

JHMC continues to support the BCDA by providing technical assistance and documentation. Out of the issued CALTs, 36 are currently involved in ongoing title cancellation and reversion cases filed by BCDA through the Office of the Solicitor General (OSG). In addition, documentation for nine CALTs has already been prepared to facilitate the filing of appropriate cases in 2025.

1.8.2 **Customer Health and Safety**

a. Biodiversity Maintenance: Sanitation Tree Cutting and Pruning Operations

In maintaining the ecological balance and ensuring public safety within the Camp, tree mortality management remained a priority. A total of **60** dead and hazardous trees, including Benguet pines, were cut and properly disposed of due to safety risks and pest infestation concerns, with a portion requiring emergency action within the JHSEZ.

d. Hazardous Management

During 2025, JHMC continued to ensure proper hazardous waste (HW) management in compliance with DENR regulations. Mixed hazardous wastes from JHMC operations were properly stored, inventoried, and classified for safe hauling, treatment, and disposal. Laboratory testing confirmed the presence of asbestos in the Old Theater building (Mt. Breeze Cottage), enabling appropriate management prior to the development of the CJH Museum.

JHMC also procured hazardous waste management materials to maintain regulatory compliance and coordinated with EMB-CAR units to ensure continuity of proper HW handling for properties and operations turned over to BCDA, including the **John Hay Golf** operations. Hazardous wastes from the former CJH Golf Club were temporarily stored at JHMC's Temporary Hazardous Waste Storage Area.

Additionally, several JHSEZ locators, including **Le Chef, Pancake House, Ayala Technohub,** and **Yellow Cab,** completed permitting for the proper management of their operational hazardous wastes, with approximately **5 metric tons** transported from CJH for treatment and final disposal.

1.8.3 Community Interaction

a. Corporate Social Responsibility Projects: HEALTH, WELLNESS, and LIVELIHOOD

CSR initiatives prioritize Camp John Hay and nearby communities, while remaining responsive to external partnership requests, subject to evaluation and approval by the management.

- **HEALTHY BARANGAY (WELLNESS AND EDUCATION)**

29 April 2025

Free medical and dental services, chest X-rays, legal aid, and nutrition awareness programs were provided to residents of the **15 barangays** surrounding John Hay Reservation, including **Atok Trail** and **Greenwater**.

This initiative was implemented in partnership with the Department of Health (DOH), Philippine Business for Social Progress, local health centers, University of the Cordilleras College of Law, UNILAB, Inc., and the Philippine Red Cross.

- **COMMUNITY HEALTH CARAVAN**

07 October 2025

The activity provided extended medical and dental check-ups, health education sessions, bloodletting activities, and HIV testing to residents of **14 barangays**, including **Camp 8** and **Poliwes**, in collaboration with the Baguio City Health Services Office, Engineers Hill Health Center Primary Care Facility, and Camp 7 barangay health workers.

- **RATTAN WEAVING: A LIVELIHOOD INITIATIVE BY JHMC AND DSWD-SLPA**

20 October 2025

A rattan weaving workshop was conducted in collaboration with the Ili Likha Artist, benefiting women's and community associations across multiple barangays, including **Atok Trail Women's SLPA**, **Salat SLPA**, **Happy Hollow Agriculture SLPA**, **Indigenous Community Livelihood Association**, **Loakan-Apugan Sustainable Livelihood Association**, **Irisan Women's Association**, and individual members, including the **PWD Association** of Baguio.

The program was implemented in partnership with the DSWD Sustainable Livelihood Program and the Department of Trade and Industry (DTI).

- **SUPPORT FOR EDUCATIONAL FACILITIES**

09 September 2025

Construction materials were provided to augment the ongoing improvement of facilities at **Jose P. Laurel Elementary School** and **Happy Hollows Elementary School**, supporting enhanced learning environments for students.

b. Relief Response Operations

Relief operations have been promptly initiated to assist families affected by the fire. Key areas of intervention include:

Camp 7 Barangay – Provision of emergency supplies, food, and essential support services to affected households.

Country Club Village Barangay (13 December 2025) – Distribution of relief goods and coordination with local authorities to ensure immediate assistance and recovery support.

Efforts extended to aid all impacted communities, ensuring that the needs of fire victims are addressed.

c. Reforestation through Seedling Donations to Partner Groups and Other Agencies

- **Seedling Donations to Partner Groups and Other Agencies**

JHMC worked hand in hand with the Department of Education (DepEd) to advance the government's reforestation efforts and uphold their mutual commitment to protecting forest resources. As part of this collaboration, **500** coffee seedlings were distributed to aid in reforestation and encourage sustainable land management practices. The initiative not only reinforced cooperation between

agencies but also supported environmental preservation and fostered active community participation in forest rehabilitation.

d. National Greening Program Assistance to Communities

▪ **Forest Enrichment/ Tree Planting Activities**

JHMC strengthened its commitment to environmental stewardship through collaborative reforestation initiatives with **various partner agencies**, as detailed in the table below:

Partner Agencies	Particulars
1. Bureau of Jail Management and Penology (BJMP)	50 Benguet pine seedlings at the Tree Top Adventure area
2. Iglesia ni Cristo	600 coffee seedlings at VOA
3. Don't Stop Running Community	750 maguay for green breaks at Kadaclan
4. Le Monet Hotel	69 Benguet pine seedlings at the Country Club Ranger Station
5. Clean Tech Global Renewables Inc.	200 Benguet pine seedlings planted at the Baguio Country Club Village near the ranger station

1.8.4 Sustainable Development and Environmentally-Friendly Value Chain

a. Forest Protection and Management

Camp John Hay, under JHMC’s stewardship, remains a vital ecological refuge in Baguio City, with its dense pine forest and critical watershed functions. Comprising an estimated 53% of the city’s remaining forest cover, based on DENR–CAR data, its protection is both an environmental and civic responsibility. Ensuring its sustainability and enhancing its forest resources must continue to be a key priority through responsible and proactive management.

▪ **Enrichment: Annual Tree Planting Activity**

In line with the National Greening Program and JHMC’s mandate to sustain and protect the forest watershed, employees, their families, interns, and service providers (Northcom and McKleene) actively took part in a tree-planting activity. On 25 June 2025, a total of **1,000** Benguet pine seedlings were successfully planted at Sitio Ditep, **Loakan Liwanag** within Camp John Hay—an area that serves as a key source of the camp’s water supply.

▪ **Validation and Assessment of Survival at the Planting Site**

A site validation was conducted on 5 June 2024 at **Camp 6, Tuba, Benguet**, to assess seedling survival and confirm the area’s suitability for reforestation.

Similarly, on 10 August 2025, the survival of seedlings planted between 2023 and 2024 at the **Voice of America (VOA)** site was evaluated to ensure the site remains appropriate for ongoing tree-planting efforts.

▪ **Collaboration with Stakeholders for Better Forest Protection**

JHMC is actively partnering with government agencies, NGOs, and academic institutions to implement programs focused on water, forest, and solid waste management.

April 03, 2025	Stakeholders' Consultation and Forum on Camp John Hay Trail Guidelines and Etiquette
May 28, 2025	PAMB Meeting (Amare and Historical Core improvement project)
June 04, 2025	BLISTT Airshed Meeting
June 27, 2025	Eco walk activity with the DENR

April 03, 2025	Stakeholders' Consultation and Forum on Camp John Hay Trail Guidelines and Etiquette
May 28, 2025	PAMB Meeting (Amare and Historical Core improvement project)
June 04, 2025	BLISTT Airshed Meeting
June 27, 2025	2nd Quarter Anti Smoke Belching Operations at Tuding, Itogon, Benguet
August 18-19, 26, 2025	Meeting and fieldwork with ERDB-WWRRDEC on the LEARN Eco Park and Restoration project

It also continues to strengthen its role in environmental governance through active participation in key regional bodies.

Role/ Designation	Organization/ Body	Key Contribution
Member	BUED WQMA	Water quality management and monitoring
Technical Working Group	BLISTT Airshed	Air quality planning and coordination
Regional Ecological Center (REC)	DENR / Regional Network	Solid waste management and sustainability programs

b. General Forest Care Activities

General forest care activities were successfully carried out, including propagation and planting of ornamental plants and tree seedlings, sourcing of reforestation materials, and the turnover of **3,000** Benguet pine and Coffea arabica seedlings to DENR–CENRO Baguio for replacement planting.

Scout Hill parks—including the Pet Park, Mini Golf Area, and Children’s Park—were cleaned, cleared, and planted with ornamentals.

Forest management interventions such as thinning, removal of invasive species, assisted natural regeneration, fireline maintenance, and greenbelt establishment were implemented to enhance forest health and protection. Additionally, JHMC’s Composting Facility produced 100 sacks, approximately **2,000 kg** of compost to support the circular economy.

- **Fire Lines Maintenance**

Regularly cleared firelines in forest areas prevent wildfire spread, safeguarding trees, wildlife, and nearby communities.

Fireline maintenance was conducted in Lower Dagsian, Barangay Scout Barrio, Barangay Hillside, and Yellow Trail to strengthen forest protection and prevent wildfire risks.

c. Nursery Management and Propagation

- **Production of Tree Seedlings**

For CY 2025, JHMC continued propagating and maintaining ornamental plants to support landscape beautification across its areas of responsibility, including replacement planting in the Historical Core and enhancements around the new JHMC office. The nursery also maintained 15,457 forest tree seedlings, primarily Benguet Pine and Coffee arabica, for the agency’s tree planting program and donations to partner agencies for reforestation and greening efforts.

▪ **Vegetation and Landscape Maintenance**

For CY 2025, JHMC continued regular upkeep across JHMC areas, including the Historical Core, old and new JHMC offices, Mini Golf and Pet Park, Loakan Cemetery, and Scout Hill. Activities included pruning, weeding, trimming, soil conditioning, pest control, transplanting ornamental plants, and placing potted flowers to enhance aesthetics and safety.

Personnel also supported the rehabilitation of landscapes at the U.S. Embassy, assisted the Camp John Hay Christmas Night Market, and maintained roadsides, picnic areas, and residential grounds to ensure a clean, safe, and inviting environment.

d. Waste and Resources Management

▪ **Solid Waste Management**

- Community environmental stewardship was reinforced during the 2025 National Clean-up Month, with around 200 participants from JHMC, OJT programs, and 14 corporate locators collecting 49 bags of waste, totaling **287.10 kg**.
- On 20 February 2025, JHMC formally sought guidance from the Environmental Management Bureau (EMB) on design standards, regulatory requirements, and best practices for the development of a transfer station. This was followed by a coordination meeting with EMB on 28 April 2025 to discuss the preliminary facility design.

To support the initiative, JHMC conducted a benchmarking activity on 13 June 2025 in coordination with DENR-EMB and the local government of San Carlos City, Pangasinan, which included the assessment of Food Waste Technology

and site visits to operational waste management facilities in Urdaneta City. Subsequently, on 25 June 2025, JHMC Top Management met with MAA Agsalud Integrated Waste Solutions to discuss the feasibility of potential implementation.

e. Water Quality Management

▪ JHMC Utilities

During the CJH turnover, JHMC was collectively tasked to ensure the continued operations of water and wastewater facilities. The organization coordinated with the Baguio Water District (BWD) as interim Operations and Maintenance (O&M) provider and participated in the rapid assessment of existing facilities, ensuring minimal disruption to stakeholders. Wastewater systems were given focused attention, while O&M services were subsequently procured by BCDA and awarded to South Balibago Resources Inc. (SBRI).

Following JHMC's transfer to the former IHG facility, responsibility for Sewage Treatment Plant (STP) compliance was assumed by the organization. Operational records and manuals were established, and efficiency assessments were conducted to support effective management. The STP is now under JHMC management.

▪ Waste Water Management

Ensuring proper wastewater management through the interim O&M provider of BCDA, JHMC actively undertook the assessment, inspection, and reporting of wastewater leaks and clogged pipelines within Camp John Hay, facilitating prompt action by the BWD and SBRI.

- **Collaboration Project on Water Sustainability in Camp John Hay**

Project Title: Development of Surface Run-off Water Harvesting Technology for Water Supply in Camp John Hay (CJH) Catchment Areas

Duration: April 2024 - May 2025

Project Sites: Camp John Hay Forest Reserve, Baguio City

Coordinating Agencies: JHMC, DENR - ERDB, DENR - CAR

Funding Agency: The DENR-Water Resources Management Office

- **Water Surveys in Camp John Hay**

The resistivity survey conducted at Camp John Hay, covering the JHSEZ and the JHRA, was approved by the Mancom and Board of Directors. Commissioned by JHMC, the study identified two potential groundwater drilling sites to help augment water supply for existing locators and future developments.

- **Assessment of Water Resources and MOA with Korea Water Resources Inc.**

BCDA has partnered with Korea Water Resources Corporation (**K-Water**) through an MOU, supported by a MOA with JHMC, to advance sustainable water solutions in BCDA-managed areas, including New Clark City, Camp John Hay, and Poro Point. K-Water experts are conducting assessments and feasibility studies on smart water sourcing, AI-powered purification, sewage monitoring, and intelligent network management to ensure stable, eco-friendly water supply amid growing demand.

f. Air Quality Management

- **Ambient Air Quality Monitoring on Particulate Matter 10 (PM10)**

All monthly ambient air quality monitoring conducted from January to June 2025 recorded results within the *Good* Air Quality Index (AQI) category for Particulate Matter 10 (PM10), meeting the target threshold of less than 55 µg/m³.

On April 4, 2025, the faulty Comet CCS Modem-9800 was successfully reinstalled, restoring full monitoring functionality. The monitoring results were submitted to EMB-CAR and presented during the quarterly meeting of the BLISTT Airshed.

A summary of the air sampling and monitoring results is provided in the table below.

Sampling Month	Particulate Matter 10 Level ug/m3	Air Quality Index
March	23	Good
April	28	Good
May	14	Good
June	10	Good
July	7	Good
August	12	Good
September	6	Good
October	8	Good
November	9	Good
December	13	Good
Average	13	Good

**Target is <55 ug/m3 of PM10*

▪ **Pollution Control and Related Compliances**

All requisite Pollution Control Officer (PCO) Self-Monitoring Reports (SMRs), Project Description Reports (PDRs), and applications for permits covering identified pollution sources were duly prepared and submitted to the Environmental Management Bureau – Cordillera Administrative Region (EMB-CAR) for CY 2025.

Quarterly SMR submissions were completed in accordance with regulatory timelines, namely: First Quarter on 15 April 2025, Second Quarter on 14 July 2025, Third Quarter on 15 October 2025, and Fourth Quarter on 16 January 2026.

In addition, four (4) Discharge Permits and one (1) Permit to Operate were processed and applied for renewal, ensuring continued compliance with environmental regulations.

g. Raising Ecological Awareness

The following efforts supports the organization’s commitment to raising ecological awareness, promoting environmental responsibility, and ensuring public access to relevant environmental information:

As part of its Information, Education, and Communication (IEC) initiatives, JHMC disseminated an informative narrative on the importance of clean air through the official JHMC Facebook page.

Date	Participants	Event / Policy / Program Highlighted
April 07, 2025	JHMC-EAMD and BSU	Environmental Impact Assessment visit of the Wastewater Treatment Facility
April 25, 2025	JHMC, EMB-CAR, Barangay Ampucao residents, municipal employees, LGU Tuba and	Clean Up Drive at Ampucao, Itogon with EMB-CAR in celebration of 9th Bued River Day

	CEPMO-EMD, national line agencies, Sangguniang Kabataan, senior citizens, and women's organizations	
May 5, 2025	JHMC and SLU Students	Clean UP Drive in Camp John Hay
May 15, 2025	JHMC Newly Hired Employees	EMS Orientation
June 26, 2025	JHMC and BJMP	Clean Up Drive in Camp John Hay
July 22, 2025	JHMC Newly Hired Employees	EMS Orientation
September 5, 2025	JHMC Newly Hired Employees	EMS Orientation
September 19, 2025	JHMC employees, OJT students, Hillsford Property Corporation, Nailhouse, Concentrix, Avignon, Bratpack & Res-Toe-Runun, Northcom Security, Mckleene, Seafood Island, Sumo Sam Crustasia, Kabadjo, Banana Girls, John Hay Hotels	Participation to the National Clean Up Month, Environmental Health Consciousness Week and International Coastal Clean Up Month
September 19, 2025	JHMC Board of Director & JHMC Manager	EMS Awareness
October 14, 2025	JHMC Newly Hired Employees	EMS Orientation
Month of November	JHMC Employees	KALAKALikasan Event

h. Deputy Environment and Natural Resource Officers (DENROs)

A total of **16 personnel** from JHMC, along with **27 forest patrol guards**, successfully completed the Deputized Environment and Natural Resources Officers (DENROs) training conducted within Camp John Hay.

This capacity-building initiative was undertaken to enhance participants' competencies in the enforcement of environmental laws, strengthen forest protection efforts, and support sustainable forest management within the JHRA. The program further reinforces JHMC's institutional capability to effectively implement environmental regulations and safeguard forest resources, in close coordination with the DENR.

i. Environmental Impact Statement System

Following the turnover of 247 hectares of the JHSEZ to the BCDA, JHMC initiated coordination for the transfer of the Environmental Compliance Certificate (ECC) from the former private developer to BCDA.

In support of this, JHMC facilitated consultative meetings with EMB-CAR to ensure proper guidance and alignment with regulatory requirements. On 30 May 2025, the EMB Central Office, through its Legal and EIA Divisions, conducted site inspection and validation in coordination with EMB-CAR, with participation from BCDA and JHMC.

Subsequently, in June 2025, BCDA and JHMC jointly submitted an updated Project Description Report based on the validation results.

1.9 Strategic Partnerships and Stakeholder Engagement

In line with its commitment to good governance and inclusive development, JHMC strengthened its stakeholder engagement initiatives through the execution of eight (8) Memoranda of Agreement (MOA) and Memoranda of Understanding (MOU) with key partners from the public and private sectors.

These partnerships encompass collaborations with national government agencies/GOCCs, as well as private organizations, academic institutions, and community-based groups. The initiatives collectively support priority areas such as environmental sustainability, social development, tourism promotion, and institutional capacity building.

Notably, JHMC's agreements on environmental programs advanced watershed management, ecological restoration, and the development of green spaces such as the ecopark and bambusetum. Meanwhile, its social development partnerships expanded livelihood opportunities for marginalized sectors and supported rehabilitation programs for persons deprived of liberty. Strategic collaborations with transport, infrastructure, and tourism stakeholders further enhanced economic activity and improved service delivery within Camp John Hay.

These efforts highlight JHMC's commitment to building partnerships that promote sustainable growth, strengthen linkages, and create lasting value for stakeholders and the community.

MOA and MOU

- 1 Memorandum of Agreement (JHMC and Baguio City Jail-Male Dormitory)
- 2 Memorandum of Understanding (JHMC and Philippine Trail Running Association/ PhilTRA)
- 3 Memorandum of Understanding between JHMC and DSWD (Expansion of Livelihood Opportunities for Marginalized Communities)
- 5 Memorandum of Understanding among BCDA, JHMC, and Devicedesign Co., Ltd. and Cordillera Basic Sector Transport Cooperative (DDKR and CBSTC)
- 6 Memorandum of Understanding between JHMC and Clark International Airport Corporation (CIAC)
- 7 Memorandum of Agreement JHMC and ERDB Restoration Project (for SWHT-Phase 1 in Camp John Hay Catchment Areas)
- 8 Memorandum of Understanding JHMC and ERDB - WWRRDEC (Ecopark and Philippine Bambusetum)