

## **ALTERNATIVE DISPUTE RESOLUTION POLICY EURO-MED LABORATORIES PHIL., INC.**

The Corporation commits itself to an alternative dispute resolution (ADR) system and a conflict resolution environment that will minimize conflicts, disagreements or differences with shareholders and key stakeholders, and encourage fair, efficient and equitable resolution. The policy is to encourage and promote the use of dispute resolution options and processes while avoiding or discouraging recourse to litigation in the settlement of corporate governance related disputes or conflict.

The Policy shall follow below principles in the resolution of disputes :

- Settlements must be voluntary, fair and equitable to parties concerned.
- Dispute resolution options will be appropriate to the dispute, cost-effective and minimize delay in reaching a resolution.
- Resolution agreements and settlements must be made in good faith and honored by the parties.
- Resolutions when appropriate shall be in writing and signed by the parties who shall be duly authorized for said purpose.
- Preservation of the parties' legal rights.

The Corporation adheres to have the following processes to address disputes :

- Arbitration
- Adjudication
- Facilitation
- Conciliation
- Mediation
- Negotiation

The Corporation shall adopt and employ policies that maintain and promote a productive and healthy workplace environment. Potential disputes shall be identified and settled, at the earliest stage possible and at the lowest possible organizational level before these develop into full blown disputes thus avoiding a formal and adversarial process.