



## Women at the Heart of an Inclusive Workplace

March marks National Women's Month in the Philippines, a nationwide celebration that advances gender equality, empowerment, and inclusive participation across all sectors. At Okada Manila, this observance reflects a broader, year-round commitment to building a workplace where women are supported through equitable policies, access to opportunities, and structured development programs.

Aligned with this year's theme, "We for Gender Equality and Inclusive Society," the resort continues to strengthen initiatives that enable women to thrive—not only through wellness support, but also through leadership pathways, professional growth, and inclusive workplace practices that benefit all team members.

### Advancing Women's Leadership and Inclusion

At Okada Manila, gender equality is embedded in workplace practices that promote fairness, inclusion, and equal access to opportunity. Through ongoing talent development initiatives, inclusive hiring strategies, and leadership enablement programs, the organization continues to create an environment where women can build long-term careers and take on greater responsibilities across functions.

Participation in global platforms such as the International Women's Day 2026 event organized by the Australian-New Zealand Chamber of Commerce (ANZCHAM) Philippines held last March 3, reinforces this commitment—strengthening partnerships and knowledge-sharing that support women's advancement across industries.

Complementing these efforts are internal programs under the Talent and Community pillar of Okada Green Heart, which focus on continuous learning, employee engagement, and structured pathways for professional growth. These initiatives ensure that inclusion is not a one-time celebration, but a sustained effort embedded in the organization's culture.



# Supporting Women's Health and Well-Being

Within the organization, Human Resources continues to implement programs that support the health and well-being of women team members throughout the year. In line with National Women's Month, team members participated in a Women's Health Talk led by a licensed obstetrician-gynecologist, along with access to on-site consultations for personalized medical guidance.

These initiatives build on year-round programs, including cervical cancer screenings, breast health awareness activities, and maternal health support—ensuring that women's wellness remains a sustained priority across the workplace.



"Our support for women team members extends beyond a single celebration during National Women's Month. We are committed to implementing a series of dedicated women's health programs throughout the year to ensure sustained, meaningful, and holistic support for their well-being."

**Fenalyn "Apple" Reyes**  
Director for Human Resources

## IMPACT IN NUMBERS

**42%**  
**of the workforce**

A strong and growing representation of women across all levels of the organization

**56%**  
**of new hires**

Sustained progress toward a more inclusive and gender-balanced workforce

**39%**  
**of leadership roles**

Represented by 45 women in management and senior leadership roles, supported by ongoing development and succession initiatives

## Why This Matters:

Supporting women in the workplace strengthens the entire organization. By expanding access to leadership opportunities, investing in employee well-being, and fostering inclusive workplace practices, Okada Manila continues to build a culture where women are empowered to grow, contribute, and lead with confidence.

These efforts reflect the resort's broader commitment to creating an environment where talent is nurtured, potential is realized, and diversity drives long-term success.

## Join the Okada Green Heart Movement

Through the Okada Green Heart's Talent and Community pillar, Okada Manila continues to implement programs that promote equity, wellness, and professional growth for all team members. These initiatives reflect a sustained commitment to building an inclusive workplace—one where people are empowered to lead, contribute meaningfully, and help shape a more equitable future.



**Thank You for Caring!**

Together, let's build a greener future—one action at a time.

