

Safety and Health Policy	Department	Revision No.	Last Updated
	Safety&Health Team	0	2024.12.9

Date. 2024.12.9

Hyosung TNC

Safety and Health Policy

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1. Purpose

Hyosung TNC regards safety and health as the utmost priority in corporate activities and exerts every effort to construct a healthy work environment by ensuring the maintenance and advancement of safety and health for all employees and stakeholders.

To address the increasingly heightened social demands for safety and health, we continue to make efforts to establish a safety and health management system that complies with both domestic and international standards.

Furthermore, we seek to achieve our safety and health vision by advancing sustained improvements and preventive measures, upholding a responsible stance.

2. Scope of Application

The provisions of this policy extend to all employees, suppliers, partners, contractors, and other stakeholders across all of our business sites, and further encourage our customers and business partners to join in compliance with the safety, health, and environment management policy of the company.

3. Implementing Organization

In order to implement company-wide health and safety management, Hyosung TNC has established a system centered around the Management Representative, supported by the Chief Safety Officer, Safety and Health General Manager, Head of the Safety and Health Division, and Head of the Environmental Safety Division or the heads of similar divisions responsible for these roles.

4. Definition of Terms

4.1 Management Representative

The Management Representative has full responsibility for the enforcement of all measures provided in this document, aimed at the prevention of major occupational accidents in the company.

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4.2 Chief Safety Officer (CSO)

As the individual overseeing all matters pertaining to safety and health within the company, the Chief Safety Officer holds the authority to supervise all safety and health operations and bears the responsibility for enforcing all measures set forth in this document.

4.3 Safety and Health General Manager

The Safety and Health General Manager assumes overall authority and accountability for executing all measures defined in this document within the relevant business or site, and for the overall management of all associated safety and health operations.

4.4 Head of Safety and Health Division (Head of Safety and Health Team)

The Head of the Safety and Health Division (Head of Department in charge of the Serious Accident Punishment Act), acting as the chief of the organization-wide safety and health unit, assumes responsibility for overseeing, planning, and managing all safety and health operations aimed at preventing serious accidents (including serious occupational accidents and serious civic accidents).

4.5 Heads of Divisions (e.g., Head of Environmental Safety Division)

The head of each environmental safety division or any division performing an equivalent role is required to closely work with the safety and health division to prevent serious accidents and is obligated to carry out all designated measures under this document.

5. General Provisions

Hyosung TNC remains dedicated to executing, with the utmost integrity, the measures detailed below as demanded by relevant laws and regulations, to prevent severe accidents and to construct a safe, accident-free work environment:

- ① Establish and comply with a safety and health management system, including the personnel and budget necessary for accident prevention.
- ② Develop and execute measures to prevent recurrence in the event of an accident.

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- ③ Execute measures as mandated by relevant authorities to correct or improve, in accordance with safety and health-related laws and regulations.
- ④ Take administrative actions required to fulfill safety and health obligations under related laws and regulations.

6. Safety and Health Management Policy

In order to foster growth and development as a global enterprise, Hyosung TNC has built a Occupational Safety and Health Management System (ISO 45001), fully compliant with both domestic and international safety and health laws and regulations.

6.1 Establishment of Safety and Health Management Policy

- ① Safety and health objectives must be set, and these objectives should include specific indicators along with corrective measures necessary to achieve them.
- ② Specific management policies must be formulated to achieve safety and health objectives, and these policies must be shared among all stakeholders of the company to recognize and practice them.

6.2 Establishment of a Safety and Health Organization

To fulfill the provisions detailed in this document, it is imperative to establish and operate a dedicated organizational structure responsible for the overall management of all safety and health-related operations.

6.3 Identification and Management of Hazardous and Risk Factors

To address and mitigate hazardous and risk factors, the Safety and Health General Manager at each business site must formulate procedures for the identification and

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improvement of such issues and ensure these procedures are executed on a regular basis. This requirement may be substituted by conducting a risk assessment as prescribed under the Occupational Safety and Health Act.

6.4 Management of Safety and Health Budget Allocation and Execution

The necessary budget must be allocated to implement the following measures, and such budget must be executed strictly to serve its designated purpose.

- ① Ensure the availability and maintenance of necessary personnel, facilities, and equipment for the prevention of occupational accidents.
- ② Inspect and improve hazardous and risk factors
- ③ Build an Occupational Safety and Health Management System and comply with other requirements prescribed by the Minister of Employment and Labor

6.5 Appointment of Safety and Health Management Managers

Under the provisions outlined in the Occupational Safety and Health Act, the appointment and assignment of roles such as the Safety and Health General Manager, safety managers, and supervisory officials must be executed to duly empower them with the authority and duties required for the management of safety and health duties.

6.6 Establishment of Procedures for Gathering Safety and Health Opinions and Corrective Measures

The Safety and Health General Manager at each business site must establish procedures (including the industrial safety and health committee or the safety and health council) to facilitate the collection of employees' perspectives on matters related to workplace safety and health. Should these perspectives indicate the need for accident prevention measures, appropriate corrective measures must be developed and executed.

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6.7 Assignment of Professional Safety and Health Personnel

In compliance with the Occupational Safety and Health Act, each business site must assign a designated number of safety managers, health managers, and safety and health personnel to ensure compliance with safety and health regulations.

6.8 Establishment of Severe Accident Response Procedures

A severe accident response manual must be developed to prepare for potential occurrences or immediate risks of severe occupational or public accidents, encompassing all necessary measures as provided below, with associated training being conducted accordingly.

- Procedures for stopping work, worker evacuation procedures, procedures for eliminating risk factors, procedures for rescuing accident victims, and measures to prevent further accidents and damage.

6.9 Ensuring Safety and Health During Subcontracting, Outsourcing or Commissioning

When subcontracting, outsourcing, or commissioning work to third parties, the Safety and Health General Manager of the respective business site must establish the following standards and procedures to ensure the safety and health of workers:

- ① Standards for evaluating the capabilities and technologies of subcontractors, outsourced contractors, and commissioned parties to prevent occupational accidents.
- ② Procedures for selecting qualified subcontractors based on the aforementioned evaluation standards.
- ③ Standards for safety and health management costs for subcontractors, outsourced contractors, and commissioned parties.

7. Commitment to Safety and Health

Hyosung TNC remains entirely committed to establishing and executing specific, detailed action plans derived from its safety and health management policies and promotional strategies, while striving to raise safety and health awareness through evaluation and training, as part of its efforts to grow and advance into a global enterprise.

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※ Hyosung TNC Safety, Health, and Environment Management Policy



Hyosung TNC regards safety, health, and the environment as the utmost priority in its corporate activities and exerts its utmost effort to maintain and enhance the safety and health of all employees and stakeholders, while striving to minimize environmental impact and achieve sustainable growth and advancement as a global enterprise.

- 1 **Management Representative's Determination to Act**
The management representative must deem the "protection of employee and stakeholder lives," the "cultivation of a safe working environment," and the "active engagement in safety, health, and environmental management" the primary objectives within all aspects of corporate operations.
- 2 **Establishment of Safety, Health, and Environment Management System**
To respect human values and build a prosperous and sustainable society, a safety, health, and environment management system must be established and continuously implemented with integrity.
- 3 **Compliance Management**
All suppliers and contractors must strictly comply with regulations, standards, and agreements pertaining to safety, health, and the environment.
- 4 **Accident-Free Workplace**
With the contribution of employees in identifying risk factors, the identified risk factors must be improved, thereby ensuring the establishment of an accident-free workplace through training and sustained preventive and corrective activities.
- 5 **Green Management**
The company must pursue the sustainable use of resources and energy and reduce pollutants, and uphold social responsibilities throughout the entire process of development, production, sales, consumption, and disposal.
- 6 **Establishment of Safety, Health, and Environment Culture**
The risks associated with safety, health, and the environment must be efficiently managed, with the resulting performance transparently disclosed to stakeholders, thereby striving for the establishment of an advanced safety, health, and environmental culture.

December 19, 2022
CEO Kim Chi-hyung

HYOSUNG TNC