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Seoyon E-Hwa

Safety & Health Management Policy

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1. Overview

1.1 Purpose

Seoyon E-Hwa declares its Safety and Health Management Policy as follows in order to prioritize securing the safety and healthy life of executives and stakeholders throughout corporate activities and to establish a sustainable safety and health management system based on a safety culture and self-regulation.

Seoyon E-Hwa's Safety and Health Management Policy

1. Prevent industrial accidents, a sustainable **safety and health management system is established** based on self-regulation to secure sufficient human and material resources for removing and controlling risk factors at workplaces
2. **Establish safety and health goals**, and implement detailed execution plans to achieve them
3. **Comply** with safety and health related **laws** and establish and faithfully implement internal regulations for self-regulation
4. **Identify potential risks** through worker participation, **improve** them, manage them to an acceptable level, and share them through education.
5. All executives and employees **shall faithfully comply with their responsibilities and obligations** for safety and health activities

1.2 Scope

This Safety and Health Management Policy applies to all domestic and overseas business sites of Seoyon E-Hwa. Seoyon E-hwa encourages all employees and stakeholders with whom it has collaborative and business relationships to comply with this Safety and Health Management Policy for safety and health management and provides necessary support through mutual consultation.

1.3 Implementation Plan

Seoyon E-Hwa shall carry out safety and health management based on the contents of the Environmental, Safety, and Health Management Manual (ISO 14001:2015 & ISO 45001:2018). The organization involved in environmental management shall periodically improve the implementation plan to reflect any newly established or amended laws and regulations, changes in the social and business environment, etc. The contents of this Safety and Health Management Policy are based on the contents of the Safety and Health Management Process (SMS-B-31), which is a related process within the Company, and if the process is revised, the revised materials shall be posted in the in-house document management system,

and it shall be reflected in this policy (revised), as necessary.

2. Basic Principles

Seoyon E-Hwa has defined the following basic principles related to safety and health as activities to eliminate potential risks and hazards related to the safety and health of stakeholders with whom it has collaborative and business relationships, such as employees and suppliers, by prioritizing safety and health.

2.1 Establishment of Safety Policy and Goals

The department in charge of safety and health shall set goals and management policies regarding safety and health in business operations or at business sites and establish safety standard targets in accordance with the requirements for the contents of the safety and health policy.

2.2 Prevention of Major Accidents and Safety and Health Management

In the case of businesses that fall under the Serious Accidents Punishment Act, a dedicated organization shall be established to oversee and manage safety and health affairs, and the organization shall oversee and manage the fulfillment of the obligation to ensure safety and health, including the establishment and implementation of a safety and health management system and management measures necessary to fulfill obligations under safety- and health-related laws and regulations.

2.3 Risk Assessment

The organization in charge of safety and health shall conduct a risk assessment based on the current status of accidents, facilities, equipment, and personnel. The assessment shall be carried out once a year, in principle, and it may be conducted on an as-needed basis according to internal management. Risk assessment shall be conducted in accordance with the internal procedure, Risk Assessment Procedure (SMS-B-31-P1), and the supervising team shall conduct follow-up management of significant risks.

[Risk assessment should be carried out in case of :]

- introducing or modifying machinery, equipment, raw materials, etc.
- conducting maintenance or repair of a building, structure, equipment, machinery, facility, etc. (not if regular assessment has been conducted)
- installing, relocating, modifying, or dismantling a building or structure at the business site

- introducing or modifying a work method or procedure
- occurrence of a major industrial accident or incident (limited to cases requiring medical treatment beyond business suspension)
- other cases deemed necessary by the business owner

2.4 Operation and Management

To ensure safety at the business site, management procedures and guidelines shall be prepared and followed for each element, and efforts shall be made to establish and implement operational procedures.

2.4.1 Management Procedures and Instructions

- (1) Management procedures for hazardous or dangerous machinery and equipment: Overall matters related to the installation and use of hazardous or dangerous machinery and equipment such as safety inspection
- (2) Fire safety management procedure: Overall matters related to fire safety management including firefighting facilities
- (3) Personal protective equipment management procedures : Overall matters such as provision, use, and management of personal protective equipment
- (4) Dangerous goods (hazardous materials) management procedures : Overall matters such as handling, storage, and management of dangerous goods (hazardous materials)
- (5) Instructions for work environment assessment: Overall matters such as assessing the work environment, reporting the results, and taking action based on the Occupational Safety and Health Act
- (6) Instructions for health screening: Health screening of employees and follow-up management, as well as follow-up management of victims of accidents

2.4.2 Opera Establishment and Implementation of Operating Procedures

- (1) Safety measures for the workplace
- (2) Safety measures for heavy objects and transportation machinery
- (3) Provision and management of personal protective equipment
- (4) Safeguards for dangerous machinery and equipment
- (5) Self-inspection

- (6) Activities to prevent explosion, fire, and leakage of hazardous substances
- (7) Activities to prevent industrial accidents
- (8) Activities to maintain a pleasant working environment
- (9) Activities to prevent health hazards to workers
- (10) Support for the safety and health activities of suppliers
- (11) Operation of an occupational safety and health committee
- (12) Industrial accident investigation activities
- (13) Activities to prevent hazards and risks arising from changes made to work details
- (14) Operation of a permit-to-work system and it shall be reflected in this policy (revised), as necessary

2.5 Training

The organization in charge of safety and health shall confirm whether safety and health training are conducted, conduct safety and health training, if necessary, and keep a safety and health training log or manage it on a computer system. Efforts shall be made to observe the duration of training required according to the training program (regular safety training, special safety training, and training for the safety and health management officer, safety manager, health manager, and supervisor).

2.6 Inspection

The organization in charge of safety and health shall regularly conduct safety and health inspections and maintain records thereof and may request the relevant team(s) to take corrective action if improvement is deemed necessary based on the inspection results. The corrective action(s) taken shall be notified to the supervising team, and the supervising team shall check whether correction action has been taken.

2.7 Emergency Management

Teams shall identify emergencies that are relevant to them and prepare a plan to prepare for such emergencies in accordance with the emergency procedures. Teams shall conduct a drill in accordance with the emergency plan once a year or as necessary, conduct evaluation thereof, and keep records of the results.

2.8 Follow-up Management

The organization in charge of safety and health shall report the results of safety, health, and fire inspections and corrective actions, emergency drills, etc. to the head of the supervising team and engage in follow-up management or take measures to prevent occurrences of emergency situations.

3. Implementation System

3.1 Governance

For safety and health management, Seoyon E-Hwa shall make decisions and report to the Planning and Information Officer affiliated with the Board of Directors, CEO, and ESG Committee on a regular or irregular (extraordinary) basis. The management department of each business site is responsible for the implementation of safety and health management policies and performance management and must report major issues to the CEO. Information on governance shall be provided on the website or included in the sustainability report issued by the Company, depending on the modification frequency and cycle.

3.2 Training

Seoyon E-Hwa shall provide information on safety and health management to employees and stakeholders using various methods (website, sustainability report, bulletin board in the internal groupware (GW), etc.) to raise awareness of the importance of environmental management and protection.

3.3 Performance Management

Seoyon E-Hwa shall apply the PDCA (Plan-Do-Check-Act) model, which is the basic approach of the safety and Health management system (ISO45001), to manage the implementation and performance of safety and health management.



4. Addenda

4.1 This Safety and Health Management Policy shall be effective as of May 14, 2024.

4.2 The Safety and Health Management Policy shall be established, revised and implemented in accordance with safety and health laws and regulations in Korea and abroad.

● Liste of Referenced Standards :

Internal Standard NO.	Management Standard	Drafted by	Enactment Date	Last Rev. Date	Rev. NO.
SMS-B-31	안전보건관리 프로세스	경영지원팀	2008.12.12	2022.01.24	05
SMS-B-31-P01	유해위험 기계기구 관리 절차	안전보건지원	1999.06.08	2023.09.08	05
SMS-B-31-P02	소방관리 절차	안전보건지원	2010.09.07	2023.08.11	04
SMS-B-31-P03	보호구 관리 절차	안전보건지원	2010.09.07	2023.08.11	05
SMS-B-31-P04	전기안전관리 절차	설비관리팀	1992.09.01	2017.03.10	07
SMS-B-31-P05	위험물 관리 절차	안전보건지원	2010.09.07	2023.10.11	03
SMS-B-31-P06	안전관리 절차	안전보건지원	1998.04.06	2022.10.12	12
SMS-B-31-P08	법규 및 의사소통관리 절차	경영지원팀	2013.07.26	2017.12.31	05
SMS-B-31-P10	위험성 평가 절차	경영지원팀	2013.08.20	2018.08.08	05
SMS-B-31-W01	작업환경 측정 지침	경영지원팀	2010.09.07	2015.12.21	02
SMS-B-31-W02	건강검진 지침	경영지원팀	2010.09.07	2015.12.21	02
SMS-B-32	중대재해관리 프로세스	안전보건지원	2022.01.26	2022.01.27	00
SMS-B-32-P01	중대재해 위험성평가 관리 절차	안전보건지원	2022.01.26	2022.01.27	00
SMS-B-32-P02	안전보건예산 관리절차	안전보건지원	2022.01.26	2022.01.27	00
SMS-B-32-P03	안전보건관리책임자들의 업무 수행평가 절차	안전보건지원	2022.01.26	2022.01.27	00
SMS-B-32-P04	안전보건관리자의 권한 및 업무 시간보장에 관한 절차	안전보건지원	2022.01.26	2022.01.27	00
SMS-B-32-P05	안전보건에 관한 사항의 의견청취 절차 운영에 관한 절차	안전보건지원	2022.01.26	2022.01.27	00
SMS-B-32-P06	재해 발생시 재발방지 대책 수립 및 이행에 관한 절차	안전보건지원	2022.01.26	2022.01.27	00
SMS-B-32-P07	행정기관 개선 및 시정명령 이행 절차	안전보건지원	2022.01.26	2022.01.27	00
SMS-B-32-P08	법령관리 및 준수평가절차	안전보건지원	2022.01.26	2022.01.27	00