

<b>Document number</b>	SHE-00
<b>Establishment date</b>	June 27, 2024
<b>Revision date</b>	February 6, 2025
<b>Number of revisions</b>	1

# **HL Mando Safety and Health Policy**



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## I. Summary

### 1. Purpose

This policy prioritizes safety and health in all of HL Mando's management activities and aims to maintain and promote the safety and health of all related stakeholders, executives and staff. In addition, it was established based on the laws and international safety and health standards (ISO 45001) related to safety and health.

### 2. Scope of application

All business sites and business areas in HL Mando are subject to this policy and the scope of its stakeholders is as follows (⊙: applicable, ○: partially applicable). \*Supplier: first tier supplier

Classification	Executives and staff	Customers	*Suppliers	In-house subcontractors	Government agencies	Civic groups	Citizens
Whether applicable or not	⊙	⊙	○	⊙	⊙	⊙	⊙

### 3. Implementation system

In order to implement this policy, efforts are made to continuously operate and improve it through the P (Plan)–D (Do)–C (Check)–A (Action) cycle of the safety and health management system. In addition, in order to continuously maintain the policy, the safety and health management system is managed to operate it at all of its global business sites.

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## II. Volition

### 1. Objective

With the vision of “Higher Safety, Higher Life Mando,” HL Mando carries forward the establishment of a safety and health organization system and ongoing activities to maintain and promote the safety and health of all related stakeholders. In addition, HL Mando makes every effort to achieve the goal of zero serious industrial accidents at all its business sites.

### 2. Declaration

#### **Safety and Health management policy in HL Mando**

HL Mando prioritizes a safety and health in corporate management activities based on the management philosophy of respect for human beings, and the following activities will be continuously carried forward in order to create a safe and comfortable workplace and fulfill social responsibilities

- A. Continuous improvement will be pursued through periodic review of the safety and health management system.
- B. Our own set of high-quality standards which meet relevant laws and the requirements and expectations of the stakeholders will be established and operated.
- C. Potential risks at all stages, including product design, production, and disposal will be analyzed, and appropriate financial and technical support will be provided to reduce risks.
- D. We will do our best to create a clean and healthy workplace by improving the work environment and promoting the health activities of employees.
- E. We will guarantee the participation and consultation of all employees and partners in safety and health activities and establish an autonomous safety and health culture through continuous education/training.

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### 3. Activity detail

HL Mando focuses on the following activities to maintain and promote the safety and health of all stakeholders.

- A. Objectives for safety and health: objectives for safety and health are set for management which puts priority on safety and health at the workplaces, and efforts will be made to achieve them.
- B. Risk assessment: identify harmful risks, including infrastructure, equipment, materials, substances, and physical conditions of the workplaces, and take necessary measures to prevent accidents.
- C. Provision of protective equipment: personal protective equipment (PPE) is provided to the executives and staff to reduce their exposure to work-related risks.
- D. Hazardous substance management: list the Material Safety Data Sheets (MSDS) of hazardous substances and manage them so that they can be handled and disposed of safely.
- E. Health Management: conduct health examinations to protect health of the executives and staff and provide health support at a health management center or equivalent.
- F. Safety and health education: periodic education programs are conducted in order to increase and strengthen employees' knowledge of safety and health.
- G. industrial accidents investigation: when industrial accidents occurs, it is investigated and measures to prevent its recurrence are prepared.

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### III. Management

#### 1. Governance

The highest decision-making authority for the establishment and revision of this safety and health policy is held by the Chief Safety Officer (CSO), and the activity detail and implementation status in accordance with this policy are reported through the board of directors or the safety and health-related committee (the ESG committee).

#### 2. Communication

HL Mando strives to operate an organization and a shared channel for communication so that safety and health activities under this policy can be communicated with the executives and staff. In addition, *HL Mando's safety and health policy and its direction, matters on identifying risks for improvement, and matters on listening to opinions related to safety and health* are communicated with priority.

#### 3. Performance management

HL Mando manages its implementation status on the safety and health for the relevant year by classifying it into quantitative and qualitative indicators and strives to achieve the objectives for the safety and health after setting them for the relevant year. In addition, it strives to manage with safety and health as the top priority by reflecting the set safety and health objectives in the management's key performance indicator (KPI).

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**IV. Supplementary provisions**

This safety and health policy was established and implemented as of June 27, 2024.

This safety and health policy was revised and implemented on February 6, 2025.

Signature : H.W Kim

CSO : Hyeon Wook Kim

Signature : Won Il Kim

Non-executive Director : Won Il Kim

Signature : Kang Nam Il

Non-executive Director : Nam Il Kang

Signature : Ki Chan Park

Non-executive Director : Ki Chan Park

Signature : Si Young Chung

Non-executive Director : Si Young Chung