Initial Date	2024. 6
Revision Date	-
Revision No.	0

HD Hyundai Heavy Industries Safety and Health Management Policy

June 2024

HD HYUNDAI HEAVY INDUSTRIES

1. Purpose

HD Hyundai Heavy Industries (hereinafter referred to as 'HHI') aims to protect the safety and health of its internal and external stakeholders, including employees, suppliers, customers, business partners, and communities, under the vision of 'A workplace where everyone is safe, a company where safety is its brand'. This Safety and Health Management Policy aims to maintain and promote the safety and health of stakeholders by complying with domestic and international laws and standards on occupational safety and health and by establishing a safety and health management system.

2. Coverage

This Safety and Health Management Policy applies to all employees (including suppliers) who may be affected by safety and health risks that have arisen or may arise from HHI's business activities. We also encourage all stakeholders in our supply chain, including customers and business partners, to comply with this policy.

3. Governance (driving organization/driving system)

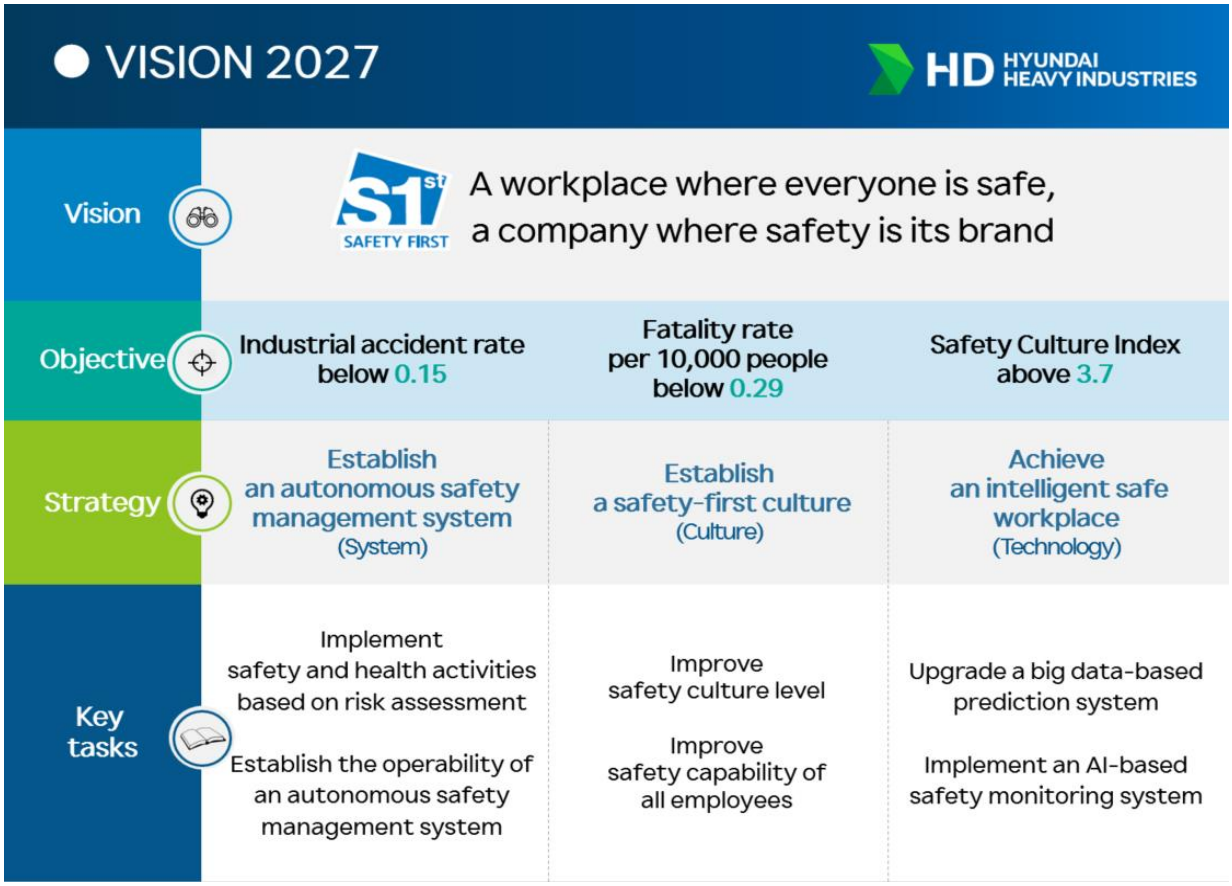
HHI's Board of Directors receives reports on goals, strategies, and progress related to safety and health, and conducts in-depth reviews on the problems requiring process improvements to reduce safety and health risks. The CEO (holding Chief Safety Officer (CSO) title concurrently) is responsible for planning company-wide safety and health policies and systems, operating the safety and health management system, and listening to workers' safety and health opinions. The Safety and Health assigned organization is responsible for managing company-wide safety and health standards and guidelines, planning and operating safety and health programs, and operating the emergency control tower.

4. Safety and Health Objectives

HHI establishes safety-related qualitative/quantitative, short-, medium-, and long-term safety objectives and periodically checks and manages them. We also make continuous investments to create a safe workplace for everyone.

- VISION 2027

  HHI has established and is implementing Vision 2027, which includes safety objectives, strategies, and key initiatives. Under the safety-focused leadership of the top management, HHI is committed to becoming a safer company by establishing an 'Autonomous safety management system' where all employees reduce risks themselves, a 'Safety-first culture' that fosters safety skills through an integrated safety culture diagnosis program and customized safety education, and implementing a 'Intelligent safe workplace' based on big data and AI.



5. Implementing a safety and health management policy

HHI complies with domestic and international regulations related to safety and health, and establishes a safety and health management system to minimize risks and evaluates compliance with safety and health regulations.

1) Safety and Health Management System

HHI establishes a safety and health management system in accordance with the international standard, ISO45001. We operate the safety and health management system as required by the standard, and continuously improve safety and health performance through monitoring and feedback.

2) Safety and health risk management procedures

HHI conducts Periodic risk assessments (routine work), Ad-hoc risk assessments (non-routine work and change of task methods (procedure) and accidents), and On-site risk assessments (Daily work and current environment). For on-site risk assessments, we utilize work plans and mobile safety work orders. Through the risk assessment, we identify risk factors and evaluate the risk, and if the risk is unacceptable, we establish and implement measures to reduce the risk before carrying out the work. To improve the quality of risk assessment, we operate a risk assessment committee composed of steering members from management side and executive members from labor union side, which reviews the contents of risk assessment and checks the implementation of reduction measures. HHI conducts semi-annual inspections to ensure the safety and health of workers and compliance with the Serious Accident Punishment Act, and establishes an action plan for any points noted and takes action accordingly.

3) Operation of incident response and investigation procedures

HHI has established and operates step-by-step response procedures according to the type and severity of the disaster situation in order to respond quickly to accidents such as natural disasters such as typhoons, earthquakes, and heavy snow, leakage of hazardous substances, fires, and explosions. In particular, when an accident occurs, HHI thoroughly investigates the root cause of the accident by establishing procedures for investigation, reporting, and stakeholder communication, and prepares and implements measures to prevent recurrence based on the results of the investigation and communicates with stakeholders.

4) Safety-related complaints handling procedures

HHI operates an Occupational Safety and Health Committee composed of equal number of labor unions and management sides to ensure that employees work in a safe environment. The committee meets quarterly to discuss safety and health issues that arise at the workplace and actively implements the results of the discussions, such as improving safety facilities and accident prevention activities. HHI conducts monthly supplier safety and health meetings for each production division under the leadership of the General Manager of Safety and Health, focusing on in-house subcontractors. Through the supplier safety and health council, which is attended by representatives of suppliers, we listen to safety and health suggestions made by employees of suppliers and, if deemed necessary to prevent accidents, we prepare improvement measures and check the implementation and completion of the measures.

5) Creation of a safety culture

HHI operates various safety and health education programs that take into account characteristics such as job function, organizational level, and affiliation so that employees of HHI and its suppliers can clearly understand their roles and responsibilities for safety. To enhance the effectiveness of training, we provide hands-on/experiential training, and develop and utilize safety and health training materials in various formats. We also conduct safety culture level assessment and competency assessment to measure the level of safety culture, identify deficiencies, and make improvements to create a high-level safety culture.

6) Health promotion activities

HHI conducts general and special medical examinations to regularly check the health status of its employees. To contribute to the health protection and welfare of employees, we operate and manage in-house clinics, physical therapy rooms, oriental medicine clinics, and stress management programs. We also provide obesity management programs and smoking cessation clinics for customized health management.

HD Hyundai Heavy Industries
President and CEO **Jin Yul Noh**

J. Y. Noh

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