

Safety and Health Policy of Daehan Solution

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[Overview]

1. Purpose of Enactment

Daehan Solution declares this Safety and Health Management Policy to prevent accidents that may occur across the operations of its business including supply chain, workplace, distribution network, etc. and at the same time, to guarantee the value of sustaining life by providing safe and healthy working environment. This Safety and Health Management Policy has been enacted on the basis of domestic and overseas statutes and regulations relating to safety and health, standards and guidelines (such as ISO45001) for safety and health management, Company's safety and health management guidelines, and promotion strategy and goals of safety and health management.

2. Scope of Application

This Safety and Health Management Policy shall apply to all domestic and overseas workplaces of Daehan Solution. Also, the Company recommends this Safety and Health Management Policy to all interested parties having any business relationship with this Company, including suppliers, subcontractors, distribution network etc. and jointly push ahead with expansion of preventive inspection of safety and health and internalization activities for safety culture. The Company shall comply with the statutes and regulations relating to safety and health, and set up and implement safety and health plans in accordance with this Policy within the extent not violating the relevant statutes and regulations.

3. Implementation System

Daehan Solution shall endeavor to ensure that safety and health are consistently improved by constructing the safety and health management system in order to implement this Safety and Health Management Policy. All domestic and overseas workplaces shall set up the action plan for safety and health, identify harmful risk factors and promotion of safety and health enhancement activities, evaluate the result of implementation of safety and health activities, and prepare corrective actions based on the analysis of the result of implementation.

In addition, the Company shall encourage each workplace to acquire a third-party certification (such as ISO45001) for the safety and health management system, or to independently construct the safety and health management system, after taking into account the statutes and regulations, market situation, industrial specialty, etc.

[Basic Declaration]

1. Radical Reform of Safety Management

Daehan Solution shall construct the organizational system for safety and health in order to practice the management policy with top priority in safety and health, and place and operate the safety and health officer in order to push ahead with upgrading the level of safety and health with sites at its center. In addition, the Company shall strengthen safety and health management such as inspection of the current status of site safety and health management supervised by the management in order to prevent serious disasters.

2. Improvement of Sense of Safety of Employees

Daehan Solution shall proceed with providing hands-on education contents and participative safety and health campaign to ensure that employees can recognize safety and health in daily life, and secure capability to respond at the time of occurrence of actual situation such as initial measure, emergency evacuation, and fire suppression by implementing emergency situation response drills. In addition, the Company shall spread safety and health culture such as introducing an incentive system for employees who have exercised leadership in the area of safety and health.

3. Concentrated Prevention of Serious Disasters

Daehan Solution shall expand strategic preventive inspection activities in order to persistently reduce industrial accidents including serious disasters. The Company shall also intensify the assessment procedures and standards in order to reduce risks to safety and health following high-risk operating facilities and working environment. In addition, the Company shall expand investment for construction of safety and health system and infrastructure.

4. Safety and Health Promotion Activities

Daehan Solution shall perform various activities including evaluation of the level of safety and health management, improvement of sense of safety, construction of safe working environment, strengthening of capability for safety and health. The Company shall endeavor to drive sustainable shared growth by providing support to ensure subcontractors can secure their own capability by constructing safety and health management system for subcontractors as well as its employees.

1. **Risk assessment I Discover working environment, machinery, instrument, facilities, raw materials, gas, steam, work behavior, and other harmful and risk factors, and take measures necessary for prevention of hazards and obstacles.**
2. **Safety measures for machinery, instrument and facilities I Take protective measures after taking account the functions and characteristics of machinery, instrument and facilities, and maintain, repair and inspect to ensure there is no potential risk.**
3. **Affixing safety and health mark I Affix warning sign for harmful or dangerous places, facilities and materials, and guide, etc. to respond in emergency situation at distinguishable locations.**
4. **Safety measures for working environment I Set the standards for managing the places with concerns of crash, collapse, fall, natural disaster, or occurrence of any other danger within the working environment, and periodically maintain, repair and inspect them.**
5. **Prevention and health measures for health hazards I Take prevention and health measures necessary for preventing health hazards due to raw materials, gas, steam, high temperature, noise, etc.**
6. **Providing personal protective equipment I Provide personal protective equipment appropriate for working environment, etc. and make wearing protective equipment mandatory including furnishing and management of reserve protective equipment.**
7. **Safety and health diagnosis I Implement safety and health diagnosis for workplaces with high risk of occurrence of disaster such as fall, collapse, fire, explosion, and leakage of harmful substance.**

8. **Response to emergency situation I** Prepare the scenario for responding to emergency situations of disaster situations including fall, collapse, fire, explosion, leakage of harmful substance, etc. and implement inspection of functions of related firefighting equipment periodically.
9. **Control of harmful substances I** Make list of and furnish the MSDS of harmful substances handled, and measure the physical/chemical harmful factors periodically and take corrective actions.
10. **Health enhancement activities I** Implement health checkup regularly in order to protect and maintain health. Operate programs for preventive measures for occupational diseases such as respiratory organ and musculoskeletal system disorder, and for improving living habits such as job stress management, etc.
11. **Support for safety and health of subcontractors I** Substantialize assessment of risk by constructing the safety and health management system of subcontractors, and intensity prevention of disasters of sites including diagnosis/education/consultation of subcontractors.
12. **Accident survey I** When any accident has occurred, implement investigation of cause and prepare the countermeasures for preventing recurrence. Implement statistical analysis for industrial disasters, etc. periodically.

[Safety Management]

1. Governance

1.1. Decision-making body

The final decision-making authority relating to safety and health of Daehan Solution lies with the Chief Safety Officer (CSO), who manages and supervises plans, activities and result of safety and

health through the conference body managed by CSO. The major roles of the conference body shall include, but not be limited to, deliberation of enactment/revision of safety and health management policies, review of risks to safety and health and discussion of the plan for countermeasure, examination of the result of promotion of safety and health, review of investment in safety and health facilities and facility infrastructure, and other matters deemed necessary for proliferation/diffusion of safety and health management. CSO shall report major plans and matters of inspection of implementation related to safety and health to the Board of Directors or committees (Safety and Health Management Committee, etc.) thereunder.

1.2. Implementing organization

Daehan Solution shall set up an organization dedicated for safety and health at the head office, and place a safety and health officer to control the related work. The roles of the dedicated organization and the safety and health officer shall include, but not be limited to, setting up the prevention plan relating to safety and health, preparation of management rules, measurement of working environment, survey of industrial disasters and establishment of countermeasures, maintenance of facilities and protective equipment, education and training, internal and external cooperation, and other measures for prevention of harms and risks of workplaces.

1.3. Working-level cooperation body

Daehan Solution is constantly operating a regular working-level conference body, etc. participated in by safety and health organizations of the Company and workplaces to ensure efficient promotion of safety and health policy. The working-level conference body shall perform the roles such as sharing internal and external trend relating to safety and health, sharing of risks to the Company and workplaces, and discovery of programs for proliferation and internalization of culture.

1.4. Labor-management communication body

Daehan Solution shall operate the communication body (Industrial Safety and Health Committee, etc.) consisting of the equal number of persons of labor and management that deliberate and resolve the matters necessary for maintenance and enhancement of safety and health, and to seek understanding and cooperation of employees. The labor-management communication body addresses safety and health issues such as safety and health management regulations, safety and health education, measurement of working environment and health diagnosis, and improvement plan as the major agenda.

2. Suggestion and Handling

2.1. Receipt of suggestion

Daehan Solution shall operate a suggestion system that can receive reports from employees and subcontractors on grievance relating to safety and health occurring in the process of business operations.

2.2. Handling for receipt

Daehan Solution shall prepare the plan for countermeasures after taking into account the overall aspects, etc. such as stability of use of facilities by employees, internal operating procedures, regulations for investment in safety and health. The Company shall implement and notify feedbacks and processing procedures within an expedited date in order to ensure that the grievance and suggestion cases are resolved.

3. Education and proliferation

3.1. Education and training

Daehan Solution shall implement safety and health education for employees, subcontractors and other interested parties. Through this, the Company shall improve awareness for necessity of safety and health management, and consider safety and health with first priority in the process of business and work. In addition, the Company shall strengthen the capability to instantly respond at the time of emergency situation.

3.2. External cooperation

Daehan Solution shall establish a cooperative system with local organizations and outside specialized institutions, etc. to improve efficiency in promoting safety and health management. The Company shall improve the safety and health system by sharing experience including expertise of outside institutions in constructing safety and health management system and assessment of the risk to safety and health.

4. Performance Management

4.1. Setting performance goal

Daehan Solution shall set and manage the goals for improvement of performance for safety and health to ensure reinforcement of management with first priority in safety, proactive preventive

management of serious disasters, and securing capability for eco-friendly safety management. The goals for improvement of performance shall be set on the basis of safety and health data based on the leading indicators and lagging indicators as well as laws and regulations, trends in safety and health of the industry, and inside safety and health issues.

4.2. Checking current status of fulfillment

Daehan Solution shall regularly check the current status of fulfillment of goals for improvement of performance for safety and health. The Company shall comprehensively check the effectiveness of the activities promoted for achievement of the goals and difficulties in the process of fulfillment of the goals as well as the rate of fulfillment versus goals. If necessary, the Company shall adjust the goals of improvement of performance on the basis of the result of checking.

5. Communication

5.1. Government agency

Daehan Solution shall check in advance the policy direction relating to safety and health of the government and related organizations and proactively respond. In addition, The Company shall correctly identify, understand and comply with the statutes and regulations, international standards and guidelines.

5.2. Employees

Daehan Solution shall share the safety and health policy with employees and provide education for improvement of awareness of safety and health management. The Company shall faithfully fulfill the matters of collective agreement relating to safety and health executed with workers or the representative of workers.

5.3. Subcontractors

Daehan Solution shall strengthen the capability for safety and health of subcontractors by sharing knowhow and experience with respect to promotion of safety and health management. The Company shall support for safety and health of subcontractors for creation of value of safety and health across the value chain.

5.4. Community

In order to remove and mitigate the risks to safety and health of the community due to

operation of business, Daehan Solution shall collect opinions from local governments, etc. and endeavor to figure out and resolve the difficulties raised by the community.

Safety and Health Management Policy of Daehan Solution

Daehan Solution Co., Ltd. shall recognize safety and health of all employees as the value of top priority across the management activities, and do its utmost to ensure all employees can work in the safe and comfortable environment by constructing the safety and health management system in compliance with the laws and regulations and standards.

- 1. The CEO shall have the goals with first priority of 'protection of life of workers' and 'creation of safe working environment'.**
- 2. The CEO shall provide sufficient human resources and material resources for removal, replacement and control of workplace risk factors by constructing the safety and health management system in the workplace.**
- 3. Set the goals of safety and health, and set up and implement the detailed action plan to achieve such goals.**
- 4. Draw up and faithfully implement the internal regulations in compliance with the statutes relevant to safety and health and related regulations.**
- 5. Identify risk factors through participation of workers, and the identified risk factors must be improved and educated through education.**
- 6. Let all members know the risk factors related to their duties, and implement education and training with respect to the removal, replacement and control technique.**