
[Hyundai Engineering and Construction]

Safety & Health Management Policy

2024.06

[In charge]

[HDEC] Safety Planning Team


D. B. CHAE

(Signature)


[Approval]

[HDEC] Safety Management Group

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(Signature)


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[HDEC] Chief Safety Officer

J. H. HWANG

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1. Overview

A. Purpose of Establishment

Hyundai Engineering & Construction establishes this safety and health policy to continuously improve safety and health performance through prioritizing safety and health management and to prevent potential accidents throughout business activities and the entire value chain. This safety and health management policy is established based on domestic and international safety and health-related laws and regulations, as well as safety and health management standards (ISO45001, KOSHA-MS, etc.), applicable to our workplaces.

Hyundai Engineering & Construction Safety and Health Management Principles

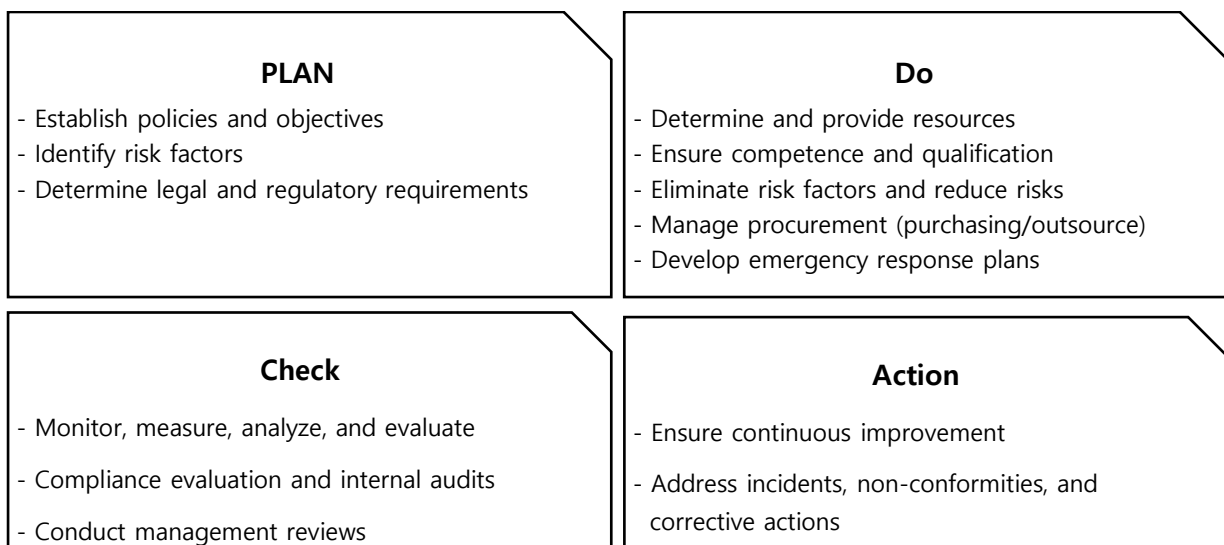
1. We will prioritize safety and health in all decision-making processes.
2. We will strictly comply with safety and health laws and regulation at domestic and international workplaces.
3. Risks and hazards which are identified during project execution will be minimized through risk assessment.
4. All employees will actively participate in safety and health training to continuously enhance accident prevention capabilities.
5. We will support the enhancement of safety and health capabilities for partner companies by providing resources and personnel, and expand collaboration with partner companies which own proper safety and health management systems.
6. We will strengthen the scientific accident prevention system through technological innovation by proactive adoption of safety and health technologies.
7. Unsafe behaviors of anyone on our workplace will be strictly prohibited and unsafe environments will be eliminated.
8. In the event of accidents/incidents, we will identify the root causes and establish proper measures to prevent similar incidents.
9. We will continuously strengthen relevant systems and mechanisms to foster a safety culture including participation and communication of all personnel in workplace.

B. Scope of Application

This safety and health management policy applies to all production activities and business facilities of Hyundai Engineering & Construction and its affiliates. Hyundai E&C recommends that all suppliers, partners, subcontractors, and other stakeholders within the supply chain comply with this safety and health management policy and provides necessary support for compliance. Hyundai E&C prioritizes adherence to safety and health-related laws and regulations of each country over this policy. In cases where local safety and health laws and regulations are not covered or specific provisions are not established, safety and health management will be performed in accordance with this policy.

C. Implementation

To implement this safety and health management policy, Hyundai E&C establishes a safety and health management system to ensure continuous improvement. All domestic and international business sites operate the PDCA (Plan-Do-Check-Action) cycle by establishing safety and health execution plans, identifying hazardous risk factors, promoting safety and health activities, diagnosing and evaluating the performance of safety and health activities, and adapting improvement measures based on performance analysis. Additionally, Hyundai E&C supports and manages each site and business unit in building their own safety and health management systems, considering domestic and international laws, regulations, and circumstances.



2. Principles

Hyundai Engineering & Construction guarantees employees' sustainability of life by providing a safe and healthy work environment based on safety and health management policy. We establish a safety and health organization to prevent occupational accidents proactively, creating an advanced safety and health workplace through comprehensive accident reduction model.

A. Improvement of Safety and Health Management Practices

To practice the top-priority safety and health management policy, Hyundai E&C establishes a safety and health organizational system and operates performance evaluation indicators (KPI) to raise the overall safety and health level of the company. We also select improvement tasks to prevent serious accidents and strengthen safety and health management by inspecting the safety and health management status of the sites under the supervision of the management.

B. Prevention of Occupational Accidents/Incidents

Hyundai E&C conducts proactive prevention activities to continuously reduce occupational accidents, including fatality. We establish risk assessment procedures and standards to reduce safety and health risks associated with high-risk tasks and work environments. To identify risk factors for all tasks and establish improvement measures, Hyundai E&C will provide proper support. Furthermore, we expand investments to establish sustainable safety and health system and infrastructure.

C. Enhancement of Employee Safety and Health Mind-set

Hyundai E&C continuously enhances employees' safety and health mind-set through providing specialize education such as experiential training, face-to-face, and online education that fits the employees' situations and capabilities. We promote participatory safety and health campaigns to ensure the education results are internalized. Additionally, we regularly conduct response training to minimize damage in emergencies, securing response capabilities such as initial measures, evacuation, and fire suppression etc. Incentives are provided to employees and subcontractors who demonstrate excellent leadership through these processes, promoting a culture of safety and health.

D. Leading Advanced Safety and Health Technologies

To proactively respond to and eliminate risk factors that may arise during Hyundai E&C's business operations, we actively adopt the latest safety and health management techniques. We lead the establishment of smart safety and health management systems utilizing AI, IoT, etc., applicable to the construction industry, and focus investment capacity on building improved safety and health technologies and infrastructure to eliminate risk factors within workplaces.

E. Safety and Health Activities

To enhance the overall safety and health level, Hyundai E&C performs activities such as safety and health level diagnosis, employee awareness improvement, provide safe and healthy work environments, and enhancement of safety and health capabilities etc. We also establish safety and health management systems and procedures to select excellent safety and health companies among our subcontractors, supporting their self-capability to promote sustainable co-growth.

① **Risk Assessment**

Identify harmful and hazardous risks in the work environment, such as gases, vapors, work behaviors, machinery, equipment, raw materials and other harmful risks, and take necessary measures to prevent accidents and incidents

② **Safety and Health Signage**

Attach warning signs for harmful or dangerous places, facilities, substances, and guidelines for emergency response at identifiable locations.

③ **Work Environment Safety Measures**

Establish standards for managing locations with risks such as falls, collapses, drops, natural disasters, and periodically maintain, repair, and inspect these areas.

④ **Machinery, Equipment, and Facility Safety Measures**

Take protective measures considering the functions and characteristics of machinery, equipment, and facilities, and maintain, repair, and inspect to ensure no potential risks.

⑤ **Health Hazard Prevention and Measures**

Take preventive and health measures to remove health hazards caused by raw materials, gases, vapors, high temperatures, noise, etc.

⑥ **Provision of Personal Protective Equipment**

Provide appropriate personal protective equipment for the work environment and keep spare protective gear, mandating the wearing of protective equipment.

⑦ **Safety and Health Level Assessment**

Periodically diagnose the implementation status of the safety and health management system for sites with risks such as falls, collapses, fires, explosions, and harmful substance leaks.

⑧ **Emergency Response**

Continuously train according to emergency response scenarios for disaster situations such as falls, collapses, fires, explosions, and harmful substance leaks, and periodically check the function of related firefighting equipment.

3. Implementation

A. Governanace

① Responsibility (Board of Directors/Management Role)

The Chief Safety Officer (CSO) holds the final decision-making authority regarding safety and health at Hyundai Engineering & Construction. The CSO supervises safety and health plans, activities, and performance through a committee that he chair. The CSO reports key plans and implementation matters related to safety and health to the Corporate Governance and Communication Committee.

The Corporate Governance and Communication Committee manages the performance and risks associated with safety and health management, overseeing improvement activities comprehensively. The committee's main roles include approving and supervising the establishment and implementation of the company-wide safety and health management system. This involves measures related to necessary personnel and budgets for disaster prevention, as well as establishing and implementing measures to prevent the recurrence of accidents.

② Implementation (Dedicated Organization Role)

Hyundai E&C establishes a dedicated safety and health management organization to carry out related tasks. The main roles include establishing and operating a safety and health management system, formulating and implementing policies for managing safety and health risk factors arising during business operations, identifying and improving safety and health risks, promoting safety and health management, preparing safety and health management regulations and guidelines, and engaging in external cooperation activities. The dedicated organization also sets up safety cooperation teams in each division if necessary to support the operation of division-specific safety and health management systems according to company-wide safety and health management regulations and guidelines. The dedicated organization periodically checks each division's safety and health management performance and plans, identifies areas for improvement, and monitors execution to continuously advance the overall safety and health management system.

B. Communication

① Government Agencies

Proactively respond to the safety and health policy led by governments. Understand and comply with safety and health-related laws and regulations of each country.

② Shareholders and Investors

Create safety and health management performance that meets the requirements of shareholders and investors, establishing a continuous trust relationship and encouraging investment to enhance corporate value.

③ Employees

Share safety and health management policies and improve employees' safety and health awareness through education. Reflect opinions on improving safety and health performance in safety and health management promotions.

④ Subcontractors

Share knowledge and experience regarding safety and health management to enhance the safety and health capabilities of subcontractors. Support subcontractors' safety and health to create safety and health value throughout the value chain.

⑤ Local Communities

Collect opinions from local governments, public-private councils, etc., to eliminate and mitigate local community safety and health risks arising from business operations. Strive to understand and resolve grievances raised by the local community.

C. Education and dissemination

① Training

Provide safety and health training to all employees, subcontractors, and other stakeholders to improve awareness of the necessity of safety and health management and prioritize safety and

health in business and work processes. Also, strengthen the capacity to respond immediately in emergency situations.

② External Cooperation

Establish cooperation systems with local governments, public-private councils, and external professional organizations to improve the efficiency and effectiveness of safety and health management promotion. Share expertise and experience from external organizations on establishing safety and health management systems and safety and health risk assessments to improve safety and health systems.

D. Performance Management

① Establish performance objectives

Establish safety and health performance objectives to strengthen prioritize safety in corporate management, prevent fatal accidents proactively, and secure safety management capabilities. Performance improvement objectives are set based on legal and regulatory requirements, industry safety and health trends, internal safety and health issues, as well as safety and health data from leading and lagging indicators.

② Performance Monitoring

Regularly monitor the implementation status of safety and health performance improvement objectives. Check not only the implementation rate compared to objectives but also the effectiveness of activities promoted to achieve objectives, difficulties in the implementation process, etc. Adjust performance improvement goals as necessary based on monitoring results.

③ Performance Evaluation for Management

Reflect safety and health performance improvement objectives and implementation status in managements' Key Performance Indicators (KPI). Managements' performance evaluations comprehensively consider achieving safety and health performance improvement objectives, safety and health leadership, identifying risk factors, site improvements, internalization, and cultural dissemination activities.

E. Suggestion and Handling

① Receiving Suggestions

Operate channels to receive reports of safety and health-related grievances from employees, subcontractors, and other organizations (individuals) during business operations.

Hyundai E&C Safety and Health Reception Channels

Department Name: Safety Planning Team and Site Safety Teams

Reception Desk: Hyundai E&C Website → Do-dream

Hyundai E&C Safety Report Center → Access QR code at each site

② Handling Suggestions

Prepare response measures considering comprehensive aspects such as the stability of employees' and workers' work environments, internal operating procedures, and safety and health investment regulations. Provide feedback on resolutions and notify promptly to resolve grievances and reported cases.

4. Addendum

① This safety and health management policy is established and implemented as of June 26, 2024.