

CSR FOCUS AREAS

Customer Satisfaction and Quality Management (Car Maker/ General Customers and Dealers)

Focus 02

Employee Health and Safety Management

Climate Change and GHG Management

Employee Value Creation

Integrated Environmental Management

Community Involvement and Development

Transparency and Business Ethics

Win-win Supply Chain Partnership

Strengthening safety management at worksites

We encourage employees at worksites to take the initiative in safety management in order to create a safe and healthy work environment.

Establishing a culture of safety

To heighten employee awareness and guarantee a culture of safety at domestic plants, diagnoses were conducted in cooperation with external experts. Surveys and interviews with employees in different positions were held and on-site inspections were carried out to identify issues with their safety management systems and operations. To address the issues uncovered, a roadmap and framework for establishing a culture of safety were formulated and pertinent activities were conducted. In addition, professional training programs were provided to prevent any unsafe employee behaviors stemming from job stress or psychological factors. A total of 154 employees (team leaders, team members responsible for safety management, and suppliers) took the programs on safety psychology and safety accident investigation techniques. We will operate a wide range of evaluation activities and programs to encourage our employees to practice safety with heightened awareness.

Reinforcing a safety and health system

We operate in-house security programs and designate safety and health personnel at domestic plants. To create a pleasant and safe work environment, risk factors are identified, including unsafe employee behaviors, and activities are conducted to address them. As part of the efforts at industrial disaster prevention, a labor-management-government task force is conducting joint safety-health inspections and checking the implementation progress of EHS plans on a monthly basis. The task force activities allow us to find common ground on safety management and strengthen EHS efforts at the plant level. We will continue our efforts and encourage employees to take the initiative in promoting safety and health at worksites.

Proactively managing safety risks

To ensure a timely response to EHS issues and risks and promote their fundamental reduction, monthly EHS meetings and quarterly safety and health advisory committee meetings are held. Based on advice from external experts, issues related to our safety and health systems and operational processes are identified and verified, and improvement measures are taken to proactively address EHS-related risks.

Bolstering efforts for employee health

Employee health is one of key elements for the sustainability of companies. We have established a disease prevention system to protect employees from harmful factors and continued our efforts at creating a safe and pleasant work environment.

Developing procedures for muscular skeletal disease prevention and response

For fundamental and effective prevention of musculoskeletal disorders at the Daejeon and Geumsan plants and R&D centers, we developed new programs by standardizing pertinent programs being operated individually at the worksite level. In addition, training on these programs was provided to employees responsible for EHS at each worksite to support effective implementation through employee participation and interest in the program. The programs apply scientific analysis techniques for the effective improvement of work processes that could negatively impact employee health. In addition, post-management of employees suffering health issues is included in order to monitor their adjustment to work after returning from treatment. In 2019, we will fully utilize the programs and work on expanding their scope to our overseas worksites.

Operating stress management programs

Since 2014, we have been operating counseling programs to help our employees and their family members relieve and prevent stress. If they wish to receive counseling outside of the company or at home, professional counselors can visit them in person. In 2018, programs for overcoming depression and suicidal thoughts were provided for 623 managers and supervisors, and a total of 730 employees used counseling services. In 2018, a depression diagnosis (Hamilton Depression Rating Scale) was conducted for all of our domestic employees. Employees with scores of 15 points or higher (mid-level depression) were provided psychological counseling and treatment. Going forward, we will continue to offer training to managers and supervisors to help them identify and support employees with high risks of depression and further promote counseling programs among our employees.



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Ensuring a healthy work environment

To protect employee health and create a more pleasant work environment, work environment measurement is conducted twice a year. Based on the results of checks on air quality, noise, illumination, temperature, and humidity, we improve and upgrade the pertinent facilities. The efficiency of the local ventilation systems essential for work environment management is monitored from the design to installation and test operation phases. We conduct independent testing and take improvement measures for systems with compromised efficiency to ensure appropriate air flow rates. In 2018, as for chemical injection facilities during the mixing process, we increased the installation of local ventilation systems to prevent fugitive dust emissions and upgraded existing systems in the extruding, building, molding, trimming and inspection processes. Meanwhile, to enhance the efficiency of rubber fume control during the curing process, zeolite in the CFRTO (combustion equipment) was replaced and ventilators were installed.