



## Strengthening safety management at worksites

We strengthen our self-initiated and field-driven safety management system to provide a healthy work environment in order to establish our distinctive culture of safety.

### Establishing a culture of safety

To elevate safety awareness at the workplace and build a culture of safety, safety culture assessments were made with external experts and this led to the identification of 13 recommended tasks to strengthen our safety management and activities. This was followed by the development of detailed initiatives concerning the identified tasks and improvements that were made on our safety culture. In particular, we promoted compliance with basic measures, from securing passages for workers and wearing protective gear to smoking in designated areas only and following mobile phone use rules in order to heighten employees' awareness on safety and these fundamental disciplines. In addition, the safety pledge was signed and past safety accidents were shared to improve the awareness of safety culture among management supervisors in order to focus on accident prevention and the development of a safety culture. Going forward, we will operate a range of assessment activities and programs to encourage our employees to take the initiative in recognizing the importance of safety and take action accordingly.

### Reinforcing the safety and health system

To reinforce the prevention of occupational injuries at the workplace, regular meetings were hosted with internal/external experts in the health and safety sector to identify issues and possible improvements. We continue to operate the labor-management-government taskforce team that consists of the Employment and Labor Administration and the Korea Occupational Safety and Health Agency as well as our labor union and worksites to conduct monthly joint health and safety inspections and

progress reviews on the set health and safety action plans. Furthermore, leading indicators are developed to supplement our compliance evaluation system and they are operated to strengthen the field-driven safety management system and our executive capabilities to make improvements. Management supervisors received EHS competence assessments and training to develop EHS management expertise. Safety campaigns including pre-work risk prediction exercises and contests were hosted to improve employees' safety awareness. We will operate a variety of field-oriented and engaging EHS activities to keep pace with shifting health and safety trends and strengthen the basis for self-directed safety management.

### Achieving ISO 45001

In 2019, we achieved the ISO 45001 certification on our international health and safety management system standards in order to establish a health and safety management system across our global worksites. This will serve as the basis for us to monitor EHS issues and preemptively respond to safety risks. Our senior management will create and disseminate a health safety policy to support the operation of the global health and safety management system while setting and implementing health and safety management targets and evaluating threats and opportunities that stem from EHS risks to facilitate EHS risk prevention at the workplace.

## Bolstering efforts for employee health

Employee health is one of the key reasons that that we remain sustainable as a company. As such, we continue to make improvements to develop a prevention system to protect our employees from health hazards and to deliver a safe and pleasant work environment.

### Developing procedures for musculoskeletal disease prevention and response

We completed risk factor examinations and precision analyses on our domestic plants for their work and processes to prevent musculoskeletal diseases: this included approximately 200 job duties at the Geumsan Plant, 60 at Hankook Technodome, and 180 at the Daejeon Plant. The outcomes were compiled to create a risk factor database, and comparisons and analyses were performed against occupational injury data to set priorities and make necessary improvements. In 2019, a total of KRW 474 million was invested in improving employees' musculoskeletal conditions. Our goal for 2020 is to collaborate with the Korea Advanced Institute of science and Technology to leverage specialized and scientific ergonomic analyses such as RULA<sup>1)</sup>, REBA<sup>2)</sup>, and NLE<sup>3)</sup> to re-analyze hazardous processes and improve process efficiency to eliminate fundamental risk factors.

- 1) RULA: Rapid Upper Limb Assessments are performed on the postural load requirements of job tasks on the shoulders, wrists, neck and upper extremities.
- 2) REBA: Rapid Entire Body Assessments performed on the postural load requirements of job tasks on the entire body.
- 3) NLE: NIOSH Lifting Equation is a tool used to assess lifting and lowering tasks in the workplace.

### Bolstering efforts for employee health

We select employees who smoke and are at a high risk for cerebrovascular and pulmonary diseases and provide them with access to a smoking cessation clinic and camp sessions to help them overcome the habit. Major diseases that affect different age groups were identified to provide tailor-made healthcare programs: sleep disorder programs were implemented for employees in their 30's, liver disease and dyslipidemia programs were offered to

those in their 40's, and hypertension and diabetic prevention and improvement was the focus for people in their 50's. Our Donggarni consultation center has been under operation as a counseling clinic since 2014 to promote employees' psychological healthcare. Psychological counseling is available to both our employees and to the family members of our employees and professional counselors make in-home or office visits upon receiving counseling requests. We plan to reinforce management supervisor training and publicity operations to swiftly identify and support employees who are at high risk for depression in order to improve the efficiency of our psychological counseling services.

### Strengthening work environment management

We measure different aspects in the work environment twice a year to protect the health of our employees and create a pleasant work environment. Air quality, noise, lighting, temperature, and humidity are monitored to improve on our equipment and facilities to protect employee health. In particular, local ventilation equipment, as one of the core components of equipment used to manage the work environment, is maintained in the entire process from design and evaluation in the installation phase to pilot-runs to ensure its appropriate efficiency. Existing equipment is subject to internal inspections so that any equipment with reduced efficiency is improved to maintain properly-controlled air flow. In addition, outdated freezers are regularly replaced or new ones are installed to improve the thermal environment in summer in order to decrease temperatures within the process.