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## HYUNDAI WIA

### Health & Safety Management Policy

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## 1. Overview

HYUNDAI WIA hereby declares the Health & Safety Management Policy to practice safe business management across all workplaces as its priority.

### A. Application Scope

This Health & Safety Management Policy applies to HYUNDAI WIA's domestic and overseas business sites and corporate suppliers. The application scope is determined by considering internal and external issues, stakeholder needs, organizational management, and business management activities that significantly impact the company's health and safety.

### B. International Standard and Compliance of Law

HYUNDAI WIA must establish, practice, and maintain HSE goal and policy according to the international standard, ISO14001, ISO45001.

## 2. Health & Safety Management Policy

### A. HSE Vision

Materializing a happy, sustainable, injury-free, green workplace for all employees

### B. HSE Management Policy

현대위아는 모든 구성원의 행복과 지속가능한 무재해 친환경 사업장 구현을 목표로 HSE 경영방침을 실천한다.

- 1 모든 사업의 활동영역에서 구성원의 안전 보건 환경을 최우선 가치로 정한다.
- 2 인장과 사람 중심의 자율안전 체계 및 자발적 참여 안전문화를 조성한다.
- 3 모든 구성원의 건강증진을 위해 안전하고 쾌적한 작업환경을 구축한다.
- 4 친환경 공정 설계 및 선진기술 도입으로 환경영향을 최소화 한다.
- 5 글로벌 요구수준 이상의 안전환경 실천으로 기업의 사회적 책임을 다한다.



대표이사 정재욱

### 3. Health & Safety Management Structure

#### A. Major Role and Authority of responsible personnel for Health and Safety Management

- 1) Authority to establish, announce and approve HSE management policy
- 2) Authority and responsibility for the HSE management system to run
- 3) Continuously ensure efficiency of HSE management system, and provide necessary resources
- 4) Authority to approve the enactment and amendment of HSE system management manual
- 5) Report the yearly performance and plan related to HSE to the board of directors

## **B. Management of HSE Goal**

1) To fulfill the HSE management policy, HYUNDAI WIA must set overall HSE goals and objectives and continuously improve them by implementing detailed action plans to achieve the goals and prevent customer complaints, pollution, and occupational diseases and injuries.

2) The following items below indicates the targets set to be achieved in certain extent by analyzing the status of HSE policy and performance.

- ① Items for achieving performance and efficiency in HSE management
- ② Items for minimizing risks related to health and safety issues
- ③ Requirements of stakeholders (customers, government offices, local residents, etc.)
- ④ Other directed matters and requirements

## **C. Educational Training**

1) HYUNDAI WIA must provide HSE educational training to cultivate employees' awareness of environmental safety and health and their ability to exclude harmful and dangerous factors in their work to prevent industrial accidents and maintain and promote employees' health and safety and a pleasant environment.

2) The educational training related to HSE must be applied to all members of the department when one or more employee is subjected to the educational training in a department.

## **D. Risk Management**

1) The risk management is to improve HSE management system through risk identification, analysis, and control of the HSE management system.

2) The company must determine potential risk and take necessary measures to reduce the risk.

3) The company must practice efficient management activities by complying with the HSE-related laws, regulations, and other requirements directly applicable to the operation of the system.

## **E. Emergency Preparedness and Response Activity**

1) The company must prevent and mitigate the potential risks related to health and safety in

advance by establishing and operating countermeasures for emergencies.

2) Potential emergency situations that can occur during the management of the HSE system must be identified, countermeasure must be prepared in advance, and the risk prevention procedure related to the health and safety must be applied.

3) The responsible team and related teams must fulfill their responsibilities and practice authorities with respect to emergency preparedness and response.

4) The HSE group/emergency operation center and accident-related departments must manage all incidents and accidents of all persons entering and leaving the company, including employees and people from corporate suppliers.

5) Emergency training must be provided to employees, and it must be updated periodically.

### **Safety Management on Corporate Suppliers**

1) Conduct effective safety and health management prevention activities to prevent all safety accidents in advance and ultimately protect company's property and prevent disruption in production.

2) The HSE department must execute as follows.

① Provide technical guidance, support, and supervision to corporate suppliers, including support on their health and safety activities.

② Be responsible for organizing and operating an in-house joint HSE council with corporate suppliers.

③ Inspect the company at least once a quarter jointly with the corporate suppliers and be responsible for reporting any issues to the contracting department (team) to request improvement and checking the progress.

### **F. Internal Audit**

1) To verify whether the HSE management system meets the HSE management system audit criteria established by the organization, the company must objectively acquire and evaluate evidence and the verification process must be systematic to report the results of this process to the CEO.

2) The company must be responsible for effective operation of internal audit by successfully reviewing the HSE annual audit plan and detailed implantation plan.

3) Prepare the HSE Annual Internal Audit Plan and the HSE Internal Audit Implementation Plan and operate them after obtaining the approval of the director of the HSE department who is

responsible for the HSE affairs.

4) Grant the authority to the auditors and notify the audit plan to the selected auditors.

5) Include HSE corrective and preventive action requests based on the approved HSE audit result report to the HSE Audit Feedback Register and issue it to the relevant departments.

6) Sign and date the closed HSE corrective and preventive action requests in the HSE Audit Feedback Register to close them. process.

### G. Change Management

1) Implement and manage planned changes that affect the HSE performance of the HSE management system and review the consequences of unintended changes and take relevant action to mitigate any adverse effects as necessary.

- changes in processes/procedures, knowledge or information on hazards and risks of the health and safety, etc.

2) In case of receiving request for change related to HSE performance from the relevant department, approve the change and check the results.

### H. Continuous Improvement

1) HYUNDAI WIA must continuously enhance the adequacy, satisfaction, and effectiveness of the HSE management system to improve HSE performance.

① Strengthen HSE performance

② Promote a corporate culture of high participation and support in terms of HSE management system measures

③ Diligently share the results of improvement to employees and their representatives.

④ Maintain and retain documented information as evidence of continuous improvement

### □ Inquiries for Health & Safety Management Policy

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