

Sustainability Report

2022 SHINHWA LOGISTIC SERVICE CO., LTD



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2022 SHINHWA
LOGISTIC SERVICE CO., LTD

Sustainability Report

This report is the first sustainable management report published by SHINHWA LOGISTIC SERVICE Co., Ltd. and was prepared in accordance with the 'Small and Medium Business CSR Reporting Guidelines' developed by the 'Ministry of SMEs and Startups' and referred to the global reporting guidelines 'GRI Standards'.

Reporting Cycle : 1 Year cycle

Reporting Period : 2022.01 ~ 2022.12

Written Standards : 'Small and Medium Business CSR Reporting Guidelines (referred to GRI Standards)

Contacts for sustainability report: Shinhwa Logistic Service Co., Ltd. 031-686-5715-8

CEO Message

Shinhwa Logistics, which has built trust and skills for 20 years in automobile maintenance and logistics, is continuously growing as a representative logistics company in Korea. With the technology and efforts of the past 20 years, Shinhwa Logistics has continued to deliver flawless transportation with the best technology and concentration, from loading and unloading high-end imported cars to maintenance, transportation and customer delivery.

Amid the recent rapid change in domestic and global corporate environments, Shinhwa Logistics is striving to become a new technology leader and an environmental enterprise by understanding and leading the change in the automobile industry. In order to become a leading global company, we are working hard to meet global standards not only in technology and quality but also in corporate social responsibility (CSR) in terms of environment, human rights and ethics.

To this end, Shinhwa Logistics complies with the ten principles of the UN Global Compact (UNGC), respects the contents and values of the seven core topics pursued by ISO 26000, and is engaged in management activities with a CSR consciousness. In addition, we will continue to make efforts to fulfill international commitments related to human rights and labor practices in the supply chain and to meet CSR compliance needs and expectations from stakeholders such as customers, partners, executives and employees.

Please watch Shinhwa Logistics grow into a leading global automobile transportation and logistics company in the 21st century. We look forward to your participation and cooperation in our development. and we hope your businesses and families will be full of health and happiness.



Park Hae-Kwang

CEO of Shinhwa Logistic Service Co., Ltd

About Shinhwa Logistics

Status in General

Organization Name	SHINHWA LOGISTIC SERVICE CO., LTD
HQ Address	437-207, Seodong-daero, Poseung-eup, Pyeongtaek-si, Gyeonggi-do, Republic of Korea
Company Type	Stock Company
Industry (Type)	Transportation
Business Details	Freight Transport, Storage and Warehouse



No. of Employees

Year	Regular (Male/Female)	Contract (Male/Female)	Collective agreement application ratio(%)
2020	147 (105/42)	8 (5/3)	Full application
2021	139 (116/23)	9 (7/2)	Full application
2022	153 (122/31)	13 (10/3)	Full application

Key Partners (Key Business Partners)

- | | |
|--|--------------------------------------|
| 1. BMW Korea Co., Ltd. | 5. JAGUAR LAND ROVER KOREA Co., Ltd. |
| 2. Renault Korea Motors Co., Ltd. | 6. MAN Truck & Bus Korea Co., Ltd. |
| 3. Volkswagen Group Korea Co., Ltd. | 7. GLV Co., Ltd |
| 4. SSCL, Stuttgart Sports Cars Co., Ltd. | 8. KOLON GLOBAL CORPORATION |

No. of Partner Companies

Year	2020	2021	2022
No. of Partner Companies	325	388	268

Corporate History

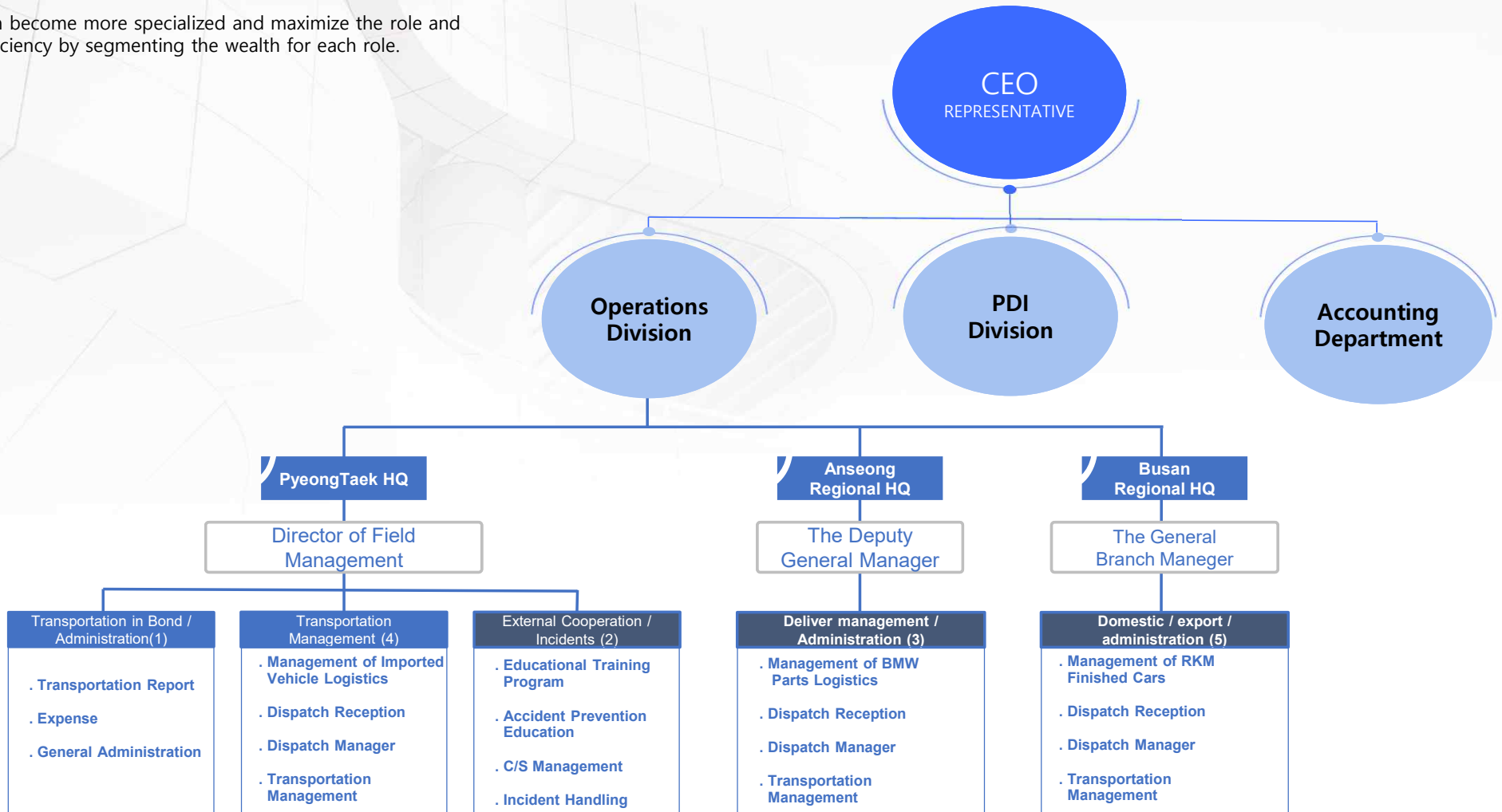
- 1994 Establishment of Shinhwa Transportation (BMW Group, Incheon)
- 2001 Shinhwa Logistics Service Co., Ltd. Established (BMW finished car transportation service started)
- 2003 Audi Volkswagen transportation service started
- 2007 Peugeot and Citroen finished car transportation service started
Ford and Lincoln finished car transportation service started
- 2008 Nissan and Infiniti finished car transportation service started
- 2011 BMW PDI Center open, operation started
- 2013 BMW parts transportation started
Renault finished car transportation service started
- 2016 Ferrari and Maserati finished car transportation service started

- 2017 MAN truck & bus finished car transportation service started
- 2018 Jaguar Land Rover finished car transportation service started
Porsche finished car transportation service started
- 2020 Tesla finished car transportation service started



Organizational Chart

can become more specialized and maximize the role and efficiency by segmenting the wealth for each role.



Major Business Fields

PDI Service

BMW, MINI, Rolls-royce



Transportation Service

BMW, MINI, Rolls-Royce, Jaguar, Landrover, Ferrari, Maserati, Porsche, MAN Truck & Bus, Aston martin, McLaren, Renault.



Finished Cars Transportation



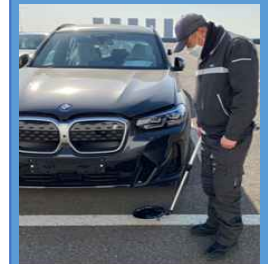
Vehicle Parts Transportation

Finished Cars Storage Service

BMW, MINI, Rolls-royce

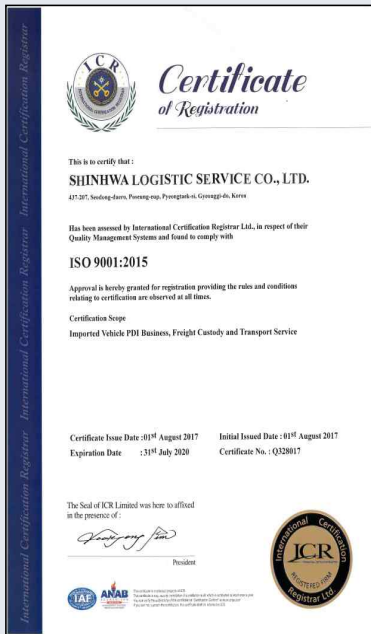


Finished Cars Storage (in/outdoor)

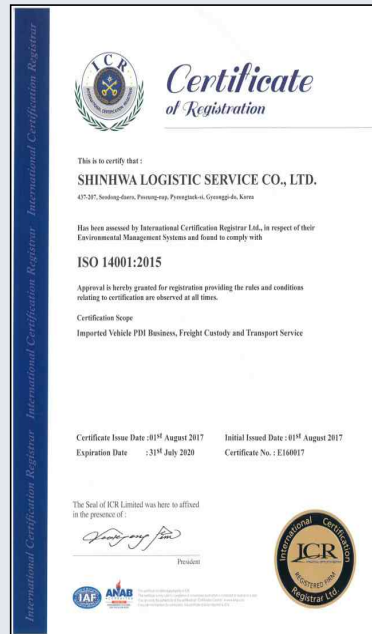


Inspection / Maintenance

Authentication Certificate (1)



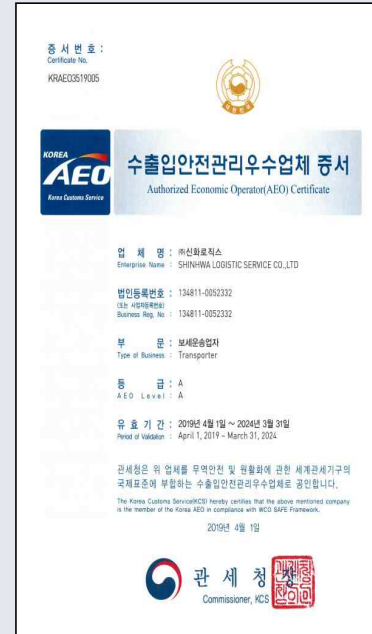
ISO9001



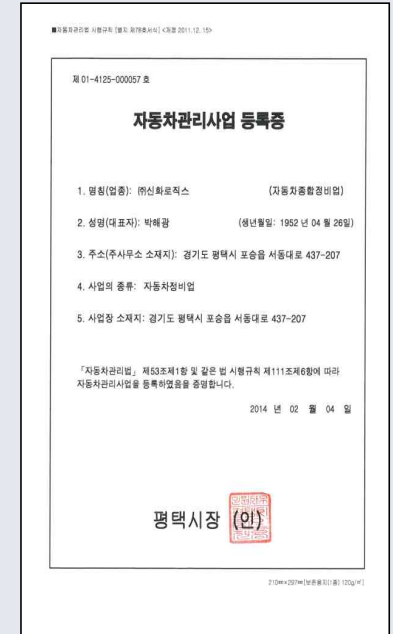
ISO14001



ISO45001



AEO Certificate



General Maintenance

Authentication Certificate (2)

[별지 제4호서식] <개정 2010.12.29>
제 2011-033 호

화물자동차운송사업허가증

성 명 : 박해광
법인등록번호 : 134811-0052332
주 소 : 경기도 평택시 포승읍 서동대로 437-207
상 호 : (주)신화로지스
업 종 : 일반화물
차 고 지 : 경기도 평택시 포승읍 신영리 944번지
2013.04.01. ~ 2031.12.31.
(차고지용차기간)

허 가 연 월 일 : 2012.11.27.
차고지용차기간 : 2021.12.28. ~ 2022.03.27.

「화물자동차 운수사업법」 제3조에 따라 위와 같이 화물자동차 운송사업을 허가합니다.

2016년 12월 28일

평택시장

210mmX297mm (보존용지(1종) 120g/㎡)

Freight Forwarder

제 2011-25 호

국제물류주산업 등록증
Certificate of International Forwarding Business

상호(Company Name): 윈신화로지스
대표자(Name of Representative): 박해광
법인등록번호(Corporation Registration Number) 또는 주민(외국인)등록번호(Resident(Foreign) Registration Number): 134811-0052332
주소(Business Address): 경기도 평택시 포승읍 서동대로 437-207
등록연월일(Registration Date): 2011. 9. 8.

다음 신고기간(Registration Renewal Date): 2020. 9. 14.부터 60일 이내
※ 개시 사유 : 등록기준 신고

「물류정책기본법」 제43조제1항 및 같은 법 시행규칙 제6조제2항에 따라 위와 같이 국제물류주산업 등록을 하였음을 증명합니다.

This certificate confirms that the above company has registered as an International Forwarding Business according to Article 43(1) of Logistics Policy Framework Act and Article 6(2) of the its Enforcement Decree, respectively.

2017년 9월 14일

경기도지사

* 국제물류주산업 등록내용에 변경사항이 있을 경우 물류정책기본법에 의거 기간 내에 반드시 신청(신고)하여야 합니다.

International Forwarding Business

별지 제4호서식
업세부호: 021031

보세운송업자 등록증

1. 업 체 명 : (주)신화로지스
2. 대표자성명 : 박해광
3. 생 년 월 일 : 1952. 04. 26
4. 관 할 세 관 : 평택세관
5. 본사 소재지 : 경기도 평택시 서동대로 437-207 (포승읍)
6. 영업소 소재지 :
7. 등록 기 간 : 2017.01.02 - 2020.01.01
8. 기 타 : 1) 동해사장에 변동이 생긴 때에는 지체 없이 관세물류협회에 신고하여야 한다.
2) 동해의 유효기간을 결정하고자 하는 자는 기간만료 30일전까지 한국관세물류협회에 신청하여야 한다.

「관세법」 제222조와 「관세법시행령」 제231조 및 「보세운송에 관한 고시」 제10조에 따라 보세운송업자로 등록하였음을 증명합니다.

2016년 12월 21일

한국관세물류협회장

473-02711 번 *96.6.13

210mmX297mm 60g/㎡

Bonded Carrier

[별지 제4호서식] <개정 2016.1.7>
제 2011-018 호

운송사업 허가증
 화물자동차 운송주선사업 허가증
 운송가맹사업 허가증

1. 성 명 : 박해광
2. 법인등록번호 : 134811-0052332
3. 주 소(주소사무소) : 경기도 평택시 포승읍 신영리 944번지
4. 상 호 : 신화로지스(주)
5. 업 종 : 일반화물
6. 차 고 지 :
7. 허가연월일 : 2001.02.27.
※ 차고지용차기간 : 2019.09.01. ~ 2019.11.30.

제3조제1항 제7조제2항
「화물자동차 운수사업법」 제3조제10항 같은 법 시행규칙 제25조제2항 에 따라 제43조제1항 제41조제3제2항
 제41조제3제2항

위와 같이 화물자동차 운송주선사업 을 허가합니다.
 운송가맹사업

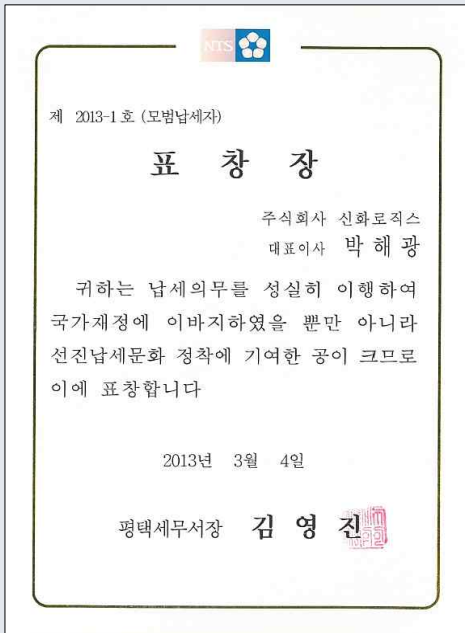
2017년 09월 18일

평택시장

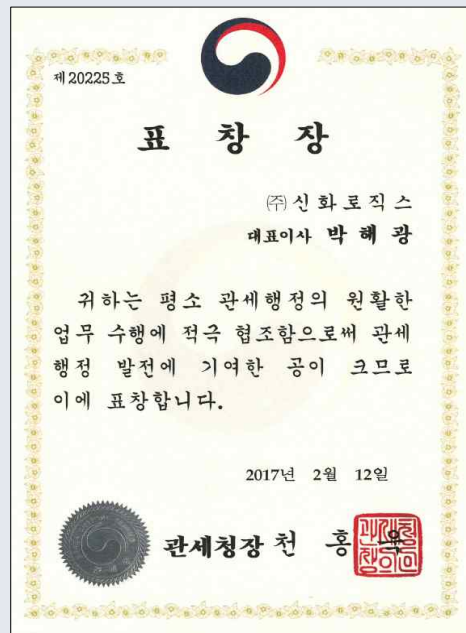
210mmX297mm(보존용지150g/㎡)

Freight Business Operator

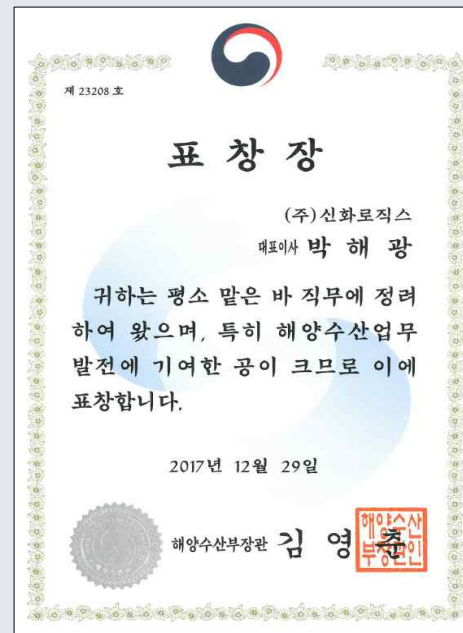
Award Certificate



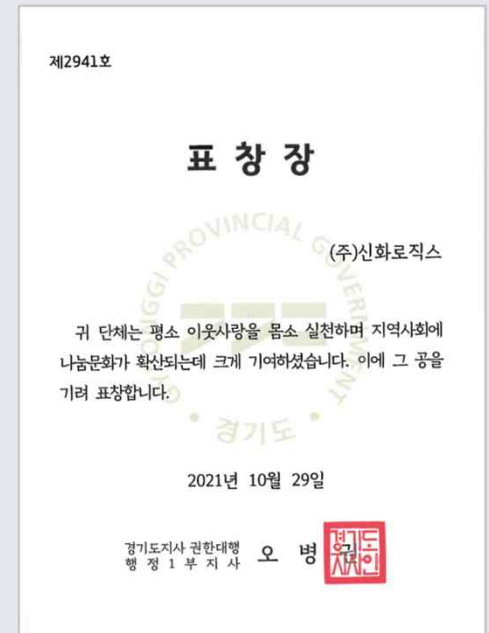
Award of Exemplary Taxpayer



NTS Award



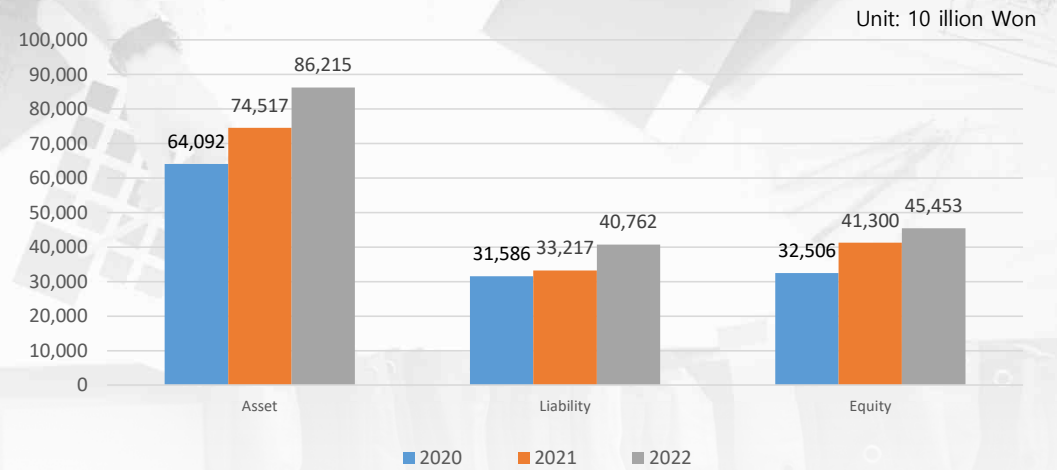
Ministry of Oceans and Fisheries Award



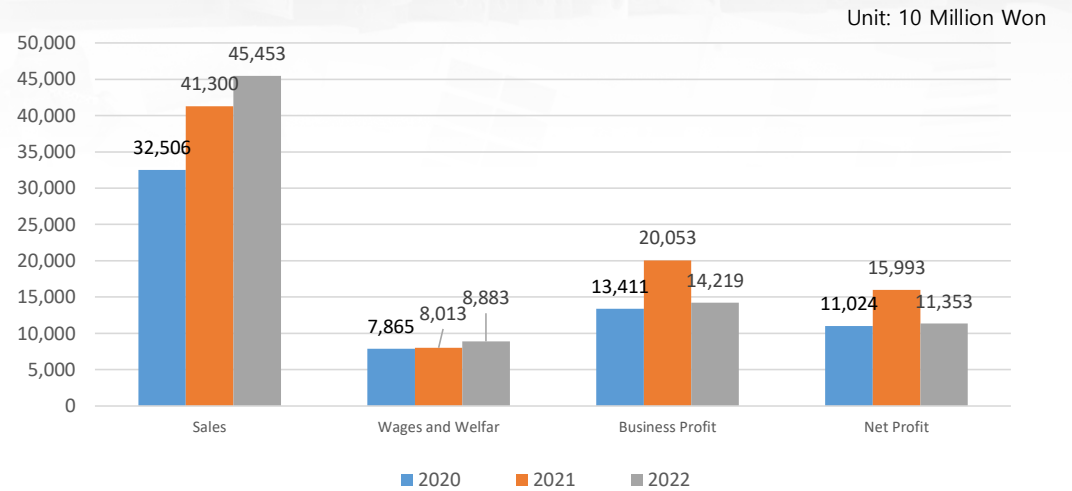
Governor of Gyeonggi-do Award

Economic Performance

Statement of Financial Position		Unit: 10 Million Won		
Category	Year 2020	Year 2021	Year 2022	
Asset	64,092	74,517	86,215	
Liability	31,586	33,217	40,762	
Equity	32,506	41,300	45,453	



Income Statement		Unit: 10 Million Won		
Category	Year 2020	Year 2021	Year 2022	
Sales	32,506	41,300	45,453	
Wages and Welfare	7,865	8,013	8,883	
Business Profit	13,411	20,053	14,219	
Net Profit	11,024	15,993	11,353	



Stakeholder Engagement

SHINHWA LOGISTIC Service Co., Ltd. operates various communication channels to identify who the company's stakeholders are and to gather requirements and opinions through active communication with stakeholders. As major stakeholders, groups such as customers, ordering companies, executives and employees, partner companies, and environmental organizations, local communities, shareholders, and investors were designated in consideration of their influence and importance on management activities and are trying to actively accept our expectations by operating a communication channel for each stakeholder.



Identifying Stakeholders (List of Stakeholders)

- List of stakeholder groups associated with the company
- identification and selection of stakeholders of the company

Participation of Stakeholders

- Stakeholders' Communication Channel
 - Meetings, sustainability reports, office PR, newsletters, etc

Major Issues relevant to Stakeholders'

- Key Opinions of Stakeholders
- How the company responds to stakeholder feedback (Contents reflected in strategy and operation)

Evaluation on Reporting Framework and its Importance

PART 1. CSR Management Introduction General

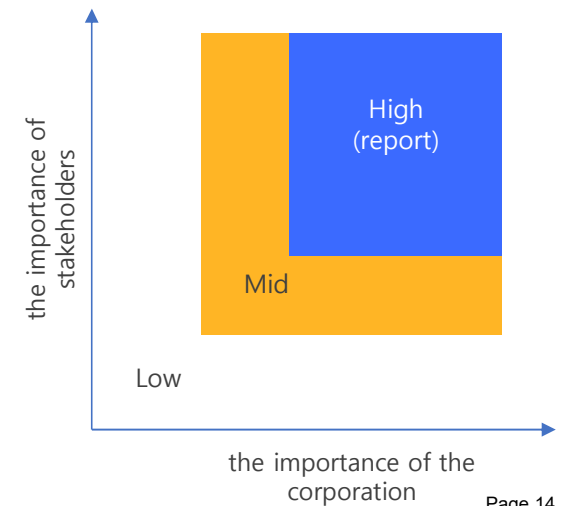
Report Area	essential	Report Area	essential
CSR promotion and strategy	High	Stakeholder Participation	High
Company Introduction	High	Report Profile	High
CSR Issue	High	CSR Governance (Company Organization Chart)	High

PART 2. CSR Performance Report

Economic Performance		Environmental Performance			
Report Area	Importance	Report Area	Importance	Report Area	Importance
Direct economic performance	High	Material	High	Emission	Mid
Indirect economic performance	Mid	Energy (Energy savings)	High	Effluents and waste	Mid
		Water	Mid	Environmental Compliance	Mid
		Biodiversity	Mid	Supplier Environment Assessment	High

Social Performance

CSR activities related to labor		CSR activities related to human rights		CSR activities related to anti-corruption and fair competition		Market-related CSR activities	
Report Area	Importance	Report Area	Importance	Report Area	Importance	Report Area	Importance
Employment	High	Non-discrimination	Mid	Anti-Corruption	High	Customer safety and health	High
labor-management relations	High	Human Rights	High	act of hindering competition	Mid	Marketing and Labeling	High
Safety & Health	High	Complaints Handling	Mid			Customer privacy protection	High
Training and Education	High					Social contribution	High
diversity and equal opportunity	Mid						



Evaluation on Reporting Framework and its Importance

Description of the Materiality Assessment process and the results of the assessment.

Through the publishing TF of sustainability reports involving executives and employees of each department, Shinhwa Logistic Service Co., Ltd. considered what issues are important not only for sustainability at the business level but also for various stakeholders such as executives, customers, communities, and partners.

The importance assessment went through a process of categorizing issues in the economic, social and environmental categories of the SME reporting framework into high, middle, and low levels, reflecting the opinions of the company's internal and external stakeholders.

This report mainly handles issues in areas that correspond to 'high' as a result of the importance assessment, and reports on other company's management status and pending issues.

Materiality Assessment Results

This report focuses on issues in the following areas as a result of the importance assessment based on the SME reporting framework.

Economy

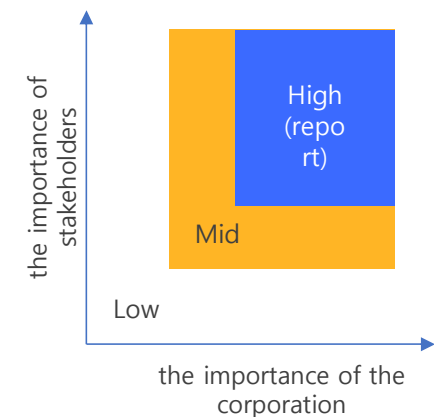
- direct economic performance / indirect economic effects

Environment

- Material
- Energy
- Emission
- Effluents and waste

Society

- Employment
- labor-management relations
- Training and Education
- Human Rights assesment
- Safety and Health
- Anti-corruption
- Customer Safety and Health
- Marketing and Labeling
- Customer Privacy protection



ENVIRONMENT PERFORMANCE



Management Approach Method Announcement

Shinhwa Logistic Service Co., Ltd. has been continuously making efforts to reduce environmental pollution by setting environmental goals in all departments. In addition, the company began to declare environmental principles and policies in 2017 to recognize the seriousness of global environmental problems such as environmental pollution and ecosystem destruction and to actively and flexibly responded to global environmental regulations. We developed products and services produced according to ISO 14001, continuously monitors the process used by consumers and the impact of the entire process on the environment and establishes and implements environmental management strategies throughout the business area.

Performance Highlight

1. Implementation of the Greenhouse Gas Reduction Campaign
2. Minimization of environmental impact by improving environmental management methods
3. Zero environmental violations
4. Supplier environmental risk management and improvement of environmental factors

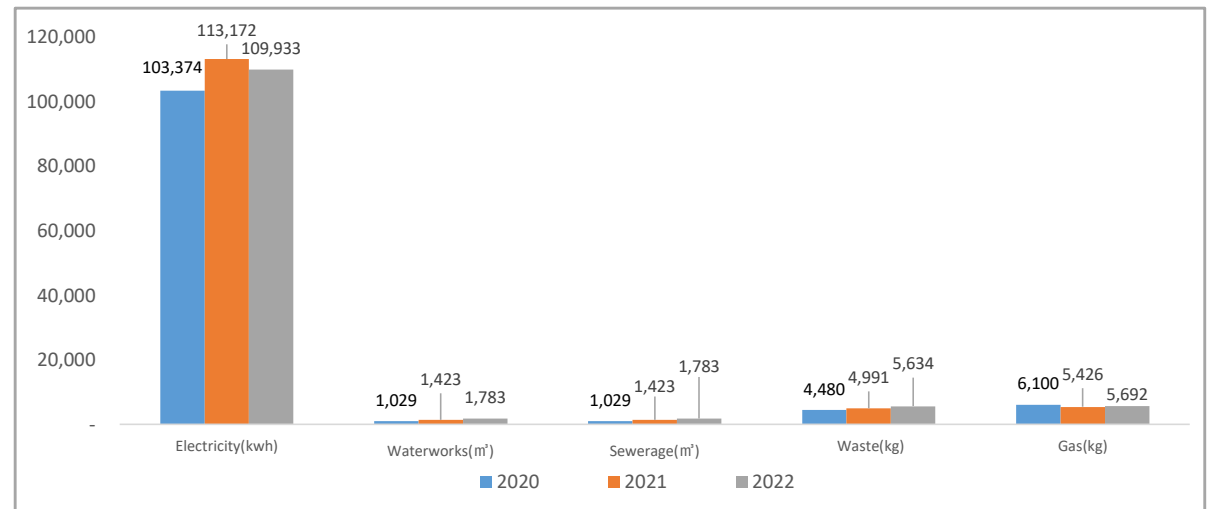
Material / Energy

Efforts to Reduce Greenhouse Gases Through Energy Conservation

We strive for environmental performance management activities by releasing energy data, management strategies and reduction activities required for transportation services.

- Energy Usage Comparison Chart : In order to save energy and reduce greenhouse gas emissions, we use the daily central energy control panel such as peak power and daily monitoring management to save energy.
- Energy consumption and reduction efforts : To reduce energy consumption, we are making various efforts, such as real-time office and field monitoring, and peak power measurement.

2022년도 총 Utility 현황												
	전기(kwh)		상수도(m³)		하수도(m³)		폐기물(kg)		가스(kg)		합 계(₩)	
Jan	160,387	21,815,248	628	911,510	628	1,575,024	3	5,990	3,025,000	13,899	21,779,733	49,106,515
Feb	149,544	20,325,535	1,806	2,041,440	1,806	5,085,696	4	6,510	3,740,000	10,749	16,650,201	47,842,872
Mar	116,114	14,922,579	1,731	1,747,630	1,731	4,874,496	4	7,820	3,300,000	9,717	15,368,481	40,213,186
Apr	106,970	14,365,808	1,510	1,996,890	1,510	4,252,160	4	6,320	3,795,000	3,151	5,463,834	29,873,692
May	71,885	11,469,457	2,415	2,352,470	2,415	6,800,640	3	6,310	2,475,000	1,847	3,204,545	26,302,112
Jun	86,624	15,354,146	1,635	2,150,470	1,635	4,604,160	4	6,810	3,300,000	1,674	2,911,086	28,319,862
Jul	97,373	19,140,397	1,631	2,226,050	1,631	4,592,896	3	4,340	2,475,000	1,753	2,960,817	31,395,160
Aug	98,273	18,649,669	2,367	2,684,640	2,367	6,665,472	3	4,680	2,475,000	-	-	30,474,781
Sep	92,498	15,441,070	1,771	2,240,920	1,771	4,987,136	3	5,960	2,475,000	2,277	3,629,538	28,773,664
Oct	77,465	12,920,427	1,588	2,189,100	1,588	4,471,808	4	5,880	3,300,000	2,292	3,658,032	26,539,367
Nov	103,953	17,953,102	2,063	2,177,060	2,063	5,809,408	3	3,530	2,475,000	4,229	6,635,301	35,049,871
Dec	158,112	25,835,959	2,256	2,112,390	2,256	6,352,896	3	3,460	2,475,000	16,711	25,885,339	62,661,584
Total	1,319,198	208,193,397	21,401	24,830,570	21,401	60,071,792	41	67,610	35,310,000	68,299	108,146,907	376,480,874
Avg	109,933	17,349,450	1,783	2,069,214	1,783	5,005,983	3	5,634	2,942,500	5,692	9,012,242	36,379,389



Water / Biodiversity

Efforts to Reduce Greenhouse Gases Through Energy Conservation

We strive for environmental performance management activities by releasing energy data, management strategies and reduction activities required for transportation services.

- Water usage and reduction efforts : We reduced the water usage by 1/3 by changing it to a water-saving faucet. In particular, we are working to create and maintain the most efficient wastewater treatment system in consideration of the environment of the corporation.
- Biodiversity Conservation Activities : We use a way of purifying sewage, capable of high purification efficiency which allows many organic substances to be adsorbed, oxidized, and decomposed by multiple food chains.

Water usage		unit : tons		
Year	2020	2021	2022	
Water Usage	14,513	17,075	21,401	



Emissions

Various Exercises to Reduce Greenhouse Gases

Shinhwa Logistic Service Co., Ltd., which puts the environment and humans first, practices environmental management by establishing a nature-friendly system, saving resources and energy, and is also actively paying attention to global warming issues.

- Motion sensor toilet lights and sensor faucets : We Installed automatic toilet motion-sensing sensor lights and sensor faucets for greenhouse gas reduction activities and saving energy
- As part of a campaign to reduce disposable products, we are actively practicing to establish saving habits by stopping the use of paper cups and using personal cups for all employees. In addition, we are actively practicing energy saving and resource saving by turning off lights during lunch time and turning off the computer and monitor when on an outside business trip, managing check logs for check-outs, and using paper. Efforts are being made to raise awareness of carbon dioxide emission through the management of the company's vehicle's operation records and the preparation of the operation log.



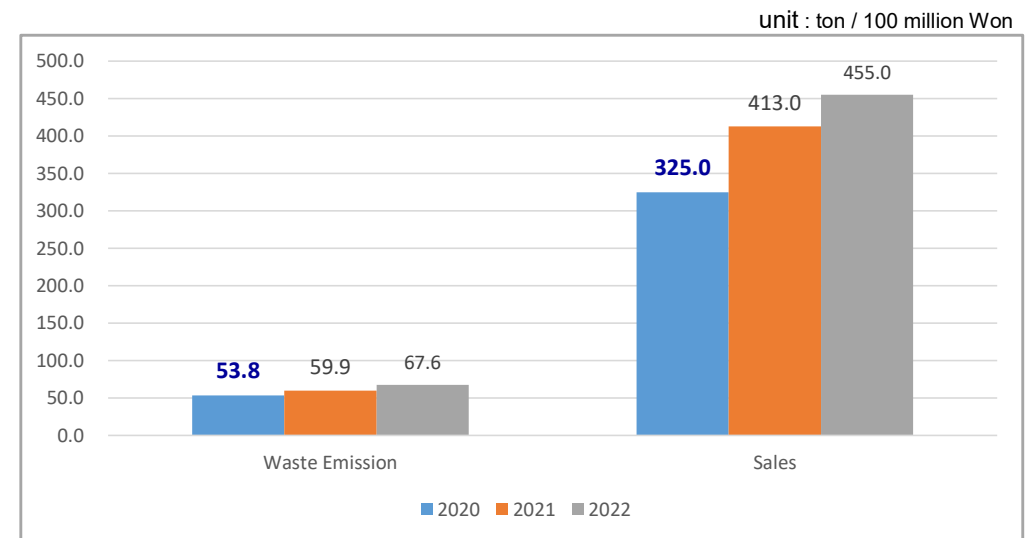
Waste Management

Improvement of environmental management methods in Waste management

In the process of transportation services, waste generation is minimized by improving the emission method, and continuous efforts are made to reduce environmental impact through environmental management methods.

- Waste Management Methods : Our company reduces waste generation every year by improving the emission method from the transportation service process, and we make efforts to reduce environmental impact through recycling management and reduction method in line with the sales.

Total waste emission by type and processing method unit : ton / 100 million Won			
	2020	2021	2022
Waste Emission	53.8	59.9	67.6
Sales	325	413	455



Environmental Compliance / Vendor Company Environmental Assessment

Continuous activities to comply with environmental regulations

We comply with environmental regulations based on our management policies and continue to strive for a safe way to manage environmental hazards that may arise in the supply chain.

- Efforts for environmental compliance : Our company regularly conducts education and training to make all executives and employees aware of the environmental management system, and stakeholders also continue to make efforts to improve their awareness.
- In order to minimize environmental impact, improvement measures are prepared and managed to reduce environmental risks through environmental risk identification, environmental impact assessment, and compliance evaluation according to the environmental management system.
- In order to manage environmental risks of suppliers, we continue to improve environmental factors through regular environmental inspection evaluation, lead improvement, and regular visits to overseas products every year.

Environmental regulation violations

	2020	2021	2022
Penalty (Won)	0	0	0
No. of sanctions (No.)	0	0	0

부서	Top-Side	환경영향평가서										작성자	감동진											
업무	감사	환경측면					발생상황		발생시기		환경오염물질			가능성		심각성								
번호	세부업무 세부공정	대기	배기	소음	토양	대기	배기	배기	배기	배기	배기	배기	배기	A1	A2	B1	B2	B3	점수	등급				
1	스티커 부착 -Probleen	x	x	x	x	x	x	x	x	x	x	x	폐기물	1kg미만 /일	일반 폐기물	5	1	6	1	1	1	3	18	2
2	스티커 부착 -한국규격에 맞는	x	x	x	x	x	x	x	x	x	x	x	폐기물	1kg미만 /일	일반 폐기물	5	1	6	1	1	1	3	18	2
3	타이어 공기압세팅	x	x	x	x	x	x	x	x	x	x	x	소음	68.9db	소음	5	1	6	1	1	1	3	18	2
4	하체변경	x	x	x	x	x	x	x	x	x	x	x	혼합 유기화합물	0.8g /일	대기 오염	5	2	7	2	1	1	4	28	2
5	하체 클러닝	x	x	x	x	x	x	x	x	x	x	x	혼합 유기화합물	0.025g / 일	대기 오염	5	2	7	2	1	1	4	28	2



SOCIAL PERFORMANCE



Management Approach Method Announcement

Shinhwa Logistic Service Co., Ltd. seeks to establish a challenging and creative organizational culture base for the social impact of customers in the entire process of the social environment. We are also prioritizing managing employment/quality of life, respect for human rights, prohibition of discrimination, and grievance.

In addition, we are making best efforts such as taking an oath of ethical management and contributing to society to continuously strengthen standards and achieve results every year.

Performance Highlight

1. Efforts to improve the quality of life of employees
2. Top priority for various safety accidents and health prevention
3. Continuous practice of ethical management
4. Customer safety protection and customer satisfaction management practice
5. Strengthen customer information protection activities
6. fulfillment of social responsibilities and obligations

Social Responsibility Management Activities

Efforts to promote willingness to work and improve welfare

We have consistently made efforts to encourage workers' willingness to work and improve welfare, and we operate a labor-management council and a proposal system to encourage open management and active participation of workers.

- Corporation welfare system : We are working hard to improve workers' working conditions by installing dormitories, restaurants, clubs, rest rooms, dressing rooms, and shower rooms, as well as massagers to prevent musculoskeletal diseases and relieve fatigue.
- Operation of the council and events : We continue to make efforts to improve workers' willingness to work through events such as clubs, workshops, picnics, and year-end parties, and we operate a labor-management council to encourage active participation between the company and employees.



Employment and Life Quality

Philosophy and policies for employees

Executives and employees are the most important competitiveness of a company, so we are striving to develop labor and management together through change and innovation. We are always working hard to ensure that there is no dismissal or turnover due to workplace problems other than personal circumstances, and we employ all employees as full-time employees to provide stable jobs. In particular, we are considering the selection of working hours for the health of elderly employees, and we are striving to strengthen the capabilities of our employees and improve the quality of life.

Ratio of new recruits and turnover, retired workers

year	2020	2021	2022
New recruits (person)	48	55	68
Turnover rate (%)	32	39	31
retirement rate (%)	1	2	3

Number of people on parental leave and reinstatement

year	2020	2021	2022
Number of people on parental leave	2	1	1
Number of people on reinstatement	2	1	1

Turnover rate = (number of employees who changed jobs/number of workers at the end of the previous year) *100

Retirement rate = (retirement age) retirement, laid-off workers/number of workers at the end of the previous year) *100

Labor Relations / Safety & Health

Prevention of Labor-management Relations and Safety Accidents

We continue to make efforts based on the company's management philosophy for labor-management relations, safety and health of executives and employees.

- Efforts for labor-management relations (social conversation) : In order to establish labor-management relations, we are practicing our best efforts to improve labor-management relations, such as the operation of the labor-management council, the proposal system, and the operation of the complaint handling team.
- Efforts for employee safety and health : For the safety and health of executives and employees, health checkups are conducted once a month and safety checkups are conducted twice a month. In addition, as a disaster-free workplace, we are making every effort to prevent various safety accidents. We are doing our best to ensure that the incidence of occupational diseases is 0%.

Number of Labor Environment Complaints			
	unit : cases		
Year	2020	2021	2022
Cases	0	0	0

Accident ratio			
	unit : person		
Year	2020	2021	2022
Total workforce (person)	155	148	166
Injuries (%)	0	0	0
occupational disease ratio (%)	0%	0%	0%
Loss day ratio (%)	0%	0%	0%

* Total workforce (total employees + number of workers subject to management)

* Injury rate (total number of injuries/total working hours) *200,000

* Occupational disease rate (total number of occupational diseases/total working hours) *200,000

* Loss daily ratio (total number of days of loss/total working hours) *200,000

Training and Education

The company's efforts to develop talented people

Various training is provided every year to strengthen the job competency of executives and employees, and the related training contents are as follows.

- strengthening manager's job competency
- strengthening job competency for practitioners
- bullying prevention education
- customer care and leadership training
- Industrial safety and health education (first aid)
- improve awareness of the disabled
- sexual harassment prevention education
- personal information protection act

Development of employee capabilities

Unit : hours/ won

year	2020	2021	2022
Education hours per person	34	34	34
Total Budget	11,220,800	11,304,000	34,259,620
Budget per person	72,392	76,378	206,383



교육일지		과목명	담당자				
일자 : 2019 년 8 월 20 일	시간 : 09:00 ~ 12:00	신규채용자 교육	김민준				
교육대상	1. 장기관리직 교육 () 2. 핵심관리직 교육 () 3. 관리감독자 교육 ()	4. 신규채용자 교육 () 5. 관리감독자 교육 () 6. 기타 ()					
교육장소	1. 강의실 (V) 2. 시청각실 () 3. 회의실 () 4. 복합실 () 5. 기타 ()						
교육시간	7:50~8:50	교육장소	1차 회의실				
참석	강사 : 김민준	교육인원	대상자 : 1명 참석자 : 1명				
1. 과 목	- 직장 내 성희롱 예방 교육						
2. 주요내용	- 직장 내 성희롱이란 무엇이고, 어떻게 예방해야 하는가? - 사립유치원 직원 내 성희롱 예방과 대응 - 직장 내 성희롱에 대한 관리자의 역할과 대응 - 성희롱 피해자 또는 피해유망자의 대처 및 법적사항 - 성희롱 행위자, 동료근로자, 조력자의 대응 및 법적사항						
연번	부 서	성 명	시 영	연번	부 서	성 명	시 영
1	관리직	최민준	김민준	11	관리직	김민준	김민준
2	관리직	김민준	김민준	12			
3		김민준	김민준	13			
4		김민준	김민준	14			
5				15			
6				16			
7				17			
8				18			
9				19			
10				20			

Human Rights

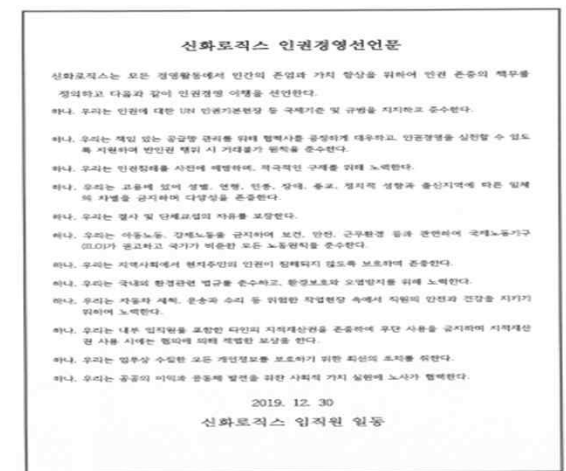
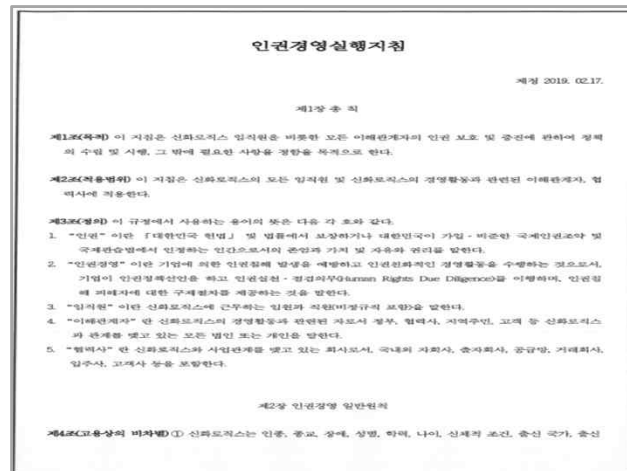
Efforts to respect the human rights of executives and employees

Executives and employees are not only the source of corporate competitiveness, but also the most important competitiveness. Therefore, by operating the labor-management council and personnel committee, We are doing our best for a fair company that respects the human rights of executives and employees and discrimination prohibition.

- The Human Rights Management Implementation Guidelines and Declaration of Human Rights Management were enacted to establish and implement policies on the protection and promotion of human rights of all stakeholders, including executives and employees. In particular, we prepared guidelines for human rights management implementation and conduct human rights impact assessment for human rights practice/inspection obligations to review the effectiveness of human rights risk identification, investigation, evaluation, and improvement.
- We believe that the satisfaction of executives and employees will result in corporate productivity and sustainability, and we are doing our best to handle the grievances of executives and employees, such as operating a grievance processing team and operating a difficulty suggestion box.

Number of discrimination		Unit : cases		
year	2020	2021	2022	
Number of discrimination	0	0	0	

Number of Grievances		Unit : cases		
year	2020	2021	2022	
cases	0	0	0	



Ethical Management and Anti-Corruption

Ethical Management Policy

SHINHWA LOGISTIC Service Co., Ltd. is committed to practicing ethical management through ongoing discussions on the social responsibilities of the CEO and management team, as well as anti-corruption and integrity activities.

- Ethical Management Policy: We conduct an annual ethical management pledge ceremony for all employees and continue to implement efforts for ethical management by the management team

Efforts to Anti-Corruption

SHINHWA LOGISTIC Service Co., Ltd. maintains a mindset of not taking the wrong path and has implemented various activities such as employee interactions, anti-corruption, and integrity education to promote a culture of ethical behavior among its staff.

To lead in the fight against corruption, we provide mandatory integrity education to all employees through 'Ethics Education'. We also have in place ethical management regulations, supplier management guidelines, and a code of conduct for SHINHWA LOGISTIC Service Co., Ltd. personnel to prevent any misconduct or unethical practices."

Cases of Corruption Check			
year	2020	2021	2022
Cases of Corruption	0	0	0
Cases of Condition	0	0	0

SLS SHINHWA LOGISTIC SERVICE CO., LTD.

신화로지스 윤리헌장

우리는 윤리경영과 준법경영을 위해 모든 임직원이 지켜야 할 올바른 행동과 가치판단의 기준을 제정하고 그 실천을 다짐한다.

하나, 우리는 법규를 준수하고, 정직하고 투명한 직무수행을 통해 깨끗한 기업풍토 조성에 앞장선다.

하나, 우리는 창의적 사고와 도전정신으로 경영목표를 달성하고 깨끗한 기업풍토 조성에 앞장선다.

하나, 우리는 협력업체 및 유관기관과 상호 투명한 신뢰관계를 구축함으로써 모든 이해관계자와 공동의 번영을 추구한다.

하나, 우리는 임직원 개인의 인격을 존중하고 차별대우를 하지 않으며, 전임직원의 건강과 삶의 질 향상을 위해 노력한다.

하나, 우리는 노사간의 신뢰와 화합을 바탕으로 동반자적 관계를 구현한다.

신화로지스인의 자세

- 우리는 동일한 비전 달성과 미션 완수를 위한 공동체의 일원으로 서로 합심하여 노력합니다.
- 우리는 우리 회사의 규모에 맞는 환경적, 사회적, 윤리적 책임이 있음을 인식하고 그에 맞게 행동하겠습니다.
- 우리는 무결점 자동차 배송을 위하여 법규를 준수하며 양보운전과 배려운전을 합니다.
- 우리는 안전운전과 방어운전으로 나와 고객의 생명을 지킵니다.
- 우리는 성차별을 하지 않으며 성 평등의식을 존중합니다.
- 우리는 나이가 많거나 적다는 이유로 차별을 하지 않습니다.
- 우리는 학벌이나 출신 학교로 사람을 평가하지 않으며 능력을 존중합니다.
- 우리는 종교에 따른 차별이나 종교 유무에 따른 차별을 하지 않습니다.
- 우리는 장애의 유무에 따라 차별하지 않고 사회적 약자에게는 배려하는 자세를 갖습니다.
- 우리는 직종에 따른 차별을 하지 않으며 서로 다른 업무 및 역할을 존중합니다.
- 우리는 학연, 지연, 혈연 등에 따른 인간관계에 영향을 받지 않습니다.
- 우리는 어느 직원과도 친숙한 소통을 통하여 마음의 장벽이나 오해를 남겨두지 않습니다.

Customer Safety and Health

Efforts to Customer Safety and Health

SHINHWA LOGISTIC SERVICE CO., LTD. is committed to practicing activities related to customer safety, health, and satisfaction in accordance with product liability.

- Efforts for Customer Safety and Health: To ensure customer safety and health, we conduct pre-checks for regulatory and voluntary rule violations related to customer safety and health. We operate an internal audit system and provide employee training for preventive measures. We incorporate the content of relevant regulations into our corporate policies to ensure employee compliance, and we make every effort to ensure that employees of all ages do not compromise customer safety and health.
- In Contracts for Projects, Goods, and Services: We prioritize the protection of labor rights and the safety of workers (including subcontractors) in contracts related to projects, goods, and services commissioned by SHINHWA LOGISTIC SERVICE CO., LTD.

Number of Violations Related to Safety and Health Impact of Products and Services

year	2020	2021	2022
Cases of Violations of Relevant Regulations and Voluntary Rules (Incidents)	0	0	0
Cases of Penalties or Fines Imposed Due to Violations of Relevant Regulations (Incidents)"	0	0	0

신화로지스틱스 공급자 CSR 행동강령 서약서

신화로지스틱스는 자동차 산업의 생산성 향상 및 효율화를 통해 최상의 품질을 이루기 위한 노력을 지속해 왔습니다. 지금까지 축적된 기술력을 바탕으로 신화로지스틱스는 지구촌의 안녕과 번영에 기여하기 위하여 기업으로서 사회적 책임을 준수함으로써 이해관계자의 신뢰와 존경을 받고 이를 바탕으로 지속가능한 기업이 되고자 합니다.

신화로지스틱스는 지속가능한 경영을 위해 공정하고 투명한 경영을 통한 기업 가치를 창출하며, 사회 속의 기업으로서 공익을 해치는 경영활동은 하지 않습니다. 이에 따라 당사자 제시하는 [공급자를 위한 CSR 행동강령]은 당사자와 거래하는 모든 공급자들이 준수하여야 할 기본적인 윤리적, 사회적, 환경적 기준이며, 이를 통하여 투명하고 투명한 기업문화 정립과 더불어 당사자와 공급자의 경쟁력 향상을 위한 기반으로 삼기 위해 제정하여 공고합니다.

[일반요건]
당사의 국내외 모든 공급자들은 국내법과 국제법 그리고 인권, 노동, 환경, 반부패와 관련하여 제정된 UN 글로벌 컴팩트 10대 원칙을 준수하여야 하며, 더불어 공급자 행동강령의 가이드라인을 성실히 준수하여야 합니다. 또한 계약 이행 시 당사자가 추가적으로 제시하는 윤리, 사회, 환경에 관한 세부 요건을 준수하여야 하며, 공급자와 관련된 하도급 계약자들도 본 행동강령의 원칙들을 인식하고 준수하도록 권장하여야 합니다.

[세부요건]
1) 윤리적 기준
가. 공급자는 기업활동의 기준을 윤리규범에 맞추어 투명하고 정당한 경영을 위하여 최선의 노력을 다하여야 하며, 부패방지, 뇌물수수 등 비도덕적 행위를 하여서는 안됩니다. 특히 당사 임직원에게 공음, 향응 등의 뇌물을 어떠한 형태로든 제공해서는 안됩니다.
나. 공급자는 공정거래를 저해하는 담합행위를 하여서는 안되며, 또한 제3자와 불법 하도급 거래를 하여서는 안됩니다.
다. 공급자는 본인 또는 타인의 이익을 위하여 당사 임직원에게 공정한 직무수행이 나 의사결정에 영향을 미칠 수 있는 부당한 청탁을 하여서는 안됩니다.
라. 공급자는 뇌물 공여 및 요구를 거절하는 정당한 기업문화 조성을 위하여 소속 직

만을 교육하여야 하며, 계약 이행 시 부패 관련 사항을 발견할 경우 당사자 총페이지(csr@shinhwalog.com) 또는 전화(031-696-5715-로) 신고하여야 합니다.

2) 사회적 기준
가. 공급자는 사업권 내의 초세 및 노동 관련 법규를 준수하며, 그러한 법규의 규정 및 정신에 따라 행동하기 위해 최선의 노력을 기울여야 합니다.
나. 공급자는 국내법 및 국제법을 위반하여 근로를 제공받지서는 안됩니다.
다. 공급자는 어떠한 경우에도 아동노동을 활용해서는 안되고 이를 통한 이익을 위해서도 안됩니다.
라. 공급자는 인종, 종교, 성별, 신체능력 등을 이유로 근로자의 고용 또는 채용 시 차별하여서는 안되며, 법을 피해 금지되어 있지 않은 이상 근로자에게 일회 일사의 자유와 단교요청권을 부여하여야 합니다.

3) 환경적 기준
가. 공급자는 사업권 내의 환경과 안전 관련 법규를 준수하며, 그러한 법규의 규정 및 정신에 따라 행동하기 위하여 최선의 노력을 기울여야 합니다.
나. 공급자는 기업의 환경보호 성과를 지속적으로 향상시키기 위하여 환경 관련 절차를 준수하고 환경친화적 기술의 확산을 위하여 노력을 기울여야 합니다.
다. 공급자는 근로자들에게 필수 안전장비를 제공하여 등 안전하고 건강한 작업 및 근무 여건을 제공해야 합니다.
라. 공급자는 사업권 내의 안전 재기 및 지역의 환경에 대한 피해를 최소화하기 위하여 노력하는 등 환경을 중시하는 경영활동을 하여야 합니다.

신화로지스틱스의 협력업체로서 이상의 내용에 대하여 공감하고 동의하며, 공고사항을 성실히 수행하고 신화로지스틱스의 CSR 원칙을 따를 것을 약속하며 위반 시 상응하는 불이익(자기 조달 심사 시 CSR 점수 감점, 거래중단 등)을 감수하겠습니다.

서명일자 : 2020년. 2월. 3일.

공급받는 자
회 사 명 : 099 신화로지스틱스
대 표 자 : 박 해 광 (인)

공급하는 자
회 사 명 : 099 서연에스티
대 표 자 : 신 형 수 (인)

Customer Satisfaction

Continuous Improvement for Providing Customer Satisfaction Services

SHINHWA LOGISTIC SERVICE CO., LTD conducts quarterly training sessions for its employees to enhance service quality related to customer satisfaction. Additionally, we annually conduct customer satisfaction surveys to identify any issues related to service utilization and to assess the need for improvements.

We also make efforts to support our employees in contributing to customer satisfaction services through periodic specialized training sessions and the creation of service manuals.

Customer Satisfaction Survey		Unit: Points		
year	2020	2021	2022	
Customer Satisfaction	87.5	88.0	88.7	
Complaints Handling Satisfaction	93.2	94.5	95.0	

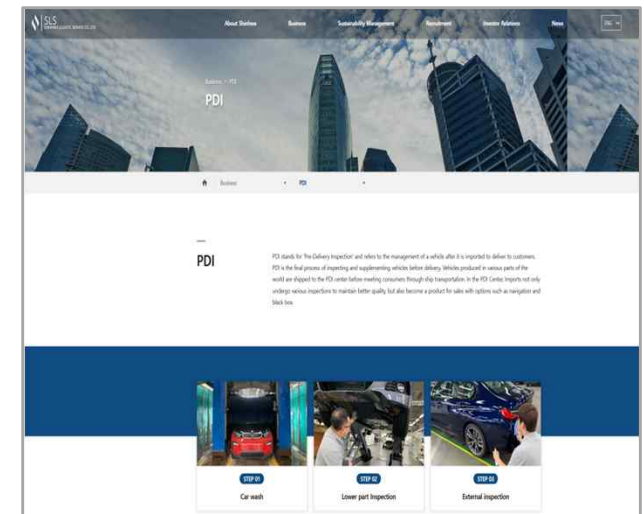


Marketing and Labeling

Efforts towards Responsible Promotion and Marketing

SHINHWA LOGISTIC SERVICE CO., LTD engages in promotional and marketing activities to promote our brand. We continuously promote the 'SHINHWA LOGISTIC' brand through initiatives such as painting our transport vehicles and operating our website on the internet. Furthermore, we have been conducting responsible and strict management in our promotional and marketing efforts, and to date, there have been no instances of any related violations.

Number of Marketing Violation		Unit : No.		
year	2020	2021	2022	
Total Cases of Regulatory and Voluntary Rules Violations	0	0	0	
Cases of Penalties or Fines Imposed Due to Regulatory Violations	0	0	0	



Customer Privacy Protection

Efforts to Customer Privacy Protection

As part of SHINHWA LOGISTIC SERVICE CO., LTD. efforts to protect customer's personal information, we obtain 'Consent Forms for Personal Data Protection' and strictly regulate the use of customer's personal data for any purposes other than its intended use. In addition, we conduct semi-annual training on personal data protection and provide ongoing education for employees involved in safeguarding customer's personal information.

As a testament to these efforts, there have been no cases of customer information breaches in the past three years.

Number of Customer Personal Information Violations

year	2020	2021	2022
Complain about Customer Personal Information Violation	0	0	0
Customer Data Leaks, Thefts, or Losses	0	0	0



개인정보 수집·이용 및 제3자 제공 동의서			
당사는 온전직 직원 채용을 아래와 같이 개인정보를 수집·이용 및 제3차 제공하고자 합니다. 내용을 자세히 읽으신 후 동의 여부를 결정하여 주십시오.			
<input type="checkbox"/> 개인정보 수집·이용 내역 (필수사항)			
수집·이용 항목 경력, 운전면허번호, 정신질환 여부	수집·이용 목적 채용절차의 진행, 경력·자격 확인	보유기간 채용 종료 후 즉시 삭제	
※ 위의 개인정보 수집·이용에 대한 동의를 거부할 권리가 있습니다. 그러나 동의를 거부할 경우 원활한 채용신청서를 할 수 없어 채용에 제한을 받을 수 있습니다. ☞ 위와 같이 개인정보를 수집·이용하는데 동의하십니까? (예, 아니오)			
<input type="checkbox"/> 민감정보 처리 내역			
항목 정신질환 여부	수집목적 온전직 채용 관리	보유기간 채용 종료 후 즉시 삭제	
※ 위의 민감정보 처리에 대한 동의를 거부할 권리가 있습니다. 그러나 동의를 거부할 경우 원활한 채용신청서를 할 수 없어 채용에 제한을 받을 수 있습니다. ☞ 위와 같이 민감정보를 처리하는데 동의하십니까? (예, 아니오)			
<input type="checkbox"/> 고유식별정보 수집·이용 내역			
항목 운전면허번호	수집목적 온전직 채용 관리	보유기간 채용 종료 후 즉시 삭제	
※ 위의 고유식별정보 처리에 대한 동의를 거부할 권리가 있습니다. 그러나 동의를 거부할 경우 원활한 채용신청서를 할 수 없어 채용에 제한을 받을 수 있습니다. ☞ 위와 같이 고유식별정보를 처리하는데 동의하십니까? (예, 아니오)			
<input type="checkbox"/> 선택적 개인정보 수집·이용 내역 (동의거부 가능)			
수집·이용 항목 <input type="checkbox"/> 결혼여부 <input type="checkbox"/> 출생지	수집·이용 목적 채용절차의 진행, 경력·자격 확인	보유기간 채용 종료 후 즉시 삭제	
※ 위의 개인정보 수집·이용에 대하여 동의를 거부하셔도 채용신청서 제출에는 제한을 받지 않습니다. ☞ 위와 같이 개인정보를 수집·이용하는데 동의하십니까? (예, 아니오)			
<input type="checkbox"/> 개인정보 3차 제공 내역			
제공받는자 O2C개발사	제공목적 채용절차 진행	제공항목 학력, 경력	보유기간 채용종료 후 즉시 삭제
※ 위의 개인정보 제공에 대한 동의를 거부할 권리가 있습니다. 그러나 동의를 거부할 경우 원활한 채용신청서를 할 수 없어 채용에 제한을 받을 수 있습니다. ☞ 위와 같이 개인정보를 제3차에게 제공하는데 동의하십니까? (예, 아니오)			
본인 신청 (서명 또는 인)			
년 월 일			
(주)신화로지스 회사 귀중			

Social Contribution

Social Contribution Policy and Strategy

As a corporate citizens, we diligently conduct social responsibilities and obligations. We also contribute to the prosperity of humanity and societal development through resource conservation and environmental protection. We continuously create employment opportunities and contribute to national development through honest tax reporting and payment. We adhere to all environmental regulations and take a leading role in preserving a healthy ecosystem. We recognize social contribution activities as our responsibility and obligation to the communities where we operate our business and do our best to create a healthy and beautiful society. We ensure and encourage the participation of our employees in meaningful social volunteer activities, with the aim of contributing to societal development.

다양·처의

Major social contribution programs

- Pyeongtaek Happiness Sharing HQ Fund Raise
- Environmental Cleanup Volunteer Around the Workplace.



Social Contribution Fee			Unit: 1000Won
Year	2020	2021	2022
Fee	9,600	9,600	9,600

Hours of Volunteer Work			Unit: Hour
Year	2020	2021	2022
Volunteer Hour per Person	26	26	26

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Third-party Assurance Statement

Dear Shinhwa Logistic Service Co., Ltd. Stakeholders

The Korea Institute of Value Management Co., Ltd. (hereafter referred to "verifier") received a request for verification of the 2022 Shinhwa Logistics Sustainability Report (hereafter referred to "report") and submits the following verification opinions.

Accountability and Independence

The Verification Opinion Sheet only applies to information contained in the scope of verification and is solely responsible for all information and claims contained in the report. The validator has not been involved in the creation of the report and is solely responsible for the validation comments on the report.

Verification Standards and Verification Levels

is verification applied AA1000AS v3 and confirmed that this report applied the international standard guidelines GRI Standards of the Sustainable Management Report. As for the verification level, we checked whether AA1000 AP(2018) complies with the four principles and proceeded with Type1 verification type and Moderate verification level.

Verification method

The verifier confirmed the information and evidence necessary for verification through review and interviews, but it is difficult to be trusted 100% due to time limitations.

- . Review and confirm the method of collecting stakeholder feedback and the participation process
- . Identify the criticality assessment process and suitability for issues
- . Confirmation of interviews with the person responsible for issues
- . Review the data collection and reporting process for report performance

Verification Results

As a result of the verification method and activities described above, it is judged that it was appropriately prepared in accordance with GRI Standards, an international standard guideline, and the four principles suggested by AA1000AP (2018) are as follows.

1) Inclusiveness : Stakeholder engagement and communication

SHINHWA LOGISTIC SERVICE Co., Ltd. identified shareholders, customers, employees, partners, communities, NGOs, etc. as stakeholders and derived key issues through the stakeholder engagement process and reflected them in decision-making.

2) Materiality : Identifying and reporting critical sustainability topics

SHINHWA LOGISTIC SERVICE Co., Ltd., in order to derive key issues, derived important issues by reflecting business impact and stakeholder interest.

3) Responsiveness : Response to sustainability reporting issues

SHINHWA LOGISTIC SERVICE Co., Ltd., through the formation of a department dedicated to sustainable management reports, is responding appropriately to important issues derived from sustainability.

4) Impact : Impact of critical sustainability topics on organizations and stakeholders

SHINHWA LOGISTIC SERVICE Co., Ltd. identifies the direct or indirect impact of major topics identified through importance assessment and proposes management measures for their performance and impact.

Recommendations

The verifier makes the following comments on the verification results.

- . Systematic management methods through process standardization are recommended to improve management performance.
- . Efforts to improve management performance are recommended by activating communication, such as how all members of the organization participate.

30, June 2023

Korea Value Management Institute Co., Ltd.

Doctor of Business Administration Park Min-yong

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Sustainability Report
2022 SHINHWA LOGISTIC
SERVICE CO., LTD

About This Report

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