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Safety and health management policy

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SHINHWA LOGISTICS SERVICE CO., LTD

Article 1 [Purpose]

Based on the management philosophy of respect for human beings, Shinhwa Logics seeks to establish a safety and health-centered management system at all business sites in order to minimize safety and health-related hazards and risks that occur throughout business operations. To this end, the safety and health management policy is in place. We plan to establish and operate a safety and health management policy that follows. This safety and health management policy provides a safe and pleasant environment for all stakeholders, including employees, partners, and customers, at all business sites and contributes to improving health.

Article 2 [Scope of Application]

This safety and health management policy applies to all workers under the management and supervision of Shinhwa Logics, and includes all executives, employees, and stakeholders related to Shinhwa Logics.

Article 3 [Execution system]

To implement the safety and health management policy, a safety and health management system is established and operated through the P(Plan)-D(Do)-C(Check)-A(Action) circular process for continuous implementation and improvement.

1. Planning: Identify important risk factors related to the organization's activities, services, and products.

2. Execution and operation: Appropriately manage risk factors related to the organization's activities, services, and products.

3. Inspection and corrective action: Achievement and compliance with safety policies, goals, and regulations

Check performance and take corrective action when necessary.

4. Management review: Review the safety and health management system and evaluate its performance

Article 4 [Safety and health policy]

The company must prioritize safety in all work and management, and must prioritize safety and health in terms of budget and manpower system to prevent accidents. Implement and continuously improve the safety and health management system by involving all stakeholders.

Article 5 [Policy pledge]

1. Apply safety-oriented management principles to all management activities.
2. All executives, employees and stakeholders participate in safety and health management activities.
3. Create a safe workplace where employees and partners can coexist.
4. Establish and operate a systematic safety and health management system suited to the characteristics of the workplace.
5. Prevent safety accidents for users and employees through effective risk assessments.

Article 6 [Management system]

In accordance with the Occupational Safety and Health Act, an Occupational Safety and Health Committee is formed and operated so that employers and workers discuss and decide on important matters related to safety and health necessary for autonomous disaster prevention activities at the workplace.

Article 7 [Communication notice]

Changes and performance of the safety and health management system are disclosed through various channels (homepage, blog) so that stakeholders, including executives and employees, can easily access and clearly understand them.

Article 8 [Industrial safety]

1. Identify harmful and risk factors related to all facilities and operations at the workplace, establish priority measures and improvement plans for the identified harmful and risk factors, and improve them, and set quantifiable goals for performance judgment to reduce harmful risks. • Ensure that risk factors are continuously managed.

2. Establish workplace safety rules and strictly follow them, and ensure that workers work in a safe and pleasant work environment.

3. Reasonable measures must be taken, such as excluding pregnant or lactating female workers from hazardous work and excluding or reducing work with health and safety risks.

Article 9 [Emergency preparedness]

Identify and evaluate potential emergencies and accidents in advance. In the event of an emergency, we report, prepare emergency evacuation procedures for workers, and conduct emergency evacuation training to prevent accidents. In the event of a situation, minimize damage by establishing and disclosing emergency plans and response procedures, including plans to secure exit facilities, fire detection equipment, and firefighting equipment that enable unobstructed escape.

Article 10 [Disaster and disease prevention]

Procedures and systems must be in place to prevent, manage, track, and report industrial accidents and diseases of workers.

Article 11 [Reduce exposure to harmful factors]

Workers' exposure to chemicals used in the workplace, biological factors such as pathogens and viruses, and physical factors such as high-temperature radiation must be identified, evaluated, and controlled. Control in accordance with technical control and institutional requirements, such as eliminating potential risks or improving corrections to production facilities, must be taken to prevent problems with the safety and health of

workers from the above harmful factors. If hazards cannot be sufficiently controlled by these means, workers should be provided with appropriate and well-maintained personal protective equipment.

Article 12 [Physically demanding work]

Workers' exposure to physically demanding work, including work that requires workers to do manual work repeatedly for long periods of time, lifting heavy objects, standing, and assembly work that requires a lot of physical strength, must be identified, evaluated, and controlled.

Article 13 [Safety management of hazardous machines, instruments and facilities]

The risks of using machines, tools and equipment required for production must be assessed. Physical protective interlock barriers must be provided and maintained when workers use machinery that may expose them to injury hazards.

Article 14 [Dormitory and sanitary facilities provided]

Workers must be provided with clean toilet and drinking water facilities, space to prepare and store food in a sanitary manner, and a place to eat. Dormitories provided to workers must be clean, safe, and provide adequate personal space with adequate lighting, emergency escape facilities, heating and ventilation, storage for personal items, and reasonable access rights.

Article 15 [Safety and health training]

Workers must be provided with appropriate safety and health training on all identified workplace hazards in their native language or a language they understand. Safety and health-related information within the workplace must be posted in a conspicuous place. All workers must be trained before being assigned to work, and training must be provided regularly thereafter.

Article 16 [Health check-up for executives and employees]

We promote the health of our employees by carrying out activities to improve their lifestyle habits, operate mental health promotion and psychological counseling programs to prevent and manage job stress, and provide treatment and counseling when necessary.