

# **Safety & Health Management Policy**

**2023. 01. 01**

**KUMHO  
TIRE**

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## **I. Preface**

### **1. Purpose**

Kumho Tire puts top priority on safety and health of all employees. This policy has been established based on domestic and international regulations regarding occupational health & safety, and international standards (ISO 45001). Kumho Tire strives to build a safe and healthy work place by integrating this policy into everyday work.

### **Safety & Health Policy**

Kumho Tire has established and aims to achieve the safety and health goals by:

- Establishing a global safety and health management system, and regularly reviewing by the executives on the performance
- Minimizing safety accidents, and continuously reducing and improving accident rates
- Encouraging and motivating our employees by devoting for employees health care
- Preventing accidents and health hazards by creating a safe and healthy working environment
- Identifying potential risk factors through risk assessment, and managing the risks through establishing plans and goals regarding occupational health and safety
- Complying with regulations regarding health and safety, and setting own standards with tighter criteria than domestic and international legislations
- Supporting the safety and health education for all employees and OHS (Occupational Health and Safety) management of its partners, and continuously carrying out improving measures for safety and health of its stakeholders

All employees shall operate the company's safety and health management system efficiently, and give the best efforts on their duties to achieve the goals, integrating the policy into daily work and business activities.

### **2. Scope**

This Safety & Health policy applies to all domestic and foreign business sites of Kumho Tire, as well as all employees and contractors supervised by Kumho Tire. It is also encouraged throughout the value chain to conduct business activities complying with this policy.

## **II. Principles**

In order to protect the health and well-being of all employees and stakeholders, Kumho Tire identifies potential risks and hazards throughout the value chain, and takes appropriate measures to addresses risks. Kumho Tire has defined the following ground principles to carry out safety and health management.

### **1. A Safe Workplace**

#### **1) Usage of Personal Protective Equipment**

We provide personal protective equipment for our employees in accordance with the working environment assessment, provide guidance for field sites and employee training to manage and monitor the equipment usage.

#### **2) Safety Inspection for Equipment and Facilities**

We conduct regular inspections on safety devices of existing facilities to prevent re-occurring and mitigate safety risks. In case of installation or changes at facilities, we proactively assess safety risks and incorporate them into the design to mitigate risks.

#### **3) Management of hazardous chemical substances**

We comply with relevant legislations and regulations regarding purchasing, storage, handling, usage, disposal, and labeling. In case of emergency relevant with hazardous substances, we strive for response promptly to prevent spreading of damage and to minimize its impact.

### **2. Employees Health Care**

#### **1) Prevention of Musculoskeletal diseases**

We operate an in-house rehabilitation center with residing physical therapist to prevent work-related musculoskeletal diseases, providing guidance for preventive exercises. For the facilities in working procedures with higher load on musculoskeletal system, we gradually switch them to automated system and facilities.

#### **2) Enhancement of Employees Health**

We maintain a safe, healthy work place by minimizing risks and hazards in the working environment. We provide health care programs for enhancing employee health including regular health check-ups, monitoring high-risk or symptom groups with musculoskeletal, brain and/or cardiovascular diseases; including counselling programs.

### **3. Accident Prevention and Emergency Response**

#### **1) Prevention of Safety Accident**

We conduct weekly field inspections to identify and improve safety accident risks. Interviews are held with accident repeaters in order to carry out appropriate measures, such as employee training and risk mitigation, to prevent recurrence.

#### **2) Emergency Response**

In emergency, we report and respond complying with relevant legislations and regulations, and establish plans to prevent similar accidents.

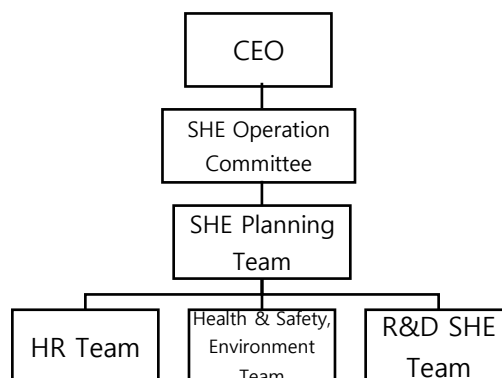
#### **3) Emergency Preparedness**

We conduct regular response drills at least once a year including emergency drills as needed. Each manufacturing site revises the response manual annually, and communicates it to employees to ensure all employees are trained and prepared in the event of an emergency.

### III. Implementation System

#### 1. Governance

We operate the SHE Operation Committee hosted by the CEO, to share performances and to make decisions on safety and health management. Executives in each business sector are in charge of integrating the Health & Safety management policy to their business activities, managing performances, and reporting major agendas to the CEO. Employees and stakeholders communicate through various channels operated by Kumho Tire, such as the Occupational Safety and Health Committee, Supplier Representative Council, Partner Safety and Health Council, and the SHE Operation, Communication, Working-level Meeting. We also operate programs to reflect opinions from the fields, so as to improve and prevent safety and health-related risk factors.

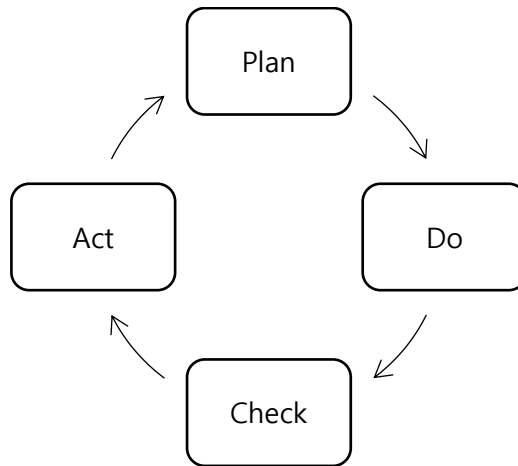


#### 2. Education

We conduct annual compulsory OHS training for all employees and contractors, as well as tailored training programs, in order to build essential OHS capabilities for job position and level employees.

#### 3. Performance Management

We monitor and manage overall performances of the OHS (Occupational Health and Safety) management and integration of the policy into business activities through the PDCA (Plan-Do-Check-Act) model, which is the basic approach to OHS management systems. We establish annual action plans and goals regarding OHS issues of the year, and link the targets to the KPI to evaluate performances of each division and link with their overall performance assessments.

**1) Plan**

We establish plans and detailed goals of OHS management to integrate the policy into our business activities.

**2) Do**

We implement the plans aiming to achieve the goals, and carry out education and training on OHS issues.

**3) Check**

We monitor and review our progress toward the goals, and adjust them according to discussion with relevant departments and stakeholders.

**4) Act**

We report progress and status of the goals to the executives, and figure out improvements.

**IV. Comments**

1. This Safety & Health Management Policy takes effect from January 1, 2023.
2. This policy was enacted and shall be revised in compliance with domestic and global OHS laws and regulations.

|                             |   |                          |              |
|-----------------------------|---|--------------------------|--------------|
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