	<b>ESG Management Policy</b>	Num	YRC-31
		Modified date	2023.03.02
	<b>Safety and Health Policy</b>	Page	0
		Department in charge	<b>S&amp;SHE Team</b>


## Notice

The ESG policy of Yura Corporation has been established based on the laws of the Republic of Korea, where the headquarters is located, and overseas subsidiaries operate in compliance with the headquarters' policy.

The key leadership of overseas subsidiaries aims to carry out their duties based on the laws of the Republic of Korea and the ESG policy of the headquarters. However, in cases where Korean laws or the headquarters' ESG policy conflict with local laws of the overseas subsidiaries, the local laws shall take precedence.

All laws mentioned in this policy are part of the legal framework of the Republic of Korea. However, if there are similar provisions in the local laws of the overseas subsidiaries, such local legal provisions shall take priority. In the event of any discrepancies in interpretation between the Korean and English versions, the Korean original shall be considered the official interpretation.

Certain departments specified in this policy may only exist at the headquarters. Nevertheless, in the case of overseas subsidiaries, departments that perform the same functions as those at the headquarters, departments delegated with authority from the headquarters, or the relevant headquarters departments responsible for such functions shall apply as the standard.

	ESG Management Policy	Num	YRC-31
		Modified date	2023.03.02
	Safety and Health Policy	Page	1
		Department in charge	S&SHE Team


**Table of Contents**

<ol style="list-style-type: none"> <li>1. Purpose</li> <li>2. Scope of Application</li> <li>3. Safety and Health Policy</li> <li>4. Fundamental Principles</li> <li>5. Implementation System</li> <li>6. Execution Plan</li> </ol>
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**Revision History**

Version	Revision Date	Revision Details
1	23.03.02	Initial Establishment

2023. 03. 02

	ESG Management Policy	Num	YRC-31
		Modified date	2023.03.02
	Safety and Health Policy	Page	2
		Department in charge	S&SHE Team

## Purpose

This policy aims to prevent potential workplace accidents across business sites, supply chains, and distribution networks while ensuring a safe and healthy working environment. The Safety and Health Policy has been established based on domestic and international safety and health-related laws, regulations, management standards, and guidelines (ISO 45001), as well as YURA's safety and health management strategies and objectives.


## Scope of Application

This policy applies to YURA and its affiliates. Additionally, suppliers conducting business with YURA are encouraged to comply with this policy or adopt an equivalent policy.

## Safety and Health Policy

The safety and health policy is approved by the Board of Directors in accordance with relevant safety and health laws and is available on YURA's official website (<https://www.yuracorp.co.kr/sustainability/sub03.jsp>).

1. **Recognize safety and health as a top priority in business strategy and minimize the impact of business operations on safety and health.**
2. **Comply with all applicable safety and health laws and establish stricter internal standards for implementation.**
3. **Actively participate in preventive activities to identify and eliminate safety and health risks, ensuring continuous improvement.**
4. **Promote and support mutual cooperation with business partners on safety and health.**
5. **Guarantee employee participation and consultation in safety and health matters, ensuring open communication with stakeholders.**

	<b>ESG Management Policy</b>	Num	YRC-31
		Modified date	2023.03.02
	<b>Safety and Health Policy</b>	Page	3
		Department in charge	<b>S&amp;SHE Team</b>

## Fundamental Principles

### 1 Prioritizing Safety and Health

- Ensure that safety and health are top priorities in all business operations, and make every effort to enable all employees to work safely and healthily.

### 2. Compliance with Relevant Laws

- Regularly monitor domestic and international safety and health regulations, evaluating compliance, and establishing stricter internal standards where necessary to prevent legal risks.

### 3. Establishment of a safety and health Management System

- Senior management participates in annual planning, budgeting, and review processes to implement safety and health measures at business sites, improving safety standards through regular inspections and corrective actions.

### 4. Implementation of Risk Assessment


- Establish a risk assessment system to identify and mitigate workplace hazards, ensuring accident prevention through continuous improvement activities.

### 5. Enhancing Safety Competency of Partners

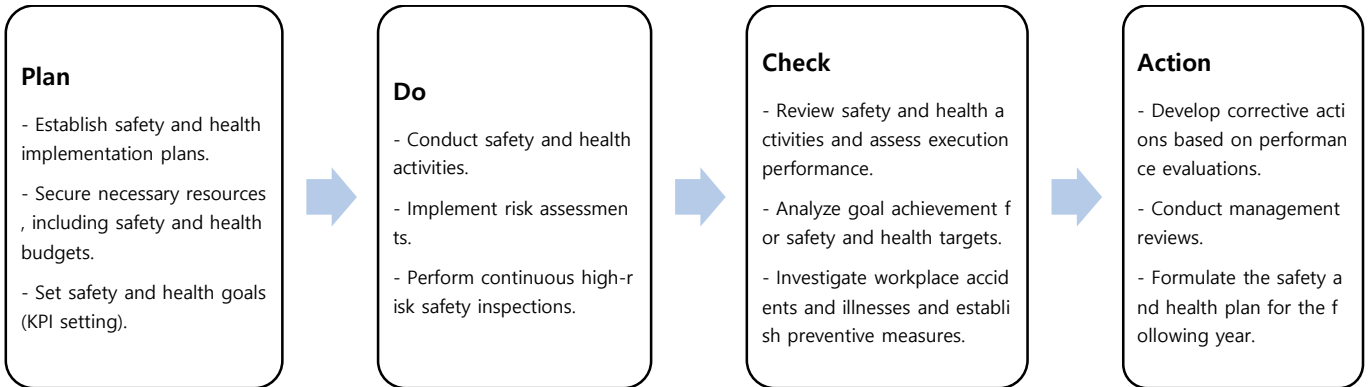
- Improve safety and health performance by collecting and addressing feedback from stakeholders through safety and health councils, fostering collaborative growth.

### 6. Employee Participation and Consultation

- Facilitate employee engagement in safety and health issues through risk assessments, pre-task safety meetings, Industrial safety and health committees, and incident reporting initiatives.

	<b>ESG Management Policy</b>	Num	YRC-31
		Modified date	2023.03.02
	<b>Safety and Health Policy</b>	Page	4
		Department in charge	<b>S&amp;SHE Team</b>

## Implementation System



## Execution Plan

### 1. Operation of the Industrial Safety and Health Management System

- Prevent potential workplace accidents and systematically implement safety and health activities by establishing an Industrial safety and health Management System, expanding ISO 45001 certification to international business sites, and revising internal policies and guidelines accordingly.

### 2. Building a Serious Accident Prevention System

- Strengthen monthly safety inspections for high-risk processes, identify and eliminate workplace hazards, and conduct online/offline training to enhance employee awareness of serious accident prevention.


### 3. Setting and Evaluating Safety and Health Goals

- Establish key safety objectives, prioritize safety issues, and develop action plans, incorporating quantitative KPIs such as lost-time injury rates to monitor goal achievement and progress.

### 4. Business Site Safety and Health Management

- Regularly inspect and maintain workplace facilities and equipment, establishing optimal safety measures to prevent accidents.
- Develop and implement workplace-specific safety guidelines, continuously monitoring and mitigating operational hazards.
- Conduct risk assessments before installing or decommissioning equipment and facilities to enhance workplace safety.

### 5. Operation of a Safety Suggestion System

	<b>ESG Management Policy</b>	Num	YRC-31
		Modified date	2023.03.02
	<b>Safety and Health Policy</b>	Page	5
		Department in charge	S&SHE Team

- The Company shares, receives, and implements improvements on safety and health suggestions through the Industrial Safety and Health Committee, the Hanmaeum Council, the Safety and Health Council for Partner Companies, and the Near-Miss Reporting System.

<p><b>Reporting and Communication Channel</b></p> <ul style="list-style-type: none"> <li>▶ <b>Department:</b> S&amp;SHE Team</li> <li>▶ <b>Submission Methods:</b> Email, Groupware Safety Board, On-site Grievance Box, Mail Submission</li> <li>▶ <b>Email:</b> ktoh438@yura.co.kr</li> </ul>
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## 6. Computerization of Safety Management Systems

- Establish an integrated safety management system (YEHS System) to systematically manage safety-related processes, covering work permits, hazardous machinery supervision, contractor safety assessments, and accident management across domestic and international business sites.

## 7. Contractor Selection and Evaluation

- Incorporate safety and health management standards into the selection criteria for external suppliers and contractors, minimizing supply chain risks.
- Support partner companies in developing high-level safety and health management systems and implement a pre-work safety permit system for contractors.

## 8. Employee Safety Training

- Provide statutory and job-specific safety training to all employees in compliance with the Occupational Safety and Health Act, covering workplace safety culture, risk awareness, and accident prevention.

## 9. Enhancing Employee Health Promotion

- Operate an in-house health management center to offer medical services, customized health check-ups, vaccinations, and various health promotion programs for employees' physical and mental well-being.

## 10. Emergency Preparedness and Response

- Establish an emergency response system to mitigate the impact of serious accidents, infectious diseases (e.g., COVID-19), and natural disasters, conducting regular training sessions to ensure swift and effective crisis management.