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# Hyundai Glovis Health & Safety Policy

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# 1. Outline

## A. Purpose

Hyundai Glovis establishes a responsible and participative occupational safety and health management system to implement sustainability management where health and safety of its employees are prioritized and pursues a systemized occupational health and safety management. The company aims to build a foundation for its occupational health and safety management and to create best practices for the health and safety of not only its employees, but also those of the stakeholders affected by its activities.

SHE(Safety, Health, Environment) Business Policies
Hyundai Glovis is deeply aware of its social responsibility, and implements the following practices to meet the safety, health and environment needs of all employees and stakeholders.
With safety, health, and environment as a top priority, we seek to improve quality of life and health of employees.
By complying with internal standards stricter than laws and conventions, we proactively respond to safety, health, and environment risks.
We build safe and healthy workplaces by removing potential safety and health hazards.
We foster a mature Occupational Health, Safety and Environment culture in which employees actively participate in related activities.
We achieve shared growth through proactive Occupational Health, Safety and Environment cooperation with stakeholders, including suppliers.

## B. Scope of Application

The scope of this Policy includes Hyundai Glovis' domestic and overseas headquarters and business sites, as well as the maritime transportation process of Hyundai Glovis' owned vessels or chartered vessels under conditions of acquiring national registry(BBCHP). In addition, the company pursues a comprehensive occupational health and safety by applying this policy to all stakeholders under the supervision of the company including key suppliers, partners, contract workers. Safety and health activities shall be promoted based on this Policy; however, where relevant local laws and regulations exist, such laws and regulations shall take precedence.

# 2. Implementation System

Hyundai Glovis operates an Occupational Health and Safety (OHS) system that encompasses the

stakeholders, business sectors, and value chain stages defined in Section B. Scope of Application of this Policy. Based on this system, the Company continuously improves its OHS framework through the establishment of OHS plans and objectives, implementation of activities, identification and assessment of risk factors through risk assessments and inspections, and the formulation and execution of improvement and corrective actions, all in accordance with the Plan-Do-Check-Act cycle. The Company ensures that all stakeholders can work in a safe and pleasant environment.

### **3. Basic Principle**

Our Commitment is to:

1. Seek to improve quality of life and health of employees by prioritizing safety, health, and environment.
2. Proactively respond to safety, health, and environment risks by complying with internal standards stricter than laws and conventions.
  - This includes observing international standards and generally accepted business practices and safety standards.
3. Build safe and healthy workplaces by removing potential safety and health hazards.
  - Continuously improve the OHS management system through prioritization, implementation plans, and KPI management.
4. Create a corporate culture in which employees recognize risk factors in advance and voluntarily participate in safety, health, and environment activities.
  - Collect and reflect opinions and suggestions from employees to improve the OHS management system.

## **4. Implementation System**

### **A. Governance**

#### ① Highest Decision-making Body

The company and its divisions are responsible for fulfilling health and safety policy statement of the Hyundai Motors Group and the Board of Directors oversees its health and safety management.

#### ② Role of Management

The CEO of Hyundai Glovis shall appoint a Chief Safety Officer (CSO) who is responsible for the overall management and supervision of Occupational Health and Safety (OHS) issues.

### ③ Dedicated Organization

Hyundai Glovis shall establish a dedicated organization for the operation of the OHS management system. The dedicated organization consists of the Safety Policy Team and the Occupational Health and Safety Team. Its roles include operating OHS management programs at the Company's business sites and those of suppliers, planning and implementing activities to foster a safety culture and enhance safety awareness, ensuring compliance with applicable safety-related laws and regulations, conducting risk assessments, OHS due diligence, and inspections (including annual KPI evaluations of business sites and evaluations of suppliers), and identifying, eliminating, minimizing, and improving hazardous and risk factors.

### ④ Occupational Health and Safety Committee

Hyundai Glovis shall establish and operate a committee to deliberate on matters related to OHS. The committee shall be chaired by the CEO and, in principle, convened at least once every two months. Its roles include verifying whether OHS-related decisions made at the management level are effectively implemented at the working level, as well as establishing company-wide plans and improvement measures for the prevention of industrial accidents.

## **B. Identification of and Response to Risk Factors**

### ① Grievance Reporting

Hyundai Glovis shall operate channels through which employees, suppliers, and other organizations (or individuals) can report OHS-related grievances arising in the course of business operations. Grievances may be submitted anonymously or under the reporter's name. The Company shall prepare response measures by taking into account factors such as facility safety, internal operating procedures, and OHS investment regulations, and shall provide feedback and implement resolution procedures in a timely manner.

### **Main Reporting Channels**

- Departments in charge: Headquarters OHS Team, Shipping Asset Management Team
- Access points:

Category	Name of Channel
Company-wide	<ul style="list-style-type: none"> <li>• Our Glovis (Groupware and mobile application)</li> <li>• Employee Feedback QR</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• One-on-One Open Chatroom</li> </ul>
Shipping division	<ul style="list-style-type: none"> <li>• Ship managers of Hyundai Glovis-owned vessels</li> </ul>

## ② OHS Inspections

Hyundai Glovis shall conduct periodic inspections and due diligence, including risk assessments, to identify in advance potential OHS risk factors in the course of business operations and to establish and implement plans to eliminate, minimize, or improve such factors.

- Risk assessments shall be conducted at least once a year, and additionally whenever significant changes occur at business sites. Records shall be maintained systematically. The assessment system shall comprehensively evaluate harmful and hazardous factors in the areas of safety and health, as well as the likelihood and severity of factors that may affect employees' mental health such as workplace bullying and harassment, or sexual harassment, and prioritize factors assessed as critical.
- The results of risk assessments shall be shared to strengthen safety awareness among all members of the Company.

## ③ Accident Investigation Process

Notwithstanding the above OHS activities and inspections, when a safety incident occurs, the following process shall apply:

- Reporting and registration: Immediately report and conduct a preliminary investigation following the occurrence of an incident.
- Secondary investigation and Accident Investigation Committee: Based on the results of the preliminary investigation, determine whether a secondary investigation is required. If so, conduct the secondary investigation and review whether the case should be referred to the Accident Investigation Committee. Convene the Committee if necessary.
- Management reporting and sharing: Report the results of the Committee's review to management and share them within the Company.
- Implementation and verification of corrective measures: Register the results of the investigation

and corrective actions in the system, and monitor the implementation of such corrective actions.

Regular sharing of accident status: Regularly share the results of response activities and review whether similar incidents have recurred.

### **C. Performance Management**

#### ① Setting Quantitative Performance Targets

Hyundai Glovis shall set and manage its mid-to-long-term health and safety performance improvement goals to strengthen its safety-first management, prevent and manage major disasters, and secure eco-friendly safety management capabilities. Hyundai Glovis shall set its mid-to-long-term performance improvement goals based on health and safety data with leading and lagging indicators, as well as domestic and international laws and regulations, industry health and safety trends, and internal health and safety issues.

#### ② Implementation Status Check

Hyundai Glovis shall regularly check the implementation status of mid-to-long-term health and safety performance improvement goals. The company shall comprehensively inspect the effectiveness of activities conducted to achieve the goals as well as the implementation rate against the goal and difficulties in implementing the goals. If necessary, Hyundai Glovis shall adjust its mid-to-long-term performance improvement goals based on the inspection results.

### **D. Communication**

Hyundai Glovis discloses the status and performance of its Occupational Health and Safety (OHS) activities through the Company website, sustainability reports, or other designated channels. Such information is disclosed through channels that are easily accessible and clearly understandable to relevant stakeholders, including employees.