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# Safety and Health Management

## Principle and Policy

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SK Inc. aims to earn trust and support through the creation of economic and social value, and to contribute to the sustainable happiness of our society and stakeholders through the creation of economic and social value, based on the SKMS, which is to pursue the happiness of our stakeholders, including our employees, customers, business partners, shareholders, and society, by achieving continuous stability and growth.

### Safety and Health Management Principle

SK Inc., based on its human-centered management philosophy, prioritizes safety and health at every stage of its operations. Leveraging our accumulated technology and experience, we aim to enhance the quality of our services and contribute to the sustainable development of humanity.

1. We will continuously improve the level of our safety and health management system by complying with safety and health regulations and setting relevant objectives.
2. To prevent work-related injuries and health issues, we will create a safe and healthy work environment and strive to eliminate hazards and reduce risks.
3. We will conduct safety and health training that actively involves employees and minimize damage through swift and systematic responses in emergency situations.
4. We will create conditions that enable employee consultation and participation to effectively implement safety and health management.
5. Recognizing our corporate social responsibility, we will actively participate in safety and health improvement activities within the local community.



SK Inc. C&C CEO 

## **Safety and health Management System**

The fundamental premise of SK Inc.'s safety and health management policy is to implement a safety and health system that aligns with global standards, and we comply with international OHS standards and regulations, collective agreements, etc. SK Inc. reports the company-wide safety and health plan to the Board of Directors every year.

All agenda related to safety and health, including establishing measures to prevent the recurrence of industrial accidents and conducting risk assessments, are deliberated and resolved by the Occupational Safety and Health Committee, which includes worker representatives. The Safety and Health Management Officer oversees and manages all safety and health tasks, including the implementation of safety and health policies, while the General Safety and Health Manager oversees preventing occupational accidents of the contractor's workers and related subcontractor's workers, and strives to continuously improve the performance of the safety and health management system.

We have established evaluation procedures to prevent and mitigate risks and health issues related to our members' safety and health objectives. Internal investigations into safety, health, and well-being issues are conducted, including procedures for investigating work-related injuries, health abnormalities, diseases, and accidents. We have also strengthened safety and health management through independent external verification, such as obtaining ISO 45001 certification. Safety and health-related items are included in the key performance indicators for department heads and group leaders, and these items are also reflected in the overall company performance evaluation, including that of the CEO. To enhance our members' safety and health awareness, we conduct annual safety and health training for all employees, and since 2022, we have requested that our partners also conduct legally mandated safety and health training.

## **Safety and Health Risk Management**

Through risk assessments and hazard evaluations, we diagnose potential risks in the workplace and take necessary actions when required. We prioritize, integrate, and manage quantified goals and action plans to effectively address risks and improve health and safety performance metrics. Additionally, integrated procedures have been established within the Industrial Safety and Health



Management Regulations to respond to emergencies and investigate accidents. When entering contracts, we consider the ability to implement measures to prevent industrial accidents and reflect the selection criteria and review procedures based on the requirements of ISO 45001.

## **Coverage**

- ① This policy applies to employees of SK Inc. headquarters, all domestic and overseas business sites, and subsidiaries.
- ② This policy applies to all workers who have a contract, service, outsourcing or special type of work contract with SK Inc.
- ③ SK Inc. encourages all stakeholders involved in business relationships with the company, including our suppliers and business partners, to adopt this policy and promotes the necessity of safety and health management.