

---

# HSE Management Policy

(Health, Safety and Environmental)

---

**2024. 06**

**HD Korea Shipbuilding & Offshore Engineering**

---

# Table of Contents

---

1	HSE Mission and Vision Statement.....	4
2	Purpose of Enactment.....	5
3	Coverage .....	5
4	Roles and Responsibilities .....	5
4.1	Occupational Health and Safety .....	5
4.2	Environmental Management .....	5
5	Basic Principles .....	6
5.1	Occupational Health and Safety .....	6
5.1.1	Prevention of Serious Accidents.....	6
5.1.1.1	Establishment of quantitative target and monitoring system .....	6
5.1.1.2	Management of Workplace hazards (Risk Assessments) ....	6
5.1.1.3	Support for Health and Safety Systems of Partners .....	7
5.1.2	Spreading a Safety-first culture .....	7
5.1.2.1	Enhancing Safety Leadership .....	7
5.1.2.2	Promoting Health and Safety Culture .....	7
5.1.3	Establishing Emergency Response Systems .....	7
5.1.3.1	Fire Prevention and Inspection.....	7
5.1.3.2	Emergency Response Drills .....	8
5.1.4	Occupational Health Promotion .....	8
5.1.4.1	Occupational Disease Management .....	8
5.1.4.2	Health Promotion Activities .....	8
5.2	Environmental Management.....	8

5.2.1	Product.....	8
5.2.1.1	Sustainable R&D and Investment in Smarter Technologies .	8
5.2.2	Production .....	9
5.2.2.1	Greenhouse Gas/Energy .....	9
5.2.2.2	Waste.....	9
5.2.2.3	Water/Wastewater .....	9
5.2.3	Management.....	9
5.2.3.1	Communications and Reporting.....	10
5.2.3.2	Sustainable Supply Chain .....	10
5.2.3.3	Cleaner and Smarter Workplace .....	10
5.2.3.4	Cultivating an Environmental-Friendly Culture .....	10
5.2.3.5	Due Diligence, Mergers and Acquisitions .....	10
5.2.4	Chemical Substances .....	10
5.2.4.1	Material Safety Data Sheet(MSDS).....	11
5.2.4.2	Managing Hazardous Chemicals .....	11
6	Commitment to Health, Safety, and Environmental Management.....	11

## 1. HSE Mission and Vision Statement



### 안전·보건·환경 방침

우리는 사람과 환경 중심의 경영 원칙을 실천하고,  
안전하고 쾌적한 근무 환경 조성  
탄소 중립 실현 및 환경 보전을 위해  
다음과 같이 안전·보건·환경 방침을 선언한다.

#### 1. 안전

안전경영 관리 체계를  
이행하고 지속적인 점검 및  
개선을 통해 종업원에게  
안전한 근무 환경을 제공한다.

#### 2. 보건

예방 중심의 보건관리를  
운영하여 쾌적하고 건강한  
사업장 조성 및 종업원의  
건강 증진을 구현한다.

#### 3. 환경

기후 변화 대응을 위한 경영  
체계를 구축하고 친환경 기업  
문화를 선도하여 환경 보호와  
탄소 중립에 앞장 선다.



대표이사 부사장 김성준  
(주) HD한국조선해양



## 2. Purpose of Enactment

HD Korea Shipbuilding & Offshore Engineering aims for the best safety standards for us under the core value of 'Safety for All'. Our goal is to ensure the health and safety of our customers, society, and humanity through safe products and services. We prioritize addressing the climate crisis as a common global challenge, and we strive to create a sustainable world for various stakeholders including customers, business partners, shareholders, and society through a sustainable health and safety, and environmental management system.

## 3. Coverage

All members, subsidiaries, and partners engaged in HD Korea Shipbuilding & Offshore Engineering's business activities shall be subject to this HSE management policy. We also expect our customers and business partners to adhere to our policy.

## 4. Roles and Responsibilities

### ○ Occupational Health and Safety

HD Korea Shipbuilding & Offshore Engineering operates a company-wide Safety Management Committee, chaired by the CEO, to oversee the comprehensive implementation of health and safety management. The committee makes final reviews, resolutions, and decisions on health and safety matters. The CEO ensures the appropriateness of policy and system implementation, while key issues are decided by the Board of Directors and the Occupational Health and Safety Committee, where employees' representative participate.

### ○ Environmental Management

HD Korea Shipbuilding & Offshore Engineering's environmental management is overseen by the ESG Committee under the Board of Directors. The CEO makes decisions on major environmental issues, reporting key issues to the Board and the ESG Committee for decision-making. The dedicated environmental management team collaborates with the ESG department to continuously improve environmental performance, analyzing and developing strategies for environmental opportunities and risks related to business operations.

## **5. Basic Principles**

All HD Korea Shipbuilding & Offshore Engineering workplaces adhere to global OHS (Occupational Health & Safety) and environmental management standards, complying with national and international laws and regulations, standards, and guidelines. We have established management system based on ISO 14001 and 45001 standard to continuously improve our performance and systematically manage processes according to our internal policies.

### **○ Occupational Health and Safety**

#### **1) Prevention of Serious Accidents**

HD Korea Shipbuilding & Offshore Engineering implements self-regulatory prevention systems through various activities including themed safety inspections, focused management of high-risk tasks, and health and safety diagnostics in research labs. Health and safety activities are managed as key performance indicators, regularly reported to top management for continuous improvement.

##### **① Establishment of quantitative target and monitoring system**

We establish and monitor health and safety performance goals to build a safe working environment and enhance safety capabilities, emphasizing our core value "Safety for All."

##### **② Management of Workplace hazards (Risk Assessments)**

We identify and manage workplace hazards through themed

inspections, regular patrols, and joint inspections. Employees actively participate in identifying potential risks and developing preventive measures. Additionally, we use individual safety reward systems, such as safety reward coupons, to encourage employees' active participation in safety activities and the identification of risk factors.

### **③ Support for Health and Safety Systems of Partners**

We support the health and safety systems of our in-house partners through monthly meetings to share H&S issues and information, providing technical guidance and diagnosing health and safety levels to improve their capabilities. Best practices are horizontally deployed, and improvements are made through advice and technical guidance to enhance their capabilities.

## **2) Spreading a Safety-first culture**

HD Korea Shipbuilding & Offshore Engineering fosters a safety culture among all employees and partners, ensuring that a people-centered safety culture is continuously established and maintained.

### **① Enhancing Safety Leadership**

The executive management sets clear health and safety goals, publicly declaring their importance. Management directly participates in safety training sessions to raise safety awareness among employees.

### **② Promoting Safety and Health Culture**

We regularly publish health and safety newsletters and flyers, installing various banners in workplaces to ensure employees can easily receive and understand health and safety information.

## **3) Establishing Emergency Response Systems**

HD Korea Shipbuilding & Offshore Engineering operates an in-house fire control center to prevent fire explosions and maintain a cooperation system with nearby affiliates for support and cooperation in emergencies, ensuring real-time disaster communication and rapid response.

### **① Fire Prevention and Inspection**



We invest in and improve fire facilities through regular inspections and equipping major buildings with emergency smoke masks.

#### **② Emergency Response Drills**

We conduct regular fire emergency response drills to enhance rapid response capabilities during emergencies.

### **4) Occupational Health Promotion**

HD Korea Shipbuilding & Offshore Engineering continuously strives to provide a safe and comfortable working environment and to maintain a healthy workplace for employees.

#### **① Occupational Disease Management**

We conduct workplace environment measurements and risk assessments to prevent occupational diseases such as noise-induced hearing loss and musculoskeletal disorders. Improvement activities are carried out with the participation of HSE, site managers, and workers.

#### **② Health Promotion Activities**

We manage major occupational diseases, mental health, and job stress for employees to maintain a healthy workplace.

## **○ Environmental Management**

### **1) Product**

HD Korea Shipbuilding & Offshore Engineering actively works to build a sustainable product portfolio to address global climate change and environmental destruction.

#### **① Sustainable R&D and Investment in Smarter Technologies**

We develop eco-friendly products through investments aimed at improving fuel efficiency, transitioning to eco-friendly power, and reducing carbon emissions, minimizing the negative environmental impacts of our products.



## 2) Production

HD Korea Shipbuilding & Offshore Engineering defines environmental management as a core task across production activities and business facilities, working to conserve the environment by reducing greenhouse gas emissions and minimizing pollutants. We systematically establish and regularly evaluate the entire process from setting targets and objectives to planning, executing, and improving environmental management.

### ① Greenhouse Gas/Energy

We aim to improve energy efficiency and expand renewable energy throughout the entire lifecycle of product development, procurement, production, logistics, usage, and disposal to reduce greenhouse gas emissions. We continuously invest in greenhouse gas reduction and energy-saving technologies to meet regulatory goals and establish a net zero operation system by 2050.

### ② Waste

We minimize waste generated during business operations, establishing management standards for storage, transportation, and disposal to handle waste appropriately. In addition, generated waste is legally disposed of through specialized contractors, and we prioritize selecting recycling contractors to minimize incineration and landfilling, thereby minimizing environmental pollution caused by workplace waste generation.

### ③ Water/Wastewater

We strive to use water resources efficiently by reducing water usage and expanding water reuse. Wastewater generated at business sites is lawfully treated by external contractors, focusing on reducing fundamental pollution sources through centralized management of discharge facilities.

## 3) Management

HD Korea Shipbuilding & Offshore Engineering strengthens company-wide efforts to minimize negative environmental impacts based on strategic goals and objectives. We transparently disclose detailed items

and performances of environmental management to our stakeholders such as customers and investors, enhancing communication.

#### ① Communications and Reporting

We annually publish Integrated Reports containing sustainability management performances and undergo ESG evaluations to transparently disclose our environmental management activities, responding to and communicating with various stakeholder demands.

#### ② Sustainable Supply Chain

We strive to fulfill our social responsibilities across the entire supply chain, and all partners must work to meet the ESG compliance requirements defined in the Supplier Code of Conduct.

#### ③ Cleaner and Smarter Workplace

Through the Ulsan Plant Advancement Project, we build a pleasant and safe workplace, enhancing work efficiency and minimizing pollutant emissions, laying the foundation for eco-friendly management.

#### ④ Cultivating an Environmental-Friendly Culture

We provide environmental training sessions to raise awareness of environmental impacts from business activities with all employees and lead in fostering an environment-friendly culture through various social contribution activities.

#### ⑤ Due Diligence, Mergers and Acquisitions

When pursuing mergers and acquisitions, we conduct a Due-Diligence to identify potential risks that do not meet environmental laws or environmental management system standards and reflect them in the calculation of corporate value.

### 4) Chemical Substances

HD Korea Shipbuilding & Offshore Engineering operates a system to prevent chemical leaks and manage hazardous chemicals in its workplaces, monitoring the entire process from procurement to disposal.

① Material Safety Data Sheet(MSDS)

We ensure that all employees handling chemicals can easily access the latest Material Safety Data Sheets and management guidelines. Continuous training and inspections are conducted to raise safety awareness regarding chemicals among all employees.

② Managing Hazardous Chemicals

Hazardous chemicals in the workplace are managed legally through installation inspections and regular self-inspections of handling facilities. Additionally, we conduct regular training on response methods for chemical leaks to prepare for emergency situations.

## 6. Commitment to Health, Safety, and Environment

HD Korea Shipbuilding & Offshore Engineering recognizes the importance of integrating sound HSE (Health, Safety, Environment) management practices into all aspects of business to preserve and enhance resources for future generations while providing innovative products and services. We commit to continuously improving our HSE management systems, products, processes, and services, establishing and operating systematic systems to enhance HSE impacts and performance.

CEO of HD Korea Shipbuilding & Offshore Engineering

Kim Sung-joon

