

Health and Safety Management Policy_1p

DY INNOVATE declares its commitment to occupational health and safety based on the philosophy of human dignity. Through systematic planning, implementation, continuous improvement, and innovation in all business activities, we aim to ensure the satisfaction and well-being of employees and stakeholders.

[Core Principles]

1. Establishment of a Health and Safety Management System

- We comply with national health and safety laws and regulations in all operating countries and maintains all required permits and approvals.
- A health and safety management system is established and operated based on planning, implementation, review and corrective actions to prevent safety incidents during business operations.

2. Compliance with the Serious Accidents Punishment Act

- Management demonstrates health and safety leadership and communicates it clearly to employees.
- Objectives and policies are set and shared for all to follow.
- Safety plan reviews include cause analysis and reflection in future goals.
- Necessary investments are made to prevent accidents and ensure safety.
- Employee feedback is used to create and implement improvement plans.
- Contractors' safety competency is evaluated using set criteria.

3. Emergency Response

- Emergency response plans are established to address natural disasters, group infections, fires, and safety accidents. Plans include reporting, response, and follow-up procedures.
- Training is conducted in accordance with relevant national laws and the company's emergency manuals.
- Emergency escape routes, signs, fire detection systems, alarms, and firefighting equipment are installed and regularly inspected for proper functioning.

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4. Incident Management

- A system is established to track industrial accidents and illnesses.
- When serious incidents occur, operations are halted immediately, and appropriate measures, including evacuation, are taken.
- Root causes are investigated and corrective actions are developed and implemented.

5. Risk Assessment

- Workplace safety risks are regularly assessed to identify exposure to hazards.
- Risks are evaluated based on likelihood and severity, and necessary improvements to equipment and systems are made.
- Assessment results and hazard information are shared with employees in accessible language and locations.

6. Health Management

- Efforts are made to promote both physical and mental well-being and to prevent occupational illness or injury.
- Exposure to noise, dust, and hazardous chemicals is measured, and clean, safe environments are maintained.
- Chemical safety is managed through up-to-date MSDS and adherence to regulations.
- Regular health checkups are provided based on national requirements, with follow-up actions such as task changes or working hours adjustment when needed.

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[Health and Safety Management Policy]

Recognizing safety and health management as the foremost core value in all our operations, we are committed to proactively implementing the following safety and health policies to realize a safety-first workplace.

1. We place the highest priority on safety and health activities and are committed to safeguarding the lives and well-being of all employees, including those of our partner companies.
2. We set safety and health management objectives and operate an optimal safety and health management system by formulating action plans and implementing continuous improvements to achieve these objectives.
3. We are committed to establishing a strong safety culture throughout the organization by offering ongoing training for employees and maintaining various communication channels to integrate safety into everyday practices.
4. We ensure strict compliance with all safety and health regulations and internal safety rules, and strive to establish a safe and comfortable work environment through the assessment and mitigation of hazardous and risk factors.

[Goals]

Maintain zero serious accidents and minimize industrial accidents

[Key Initiatives]

1. Establish and institutionalize a self-regulated safety management system grounded in risk assessment.
2. Establish a virtuous cycle framework for the proactive identification, effective management, and continuous improvement of hazardous and risk factors.
3. Foster a zero-accident workplace culture through inclusive participation by all members of the organization.
4. Establish a culture where the use of personal protective equipment (PPE) is a routine part of every task.