HEALTH & SAFETY POLICY

# Occupational Health & Safety Management Policy

안전보건경영방침 (Korean original title)

**JuYoung PS Co., Ltd. regards people and safety as its highest priority, and establishes and complies with the following health and safety management policy to build a sustainable health and safety management system and achieve an accident-free workplace.**

## 01 Basic Principles of Health & Safety Management

| 01 | 02 | 03 |
|---|---|---|
| **Stronger Health & Safety Systems** | **Thorough Risk Assessment** | **Safety Culture and Health Promotion** |
| We build, and continuously improve, a self-directed health and safety management system aimed at zero serious accidents. | We continuously identify hazards and risk factors in every process, including printing, forming and cutting, and implement measures that address their root causes. | We make following safety rules part of every employee's daily routine and maintain a comfortable, healthy working environment. |

## 02 Detailed Action Plan

### 2.1 Continuous On-Site Risk Assessment

- **Safety management of key equipment** — We eliminate in advance hazards such as caught-in injuries, electric shock and fire on key manufacturing equipment, including guillotine cutters, printing presses, forming machines and bag-making machines.
- **Continuous improvement system** — Hazards identified through regular risk assessments are corrected on the shop floor without delay, and the results are recorded and managed.
- **Safety standards for each process** — We operate safe work standards tailored to each process: printing, coating and lamination, slitting and cutting, die-cutting and punching, converting and forming, and bag making.

### 2.2 Accident Prevention and Safety Suggestions

- **Worker participation in safety** — We foster a self-directed safety culture in which shop-floor workers themselves identify and report near-misses and hazards.
- **Safety suggestion program** — We reward outstanding safety suggestions and share improvement cases across all sites to encourage employee participation.
- **On-site communication channel** — We operate a channel through which safety concerns can be raised freely, and ensure that those who raise them suffer no disadvantage.

### 2.3 Health & Safety Training and Emergency Response

- **Stronger regular safety training** — We raise safety awareness through statutory health and safety training and pre-work safety briefings (TBM).
- **Mandatory serious-accident prevention training** — Serious-accident prevention training is mandatory for employees at all sites.
- **Regular emergency response drills** — We periodically conduct emergency response drills for leaks of chemicals, such as printing inks and solvents, and for fire.

### 2.4 Working Environment and Health Promotion

- **Monitoring of hazardous factors** — We regularly measure the working environment, including noise, dust and organic solvents, to maintain a comfortable workspace.
- **Expanding solvent-free processes** — We are expanding solventless lamination and water-based ink printing to reduce workers' exposure to organic solvents at the source.
- **Employee health management** — We protect workers' health by improving tasks that strain the musculoskeletal system and by providing regular health checkups.

### 2.5 Contractor and Visitor Safety

- **Contractor safety management** — Contractor workers working on our premises are subject to the same safety standards and training as our own employees.
- **Access control** — We brief visitors and external workers on safety rules and manage their use of protective equipment.

## 03 Health & Safety Performance Indicators

| | |
|---|---|
| **Accident-free days** | Consecutive accident-free days by site Being compiled |
| **Occupational accidents** | Annual number of occupational accidents and accident rate Being compiled |
| **Safety training completion** | Completion rate of statutory health and safety training (%) Being compiled |
| **Risk assessment** | Number of assessments per year and completion rate of corrective actions (%) Being compiled |
| **Scope** | All sites: Ansan Plant · Yongin Plant · Hwaseong Plant · Seoul Office |

This policy applies to JuYoung PS Co., Ltd. and all group sites,
and is disclosed to stakeholders on our website.
ISO 9001 · ISO 14001 · FSSC 22000 · FSC® CoC · Green Technology Certification · Green Technology Product · Inno-Biz

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**JuYoung PS Co., Ltd.**

CEOs Kim Nam-hyeong · Go Young-gwang

*This document is an English translation of the Korean original. In the event of any discrepancy, the Korean version shall prevail.*