



## 안전 보건 정책

OHS Policy

Last Revised	2023. 06. 14.
Responsible Department	(Primary) Safety & Health Team (Secondary) General Affairs Team, Communication Team



# Occupational Safety and Health Policy

June 14, 2023

## Chapter 1 General Provisions

### Article 1 (Name)

This policy is referred to as the "Occupational Safety and Health Policy" (hereinafter referred to as the "Policy") of F&F Holdings Co., Ltd. (hereinafter referred to as the "Company").

### Article 2 (Purpose)

The purpose of this Policy is to define the management system and guidelines necessary for the Company's safety and health management based on the Occupational Safety and Health Act (hereinafter referred to as the "Act"), and to identify and manage risk factors.

### Article 3 (Scope of Application)

This Policy applies to all domestic and international business sites of the Company, including employees, subsidiaries, partners, contractors, and temporary visitors.

### Article 4 (Review Cycle)

The Safety and Health Team, in collaboration with relevant departments, shall review this Policy annually based on domestic laws, international guidelines, stakeholder feedback, and social changes, with revisions made as necessary.

1. Date of Last Review: June 14, 2023
2. Date of Next Review: June 14, 2024

## Chapter 2 Management System



## **Article 5 (Governance)**

In accordance with this Policy, the Company's 'Occupational Safety and Health Policies and Plans' are reviewed and approved by the ESG Committee under the Board of Directors. All employees are responsible for adhering to this Policy and safety and health management regulations. The Occupational Safety and Health Team is in charge of establishing, managing, and supervising the safety and health management system. The responsibilities and tasks of the designated organization are as follows:

1. Reviewing and revising the Occupational Safety and Health Policy
2. Establishing safety and health management objectives and developing corresponding action plans
3. Conducting risk assessments
4. Providing emergency response training and taking mitigation measures
5. Inspecting and improving work environments, including workplace environment evaluations
6. Managing employee health through health check-ups and other health-related measures
7. Providing safety and health training for employees and stakeholders

## **Article 6 (Operation of the Occupational Safety and Health Committee)**

The Company prevents and manages industrial accidents through the Occupational Safety and Health Committee, composed of employee and management representatives. The responsibilities and tasks of the Committee are as follows:

1. Investigating the causes of industrial accidents and establishing measures to prevent recurrence
2. Developing standards and guidelines for handling hazardous substances
3. Ensuring the suitability of safety devices and protective equipment prior to procurement

## **Article 7 (Objectives)**

The Company is committed to promoting safety and health by establishing the following objectives



and pledging to eliminate serious accidents and fatalities:

1. Advancing the safety and health management system
2. Strengthening operational execution through compliance with relevant regulations
3. Enhancing risk response capabilities

### **Article 8 (Training)**

The Company provides training programs to embed safety and health management practices within the organization and foster a culture of safety and health throughout the supply chain. The company conducts safety and health training at least once a year for all employees and safety and health management personnel, and makes relevant regulations and manuals available at all business sites to ensure employees' compliance. The Company also provides training on health and safety issues to in-house subcontractors to raise awareness and prevent potential safety and health risks.

### **Article 9 (Risk Assessment)**

The Company has established a safety and health risk management system to proactively identify, analyze, and address potential risks, ensuring prevention and mitigation. The system is regularly inspected, evaluated, and modified.

#### **1. Risk Inspection and Assessment**

Organizations subject to this Policy are regularly inspected for potential risks. The Company conducts safety and hazard assessments across all business sites to identify key safety and health issues and their impacts. When necessary, these assessments are conducted with third-party experts, following approval from the final decision-maker.

#### **2. Risk Mitigation Measures**

The Company has established a response system to prevent and mitigate potential or actual safety and health risks, and continuously monitors to ensure the prevention and minimization of identified risks.

#### **3. Evaluation of Risk Mitigation Effectiveness**

The Company verifies the final results and evaluates effectiveness after implementing improvement plans. Improvement results are documented to prevent recurrence of similar issues.



### **Article 10 (Implementation of Safety and Health Management)**

The detailed implementation of this Policy is guided by internal guidelines, including the 'Safety and Health Management Regulations' and the 'Risk Assessment Standards.' Execution is prioritized and planned based on established strategies. The Company continually improves its safety and health management systems to ensure sustainable and effective application of the Policy

#### **<Appendix>**

1. Related documents
  - ① Safety and Health Management Regulations
  - ② Risk Assessment Standards
2. Responsible Department: Safety and Health Team