

		Doc no.	SWS - B - 006	Page	1 / 8
		Revision no.	1		
Standard	Sweco Inc. Occupational Health and Safety Management Policy	Revised date	2025. 01. 01		

Occupational Health and Safety Management Policy

Document No.: SWS - B - 006

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Table of Contents

1. Preamble
2. Declaration
3. Management

		Doc no.	SWS - B - 006	Page	2 / 8
		Revision no.	1		
Standard	Sweco Inc. Occupational Health and Safety Management Policy	Revised date	2025. 01. 01		

1. Preamble

A. Purpose of Establishment

Sweco Inc. declares this Occupational Health and Safety (OHS) Policy to prevent potential accidents across its entire business operations—including supply chains, workplaces, distribution networks, and sales channels—while ensuring a safe and healthy working environment that safeguards the sustainability of life. This OHS Management Policy has been established based on domestic and international OHS laws and regulations, OHS management standards and guidelines (e.g., ISO 45001), Sweco Inc.'s OHS principles, and strategic initiatives and objectives for occupational health and safety.

Sweco Inc. places the safety and health of employees as the highest management priority and commits to establishing an autonomous safety management system to prevent and respond to incidents. Through continuous preventive actions, the company strives to protect life and safety.

- 1) Prioritize occupational health and safety in management and carry out continuous preventive activities to prevent industrial accidents through systematic safety management.
- 2) Foster employees' safety awareness through OHS education and training, and actively work to identify, improve, and eliminate potential risks.
- 3) Comply with OHS laws and regulations, and gather stakeholder perspectives on occupational health and safety to incorporate into the management policy and practice.
- 4) Ensure all employees actively participate in adhering to OHS principles and fulfill their responsibilities in safety and health activities.
- 5) Require all suppliers and contractors to comply with Sweco Inc.'s OHS policy and safety requirements.

B. Scope of Application

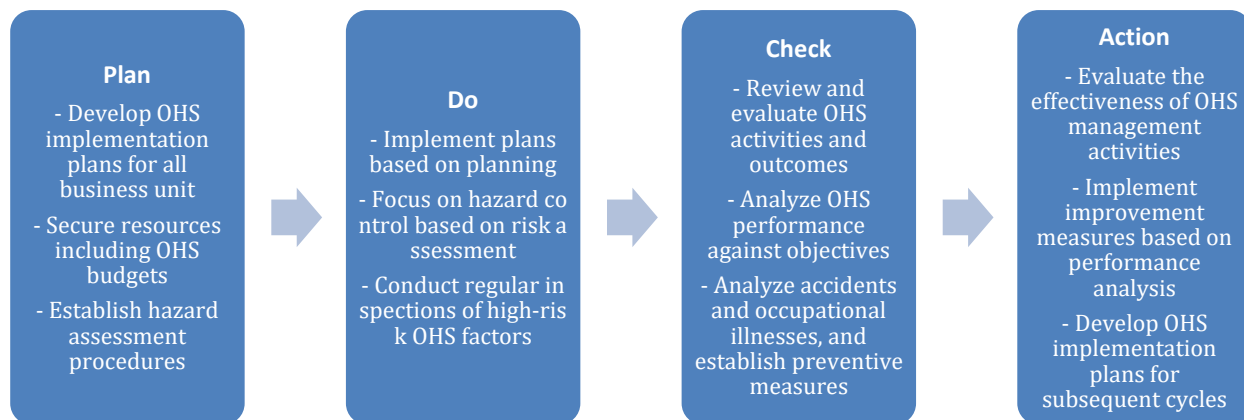
This OHS Management Policy applies to all Sweco Inc. domestic workplaces. Sweco Inc. also encourages its suppliers, partners, and stakeholders across its distribution network to adopt this policy, expand OHS preventive inspections, embed a safety culture, and jointly implement safety technologies. Sweco Inc. complies with applicable laws and regulations and establishes and implements OHS plans according to this policy within the legal framework.

C. Implementation System

Sweco Inc. has established an Occupational Health & Safety (OHS) management system to implement its OHS management policy and continuously improve workplace safety. Each business unit formulates an OHS implementation plan, identifies potential hazards, and promotes safety enhancement activities. The effectiveness of OHS activities is evaluated, and improvement

		Doc no.	SWS - B - 006	Page	3 / 8
		Revision no.	1		
Standard	Sweco Inc. Occupational Health and Safety Management Policy	Revised date	2025. 01. 01		

measures are implemented based on analysis of performance. The system operates according to the P(Plan)-D(Do)-C(Check)-A(Action) cycle. In addition, SWECO has obtained third-party certification (e.g., ISO 45001) for its OHS management system.



2. Declaration

Under the vision of “Progress for Humanity,” Sweco Inc. commits to providing a safe and healthy work environment to ensure the sustainable value of life. We establish an occupational health and safety (OHS) organizational system for the proactive prevention of accidents and aim to create an advanced OHS workplace by reducing overall incident rates.

A. Purpose of Establishment

To implement the OHS-first management policy, Sweco Inc. establishes an integrated, company-wide OHS organizational structure and operates it to elevate field-centered safety and health standards. We select improvement tasks for the prevention of major accidents and reinforce OHS management through on-site inspections led by executives.

Key Objectives

- Expand and reorganize the OHS organizational structure to strengthen the execution of safety prevention measures.
- Operate field-centered performance indicators to prevent major accidents and other incidents.

B. Focused Prevention of Major Accidents

Sweco Inc. continuously enhances strategic preventive inspections to reduce industrial accidents, including major incidents. We strengthen evaluation procedures and criteria to mitigate OHS risks in high-risk operations and working environments. In addition, we prepare

		Doc no.	SWS - B - 006	Page	4 / 8
		Revision no.	1		
Standard	Sweco Inc. Occupational Health and Safety Management Policy	Revised date	2025. 01. 01		

and distribute practical guides for the proactive prevention of major accidents and increase investments in OHS systems and infrastructure.

Key Objectives

- Establish an annual OHS investment plan and implement a system to verify and evaluate its execution.
- Utilize OHS manuals and guidelines to enhance OHS leadership and operational effectiveness.

C. Enhancement of Employee Safety Awareness

Sweco Inc. provides an educational platform, experiential learning content, and participatory OHS campaigns to raise employee awareness of safety and health in daily work. Emergency response training is conducted to develop competencies for initial response, evacuation, and fire suppression in real scenarios.

Key Objectives

- Introduce open-platform educational content to promote safety culture.
- Expand and implement OHS education and training to minimize operational disruptions during emergencies.

D. Promotion of Smart Occupational Health & Safety

Sweco Inc. aims to eliminate the root causes of major accidents and hazards by improving protective devices in high-risk processes. We also establish a non-contact response system for infectious disease prevention to safeguard employees' health and minimize business disruption.

Key Objectives

- Develop infrastructure to eliminate high-risk tasks, construction, and zones.
- Implement OHS management systems and establish operational health measures to ensure stable business continuity.

		Doc no.	SWS - B - 006	Page	5 / 8
		Revision no.	1		
Standard	Sweco Inc. Occupational Health and Safety Management Policy	Revised date	2025. 01. 01		

E. OHS Implementation Activities

To establish a leading safety culture, Sweco Inc. carries out various initiatives to enhance safety awareness, build safe working environments, and strengthen OHS capabilities.

- ① **Hazard Assessment:** Identify hazards in work environments, machinery, equipment, raw materials, gases, steam, work practices, and other risk factors, and implement preventive measures.
- ② **OHS Signage:** Attach warning signs and emergency guidance at identifiable locations for hazardous areas, facilities, and substances.
- ③ **Work Environment Safety Measures:** Set standards for managing potential risks such as falls, collapses, drops, natural disasters, etc., and maintain, repair, and inspect regularly.
- ④ **Machinery/Equipment Safety Measures:** Implement protective measures considering functions and characteristics, maintaining them to prevent latent hazards.
- ⑤ **Health Hazard Prevention & Hygiene Measures:** Take necessary measures to prevent health hazards from raw materials, gases, vapors, high temperatures, noise, etc.
- ⑥ **Personal Protective Equipment (PPE):** Provide appropriate PPE, maintain spare PPE, and enforce mandatory usage.
- ⑦ **OHS Inspection:** Conduct inspections in high-risk workplaces for falls, collapses, fires, explosions, or hazardous material leaks.
- ⑧ **Emergency Response:** Continuously train and inspect equipment for scenario-based responses to falls, collapses, fires, explosions, or hazardous material leaks.
- ⑨ **Hazardous Material Management:** Maintain safety data sheets (SDS) for hazardous substances, regularly measure physical/chemical hazards, and implement improvements.
- ⑩ **Health Promotion Activities:** Conduct regular health examinations and operate programs for prevention of occupational diseases, stress management, and lifestyle improvements.
- ⑪ **Supplier OHS Support:** Strengthen accident prevention by establishing OHS management systems for suppliers, conducting thorough hazard assessments, and reinforcing prevention through on-site support including inspections, training, and consultations.
- ⑫ **Accident Investigation:** Investigate accidents, establish preventive measures, conduct regular statistical analysis of industrial accidents, and reflect findings in OHS performance improvement objectives.

		Doc no.	SWS - B - 006	Page	6 / 8
		Revision no.	1		
Standard	Sweco Inc. Occupational Health and Safety Management Policy	Revised date	2025. 01. 01		

3. Management

A. Governance

1) Top Decision-Making Body

The ultimate decision-making authority regarding OHS at Sweco Inc. is held by the CEO, and OHS plans, activities, and performance are managed and supervised through CEO-led committees. The main roles of the committees include reviewing and approving OHS management policy formulation and revision, reviewing OHS risks and discussing countermeasures, inspecting the implementation of OHS initiatives, reviewing investments in OHS facilities and infrastructure, and other matters deemed necessary to promote and disseminate OHS management.

2) Implementation Organization

Sweco Inc. establishes OHS implementation organizations at headquarters and business sites to carry out related tasks. The roles of these organizations include developing prevention plans related to OHS, preparing management regulations, conducting workplace measurements, investigating industrial accidents and establishing preventive measures, maintaining equipment and personal protective equipment, conducting education and training, internal and external collaboration, and other preventive measures for hazards and risks at business sites.

3) Operational Collaboration Bodies

To efficiently implement OHS management policies, Sweco Inc. operates regular operational meetings and other standing bodies. The operational bodies are responsible for sharing internal and external OHS trends, sharing company-wide and site-level OHS risks, and discovering programs to promote and internalize a safety culture.

4) Labor-Management Communication Bodies

To maintain and enhance OHS, Sweco Inc. operates labor-management communication bodies composed of equal representatives from management and employees. These bodies review and resolve OHS matters necessary for maintenance and promotion of OHS, and seek employee understanding and cooperation. Key agenda items include OHS management regulations, OHS education, workplace measurements, health examinations, and proposals for improvements.

		Doc no.	SWS - B - 006	Page	7 / 8
		Revision no.	1		
Standard	Sweco Inc. Occupational Health and Safety Management Policy	Revised date	2025. 01. 01		

B. Proposal and Handling

1) Proposal Submission

Sweco Inc. operates channels for receiving OHS-related concerns that arise during business operations from employees, suppliers, and other representatives (business sites).

Submission Channel

- Department: Headquarters (HR & General Affairs Team), Gumi Plant (Management Team), etc
- Email: ethics@swecomica.net
- Online Submission: <http://swecomica.net>

2) Proposal Processing

Sweco Inc. prepares responses considering overall aspects, including the safety of facilities used by employees, internal operational procedures, and OHS investments. Feedback and processing procedures are promptly implemented and communicated to ensure that concerns and reports are resolved.

C. Education & Dissemination

1) Training

- Sweco Inc. conducts OHS education for employees to improve awareness of the necessity of OHS management and to ensure that safety and health are prioritized in all tasks and work processes. Additionally, the training strengthens employees' ability to respond immediately during emergencies.

2) Collaboration with External Bodies

- To enhance efficiency and effectiveness in OHS management, Sweco Inc. establishes cooperative systems with local governments, public-private councils, and external professional organizations. Expertise in establishing OHS management systems and experience in risk assessment are shared to continuously improve OHS frameworks.

D. Performance Management

1) Setting Performance Objectives

- Sweco Inc. sets performance improvement objectives to strengthen safety-first management, proactively prevent major accidents, and secure eco-friendly safety management capabilities. These objectives are established based on laws and regulations, industry OHS trends, internal OHS issues, as well as data derived from leading and lagging OHS indicators.

2) Monitoring Implementation

- Sweco Inc. regularly monitors the implementation of OHS performance improvement objectives. Monitoring covers not only achievement rates but also the effectiveness of activities conducted, challenges encountered during implementation, and other

		Doc no.	SWS - B - 006	Page	8 / 8
		Revision no.	1		
Standard	Sweco Inc. Occupational Health and Safety Management Policy	Revised date	2025. 01. 01		

relevant factors. Based on the results, performance objectives may be adjusted as necessary.

3) Executive Performance Evaluation

- OHS performance improvement objectives and implementation status are reflected in the executive performance indicators (KPIs). Sweco Inc. executive performance evaluation considers not only achievement of objectives but also hazard identification, field-centered improvements, internalization, and activities promoting safety culture dissemination.

E. Communication

1) Government Agencies

Sweco Inc. proactively monitors OHS-related policy directions of government and relevant agencies and responds in advance. Laws, regulations, international standards, and guidelines are correctly understood and complied with.

2) Employees

OHS policies and guidelines are shared with employees, and education is provided to improve awareness of OHS management.

3) Investors

By delivering OHS performance that meets the requirements of shareholders and investors, Sweco Inc. establishes continuous trust and encourages investment to enhance corporate value.

4) Suppliers

OHS know-how and experience are shared with suppliers to strengthen their OHS capabilities. Support is provided for supplier's OHS to create value throughout the supply chain.

5) Local Communities

To eliminate or mitigate OHS risks caused by business operations, Sweco Inc. collects opinions from local governments, public-private councils, and other stakeholders, and strives to identify and resolve concerns raised by local communities.