

2024 HD HYUNDAI HEAVY INDUSTRIES
ESG SUPPORT PROJECT DIAGNOSTIC EVALUATION

(ESG DIAGNOSIS : STRATEGY & INNOVATION CO., LTD)

NOVEMBER, 2024



HD HYUNDAI HEAVY INDUSTRIES PARTNER ESG SUPPORT PROJECT DIAGNOSTIC EVALUATION

1. SUMMARY

CATEGORY	DIAGNOSIS TARGET ITEM	MANAGING	IMPROVEMENT THROUGH THE ESG INDUSTRY	URGENT NEEDS IMPROVEMENT	RECOMMEND	COMPLIANCE RATE	COMPREHENSIVE EVALUATION LAPSE
TOTAL	57	33		24	1	58%	-

2. DETAIL

CATEGORY	DIVISION	NUM.	CHECKLIST ITEM DESCRIPTION	MANAGING	IMPROVED	URGENT IMPROVEMENT NEEDED	NOT APPLICABLE
E (Environmental)	Stakeholder In General	E 1-01	Are you establishing and implementing an environmental management policy and strategy according to your action plan, and are you regularly evaluating the results?			<input type="radio"/>	
		E 1-02	Are you establishing and implementing plans to use energy systematically and efficiently?			<input type="radio"/>	
		E 1-03	Are you developing strategies to reduce greenhouse gas and carbon emissions in response to climate change and implementing specific activities to achieve this?			<input type="radio"/>	
		E 1-04	Are you managing to identify environmental impacts and ensure that violations of environmental regulations, administrative actions, community complaints, and negative media coverage do not occur?			<input type="radio"/>	
		E 1-05	You need to obtain the necessary environmental permits for pollutants and manage compliance with legal permit requirements and any changes?	<input type="radio"/>			

CATEGORY	DIVISION	NUM.	CHECKLIST ITEM DESCRIPTION	MANAGING	IMPROVED	URGENT IMPROVEMENT NEEDED	NOT APPLICABLE
E (Environmental)		E 1-06	Are you identifying the sources of waste and managing and treating them in accordance with regulations?	<input type="radio"/>			
	Region Society	E 2-07	Are you managing the emission levels of air pollutants to reduce them and ensure they remain below the legally allowable limits?	<input type="radio"/>			
		E 2-08	Are you engaged in activities to reduce water usage and wastewater generation, as well as managing the discharge of sewage and other waste?	<input type="radio"/>			
		E 2-09	Are you engaged in activities to manage compliance with noise and vibration tolerance and regulation standards, as well as efforts to reduce their occurrence?				<input type="radio"/>
		E 3-10	Are you establishing and implementing management measures to comply with regulations regarding product ingredients?				<input type="radio"/>
	Customer	E 3-11	Are you planning and implementing environmentally friendly activities throughout the entire process of your products or services?	<input type="radio"/>			
		E 3-12	Are you promoting resource recycling and managing the resource circulation process in an environmentally friendly manner?	<input type="radio"/>			
	S (Social)	Labor 1 (Working Conditions)	S 1-01	Do you have a human rights management charter (human rights management regulations) for promoting human rights and remedying human rights violations?			<input type="radio"/>
S 1-02			Are all employees enrolled in the four major social insurance programs?	<input type="radio"/>			
S 1-03			Have you drafted and submitted the employment rules?	<input type="radio"/>			

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S (Social)	Labor 1 (Working Conditions)	S 1-04	Are you managing the employment contract after drafting it?	<input type="radio"/>			
		S 1-05	Are you providing appropriate wages to your employees and supplying wage statements?	<input type="radio"/>			
		S 1-06	Are you providing overtime pay according to the regulations based on working hours?	<input type="radio"/>			
		S 1-07	Are you complying with the procedures regarding employee dismissal and retirement?	<input type="radio"/>			
		S 1-08	Are you providing legally mandated benefits to employees, such as vacation, leave of absence, and part-time working hours?	<input type="radio"/>			
		S 1-09	Are you conducting mandatory training?	<input type="radio"/>			
		S 1-10	Do you have regulations in place that prohibit discrimination in hiring, promotion, and compensation based on personal characteristics?	<input type="radio"/>			
		S 1-11	Are there protections for female workers and pregnant employees regarding leave and working conditions?	<input type="radio"/>			
		S 1-12	Are you managing subcontracting and dispatching within the company?	<input type="radio"/>			
		S 1-13	Are you implementing protective measures for minors in the workplace, including trainees?				<input type="radio"/>

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S (Social)	Labor 1 (Working Condition)	S 1-14	Are you complying with matters related to labor unions and labor-management councils?	<input type="radio"/>			
		S 1-15	Do you have a system in place for addressing and gathering the concerns of employees?	<input type="radio"/>			
		S 1-16	Are you managing worker facilities such as drinking water, restrooms, and staff lounge areas?	<input type="radio"/>			
		S 1-17	Are you managing the provision of meals (including company cafeterias, and snack bar) accommodations including (dormitories and company-provided studio apartments) for employees?			<input type="radio"/>	
		S 1-18	Are you managing temporary and part-time workers?	<input type="radio"/>			
	Labor 2 (Work Environment)	S 2-19	Are you establishing and implementing a safety and health management system to prevent industrial accidents and major disaster?			<input type="radio"/>	
		S 2-20	Are you preparing and implementing safety and health plans, safety and health management regulations, hazardous risk prevention plans, and process safety reports?				<input type="radio"/>
		S 2-21	Are you organizing a safety and health management team and assigning specific roles to each member?			<input type="radio"/>	
		S 2-22	Are there procedures for collecting employee feedback on safety and health, and are there activities involving workers in safety and health initiatives?			<input type="radio"/>	
		S 2-23	Are you conducting safety and health training systematically?			<input type="radio"/>	

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S (Social)	Labor 2 (Work Environment)	S 2-24	Are you taking measures to reduce risks according to the procedures for identifying and improving harmful and hazardous factors?	<input type="radio"/>			
		S 2-25	Are you inspecting and managing harmful or hazardous machines and equipment?	<input type="radio"/>			
		S 2-26	Are safety and health signs, work procedures, and safety rules displayed in a way that workers can easily recognize and respond to them?	<input type="radio"/>			
		S 2-27	Are appropriate personal protective equipment (PPE) provided and worn according to the hazardous and risky factors?			<input type="radio"/>	
		S 2-28	Are you implementing safety and health management to protect workers from hazardous substances?	<input type="radio"/>			
		S 2-29	Do you regularly undergo health check-ups?	<input type="radio"/>			
		S 2-30	Is there an established emergency response protocol in place for handling emergency patients?			<input type="radio"/>	
		S 2-31	Are you investigating the harmful factors associated with musculoskeletal strain in the workplace and implementing measures to prevent musculoskeletal disorders?	<input type="radio"/>			
		S 2-32	Are you implementing safety management activities for hazardous chemicals or dangerous materials?	<input type="radio"/>			
		S 2-33	Are regular safety inspections and fire safety activities, including checks of various facilities and firefighting equipment, being carried out at the workplace?			<input type="radio"/>	

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S (Social)	Labor 2 (Work Environment)	S 2-34	Have you establish an emergency response plan and a business continuity plan?	<input type="radio"/>			
		S 2-35	Are you implementing measures to manage the accident rate and establish preventive actions in case of accidents?			<input type="radio"/>	
	Cooperative Companies	S 3-36	Do you have policies in place to prevent the inclusion of conflict minerals in your products?				<input type="radio"/>
		S 3-37	Are you managing the details after entering into a written contract?	<input type="radio"/>			
		S 3-38	Are there established rules for fair contract execution, and are the procedures being followed in the work processes?			<input type="radio"/>	
		S 3-39	Do you have a payment policy that complies with subcontracting laws, and is the payment being made according to the established procedures?	<input type="radio"/>			
		S 3-40	Procedure for communicating and implementing ESG (Environmental, Social, and Governance) requirements to suppliers?			<input type="radio"/>	
	Stockholder In General	S 4-41	Do you have a system in place for protecting the personal information of stakeholders, including employees and clients?			<input type="radio"/>	
		S 4-42	Do you have policies and procedures in place to protect the intellectual property of stakeholders?			<input type="radio"/>	
		S 4-43	Do you have a community contribution program in place, and are there policies in place to encourage employee participation?			<input type="radio"/>	

CATEGORY	DIVISION	NUM.	CHECKLIST ITEM DESCRIPTION	MANAGING	IMPROVED	URGENT IMPROVEMENT NEEDED	NOT APPLICABLE
G (Governance)	Stockholder	G 1-01	Is there a system in place to support rational decision-making?	<input type="radio"/>			
		G 1-02	Is the board of directors independently reviewing and documenting major corporate decision-making?			<input type="radio"/>	
	Cooperative Companies	G 2-04	Do you have policies and management programs in place regarding anti-corruption (ethical management)?			<input type="radio"/>	
		G 2-05	Do you have a channel through which stakeholders can report unethical issues?			<input type="radio"/>	
	Stockholder In General	G 3-06	Do you have any policies or guidelines regarding ESG (Environmental, Social, Governance) in your company?			<input type="radio"/>	
		G 3-08	Do companies have established procedures to identify ESG (Environmental, Social, and Governance) risks and incorporate them into their management practices?	<input type="radio"/>			
		G 3-09	Are you managing and disclosing the non-financial performance of your company?			<input type="radio"/>	