

HD Construction Equipment

HEALTH AND SAFETY
MANAGEMENT POLICY

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1. Purpose

HD Construction Equipment aims to systematically manage occupational health and safety risks that may arise from all management and business activities, and to promote the safety of customers, society, and ultimately humanity by providing safe products and services. Furthermore, the Company seeks to create a safe and healthy working environment for its employees and the workers of its suppliers and contractors, and to enhance the Company-wide level of occupational health and safety management through the continuous establishment and reinforcement of a strong safety culture.

2. Scope of Application

This policy applies to all domestic and overseas business sites of HD Construction Equipment, as well as to all employees, subsidiaries, and suppliers and contractors. In addition, the intent and standards of this Occupational Health and Safety Management Policy are extended to the Company's customers, suppliers, service providers, and other business partners. The Company expects voluntary compliance with this policy and active participation in its implementation.

3. Governance Structure

To strengthen Company-wide occupational health and safety management, HD Construction Equipment regularly reviews the adequacy of the implementation of occupational health and safety policies and management systems under the supervision of the Chief Executive Officer (CEO). Major occupational health and safety issues are subject to deliberation and resolution by the Occupational Health and Safety Management Committee. Each business site is assigned clear responsibilities and roles related to occupational health and safety, and the EHS organization systematically promotes field-oriented occupational health and safety activities.

4. Safety and Health Management Policy

HD Construction Equipment complies with all applicable domestic and international occupational health and safety laws and regulations. In addition, the Company establishes and operates a management system aligned with global occupational health and safety standards, including ISO 45001.

1) Prevention of Serious Accidents

HD Construction Equipment recognizes the prevention of serious accidents and industrial accidents as a core management priority. The Company strengthens accident prevention activities through proactive risk management, expanded participation of management, and performance indicator-based management systems. Based on the principle that all accidents are preventable, the Company continuously strives to fundamentally eliminate recurring accidents and serious incidents.

Management of Workplace Hazards (Risk Assessment, etc.)

HD Construction Equipment identifies and improves hazardous and risk factors throughout the entire work process through regular risk assessments involving all employees. Management standards appropriate to the characteristics of each process are applied, and risk assessments are utilized as a practical accident prevention tool rather than a formal procedure.

Support for Suppliers and Contractors' Safety and Health Systems

HD Construction Equipment applies the same occupational health and safety standards to its suppliers and contractors to promote mutual growth. The Company actively supports the enhancement of suppliers and contractors' occupational health and safety capabilities through initiatives such as the operation of occupational health and safety consultative bodies. The safety of suppliers and contractors workers is also recognized as an important responsibility of the Company, and field-centered management and communication are continuously strengthened.

2) Prevention of Fire Explosion

Considering the characteristics of the manufacturing industry, HD Construction Equipment carries out preventive activities against major risks such as fire and explosion, and continuously invests in and improves firefighting facilities. The Company establishes and operates a comprehensive emergency response system, and secures prompt and systematic response capabilities through regular inspections and training.

Fire Prevention and Inspection

HD Construction Equipment invests in and improves firefighting facilities to prevent fires caused by electricity, overheating, and dust, and strives to prevent fire incidents across all business sites and suppliers and contractors.

Emergency Response Training

To ensure rapid and effective response capabilities in the event of an emergency, HD Construction Equipment conducts emergency response drills at each business site at least once every six months and evaluates the results of such training.

3) Promotion of Safety Culture

HD Construction Equipment encourages all employees to recognize that each individual is the driver of change in establishing a safety culture, and continuously strives to form and embed a people-centered safety culture throughout all business activities.

Strengthening safety leadership

HD Construction Equipment establishes and complies with a Safety Code of Conduct for executives and strives to lead by example by prioritizing safety as the highest value in all decision-making processes. Executives and managers actively communicate with worksites based on safety leadership and serve as ambassadors for the dissemination of safety values.

BBS (Behavior Based Safety) Activities

All employees commit to and practice core safety behaviors and strive to establish a self-directed safety culture through safety dialogues with colleagues.

4) Health Promotion Activities

HD Construction Equipment endeavors to provide a safe and pleasant working environment and to ensure that employees can maintain a healthy working life.

Occupational Disease Management

To prevent occupational diseases such as noise-induced hearing loss and musculoskeletal disorders, the Company conducts working environment measurements and hazard assessments, and improvement activities are carried out jointly by labor and management. The Company also strives to prevent the occurrence of noise and musculoskeletal burden processes through pre-EHS reviews from the initial stages of new equipment introduction and design.

Health Promotion and Mental Health Management

HD Construction Equipment promotes the management of the three major diseases commonly affecting employees and provides mental health care programs, including psychological counseling services, with the goal of creating a workplace where employees can remain healthy until retirement.