

LX Pantos Co., Ltd.		
May 14, 2020	Environment, Health & Safety Policy	
Revision #0		

Environment, Health & Safety Policy

LX Pantos strives to minimize its environmental impact in all of its business processes and works to ensure full support and compliance with national and/or local environmental laws and basic requirements of ISO 14001.

We strive to establish a safe and healthy working environment for employees. We comply with applicable national and/or local health and safety laws where we operate. Furthermore, we monitor, assess, and improve the related issues systematically and communicate with our stakeholders in a transparent manner.

A. Environmental Permits and Reporting

All required environmental permits, approvals and registrations are to be obtained, maintained and kept current. Their operational and reporting requirements are to be followed.

B. Minimizing Environmental Impact

We strive to minimize our impact on the environment, including in the fields of hazardous material, waste, air emission, use of energy/resource, water, and greenhouse gas emission. We will consistently work to find ways to lessen the environmental impact in communities.

C. Occupational Safety

We identify, assess, and control employees’ potential for exposure to safety hazards under health & safety management approach. In case of necessity, employees are to be provided with appropriate, well-maintained, personal protective equipment, together with proper training. Employees are to be adequately and regularly educated and trained in all the legally required topics including health & safety issues and emergency preparedness.

D. Occupational Injury and Illness

We put procedures and systems in place in order to prevent, manage, track, report, and improve occupational injury and illnesses, including provisions to: encourage employee reporting; record injury and illness cases; provide necessary medical treatment; investigate cases; implement corrective actions to eliminate their causes; and facilitate return of employees to work.

E. Industrial Hygiene

We identify, assess, and control employee exposure to chemical, physical, and biological agents. Potential hazards are to be eliminated or controlled in appropriate manner.

F. Physically Demanding Work

We identify, assess, and control employee exposure to the hazards of physically demanding tasks, including heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks.

G. Machine Safeguarding

We implement a regular machinery evaluation to assess safety hazard. In case of machinery presenting an injury hazard to employees, maintained machinery controls such as physical guards, interlocks, barriers, are to be provided.

H. Communications on Health & Safety

Appropriate workplace health and safety information and training in the language of employee or in a language the employee can understand are to be provided. Health and safety related information shall be clearly posted or placed in a location that is easily accessible and identifiable by employees.

【References】

The following documents are used as references. The following documents and websites can be referred to for additional information.

Ethical Trade Initiative

<https://www.ethicaltrade.org/eti-base-code>

ILO Declaration on Fundamental Principles and Rights at Work

<https://www.ilo.org/declaration/lang--en/index.htm>

ISO 14001

<https://www.iso.org/iso-14001-environmental-management.html>

ISO 26000

<https://www.iso.org/iso-26000-social-responsibility.html>

OECD Guidelines for Multinational Enterprises

<http://www.oecd.org/daf/inv/mne/48004323.pdf>

RBA Code of Conduct 7.0

https://www.responsiblebusiness.org/media/docs/RBACodeofConduct7.0_English.pdf

SA8000 standard

http://sa-intl.org/_data/n_0001/resources/live/SA8000%20Standard%202014.pdf

UN Global Compact 10 Principles

<https://www.unglobalcompact.org/what-is-gc/mission/principles>

UN Guiding principles on business and human rights

https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf

UN Universal Declaration of Human Rights

<https://www.un.org/en/universal-declaration-human-rights/>

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Revision #	History	Date
Revision #0	First distributed	14. 05. 2020