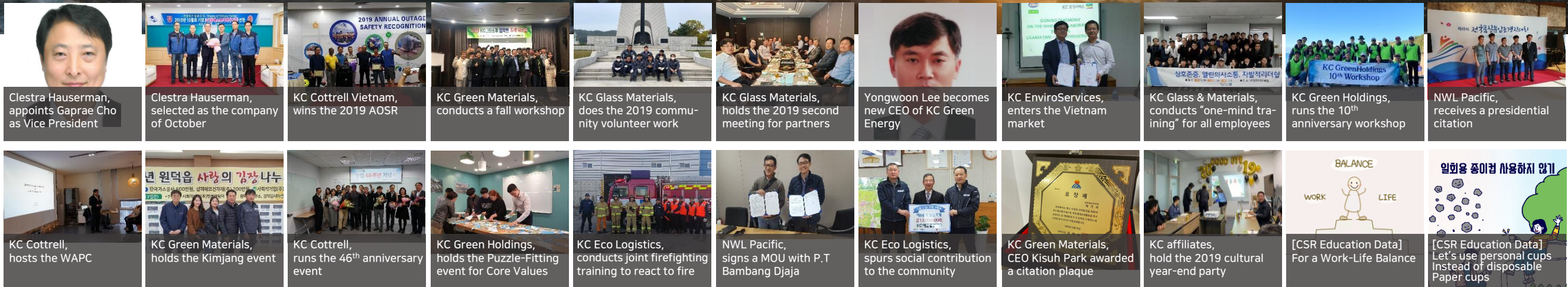


THE 114TH

# KC NEWSLETTER

DATE OF ISSUE JANUARY 2020

ISSUER KC GREENHOLDINGS SUSTAINABLE MANAGEMENT TEAM



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OCTOBER 01 2019

## Clestra Hauserman appoints Gaprae Cho as vice president



On October 1 last year, Mr. Gaprae Cho was inaugurated as the new vice president of Clestra Hauserman.

New vice president Cho Gap-Rae has a long experience in management consulting, management planning, and other areas at a global consulting firm.

Vice President Gaprae Cho is expected to demonstrate his ability in decisions for the company's smooth business operations and future development for the year 2020 as a senior manager of Clestra Hauserman based on his years of experience. (end)

## Clestra Hauserman selected as the company of October



On October 25, the Gumi factory of Clestra Hauserman was selected as the company of October in "Gonggam Nuri", a newsletter that reports the administration of Gumi City.

Every month, Gumi City Hall selects and introduces an excellent company based in Gumi in its newsletter on the city's administration. The reason for selecting Clestra Hauserman was that as a global company that forms a worldwide network with a history of over 100 years, it has largely contributed to the revitalization of the local economy over the last 33 years.

The city hall also assessed that the company's products have superior incombustibility and sound insulation as well as use eco-friendly materials, which suits offices as they can easily move and reinstall partitions using the products, thereby saving management costs.

General manager of the Gumi factory Gogil Jeong said, "As a global player, we will make ceaseless efforts for customer satisfaction and lead the market for partitions and ceiling materials based on our competitive differentiation." (end)

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[CSR] Let's use personal cups instead of disposable paper cups



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OCTOBER 03 2019

## KC Cottrell Vietnam wins the 2019 AOSR Award from the AES Mong Duong Power Plant



On October 3, the third anniversary celebration of the Annual Outage Safety Recognition (AOSR) Award was held.

KC Cottrell Vietnam (hereafter KCVN) was recognized by the AES-VCM Mong Duong 2 Power Plant for its strict safety standards, and thus KCVN and its Lilama 69-3 technical service received the 2019 AOSR Award from the AES.

The AOSR Award held on the day is an event that officially recognizes companies that have made active efforts on occupational safety with proven success. The awarded companies were evaluated through safety management evaluations and site inspections. This award was given to 13 contractors that had exceeded the safety target for accident rates in 2019. KCVN won the award for the first time.

The company is strengthening its position in Vietnam by completing a number of large-scale projects in plants such as Mong Duong 2 Power Plant, Dung Quat Refinery, and Formosa Ha Tinh Steel.

KCVN is determined to continue its efforts on safe construction practices in Vietnam and other regions. (end)

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OCTOBER 18 2019

## KC Green Materials conducts a fall workshop



On October 18, KC Green Materials conducted a fall workshop with the participation of 20 executives and employees including CEO Kisuh Park.

After the CEO kicked off the event with a greeting, employee Yuna Lee shared the 2019 performance of KC Green Materials with the employees, providing the time to look back over the path that KC Green Materials had walked this year.

Team leader Hwayoung Lee and senior manager Sanghoon Hwang from the sustainable management team of KC Green Holdings visited the workshop and educated the participants on the philosophy and attitude they should have as the KC family based on KC's missions, visions, and core values.

In the afternoon, lecturer Soeun Kim gave a lecture titled "Creating a happy workplace where you want to work" and taught how to tighten the bonds between colleagues and have a better work life. Finally, Director Juyong Lee then presented the review of KPI and the next year's business plan.

This fall workshop helped the company's employees to strengthen their comradeship and the education on the company's management philosophy is expected to help them build a company where they want to work with a sincere and positive attitude toward their work. (end)

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OCTOBER 23 2019

## KC Glass & Materials does the 2019 community volunteer work



KC Glass & Materials conducts annual volunteer activities for the community to fulfill its corporate social responsibility (CSR). This year's volunteer service was done on October 23. Nine employees including Jaehyeok Oh, head of the sales department, joined the service at the National Cemetery for Overseas Koreans.

This cemetery, which is unfamiliar to ordinary citizens, is a meaningful site where the pain of losing national sovereignty and historical lessons co-exist. Those who had been forced to labor without knowing it during the Japanese colonial rule and did not return to the homeland till the last are buried here.

Before the start of volunteer work, the head of management introduced the cemetery and the participants toured the history exhibition hall. After listening to the instructions on their activities, they started to wash and clean the inscriptions around the memorial for those without family or friends and the Rose Cemetery. Though their short schedule limited the amount of inscriptions they could clean, they worked hard feeling sorry for having easily forgotten the noble sacrifice of the deceased.

The head of management Dongeun Lee who accompanied them throughout their activities said, "We express our gratitude to the kind attention and sincerity of KC Glass & Materials employees and ask the company to grow together with the community and its residents through communication and cooperation."

KC Glass & Materials will continue to serve the community in various ways and endeavor to share the community's concerns and grow together with it. (end)

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OCTOBER 25 2019

## KC Glass & Materials holds the 2019 second meeting for mutual growth with partners



KC Glass & Materials has annually held meeting at least once to strengthen cooperation with its corporate partners and build partnerships. The last year's first meeting was held in June, followed by the second meeting on October 25. This event was joined by the company's executives and employees including CEO Kim and staff members from six partners in areas of raw materials, equipment repair, and the supply of manufacturing equipment.

At the meeting, KC Glass & Materials expressed its gratitude to staff members of the partners who had worked together in the stable supply of raw materials, quality improvement, and technical innovation over the last year. Notably, the participants analyzed the recent domestic and overseas economic conditions as well as trends in the supply and demand of raw materials and prices, and broadly discussed issues of the overall glass industry. They also exchanged opinions on how to strengthen their partnerships.

Candid talks continued throughout the meeting, creating a meaningful time to seek mutual growth and cooperation in a cozy atmosphere. Towards the end of the meeting, CEO Jeongwan Kim stated, "We will continue active communications to grow together with our partners. Given the new launch of cullet business by KC Glass Resources in January 2020, we ask for the full support and warm attention of our partners.

KC Glass & Materials plans to find measures for mutual growth with its partners and resolving conflicts with them rationally by conducting ongoing regular meetings, and to build various and specialized support programs for the partners. The company is also expected to strive to be recognized as a socially reliable enterprise through win-win management. (end)

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NOVEMBER 01 2019

## Yongwoon Lee becomes new CEO of KC Green Energy



As of November 1, 2019, General Manager Yongwoon Lee at the Hwachi Factory of KC EnviroServices was inaugurated as the CEO of KC Green Energy.

Since joining KC EnviroServices as assistant manager of the company's public business team in July 2000, CEO Lee had worked at the company for 19 years and 3 months.

CEO Lee expressed his aspiration, said "I will contribute to energy policy through energy recirculation for sewage sludge. I will endeavor and find ways to translate the small steps of KC Green Energy into the outcome conducive to a giant leap of the entire KC." (end)

NOVEMBER, DECEMBER 2019

## KC EnviroServices enters the Vietnam market



Last year, KC EnviroServices made equity investment contracts with Lilama EME Corporation in Quang Ngai, Vietnam in November and with Xanh Corporation in Hanoi in December.



We expect that with Vietnam as a starting step in its overseas business, KC EnviroServices will grow into a leading player in the global green energy industry. (end)

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## KC Glass & Materials conducts “one-mind training” for all employees



KC Glass & Materials annually conducts “one-mind training” for employees by selecting a topic reflective of the company’s management philosophy and core values.

This year, the training was conducted three times between November 5 and 21, 2019 at the Korea Post Officials Training Center in Taejo Mountain, Cheonan under the theme “mutual respect, open communication, and leadership by everyone.”

This training was aimed at creating an organizational culture that facilitates smooth communication and cooperation by providing the participants with the time to perceive the importance of communication between teams and team members and helping the organization’s members with various ideas to understand and share each other’s thoughts.

This training is characterized by having the occasion to understand the true meaning of education through the well-tuned harmony of individual and teambuilding programs. During the time of an individual program for “establishing relational equations with DISC”, the participants identified the types of “me” and “the other person” and learned corresponding communication methods and steps. They could also learn the meaning and effect of proper communication and collaboration with team members through the teambuilding program.

The program that received the warmest response among the employees was “Building a bridge of communication” in which team members had to resolve a certain task by working together. This program involved building a creative and safe bridge using Morphon blocks. It was a precious time for them to experience great capabilities developed from collective intelligence and smooth communication through a collaboration.

Throughout the training, the team members actively participated with cheerful laughter. With easy-to-understand cases and the teambuilding program, they felt rewarded, touched, and entertained.

This “one-mind training” session helped all employees of KC Glass & Materials to perceive that the realization of mutual respect, open communication, and leadership by everyone starts with “reaching out to others first and acting instead of mere thinking”. They also resolved to make efforts to create an advanced KC Glass & Materials by tearing down hierarchical walls and facilitating communication. (end)

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NOVEMBER 7 2019

## KC Green Holdings runs the 10<sup>th</sup> anniversary workshop as a holding company

In celebration of the company's 10<sup>th</sup> anniversary since adopting a holding company system, KC Green Holdings conducted a workshop in Jeju Island from November 7 to 9.



This workshop proceeded with each team's presentation under the theme "KC Green Holdings' 10<sup>th</sup> anniversary as a holding company."

The sustainable management team explained three growing energies over the last 10 years by dividing the topic into three parts of business, organization, and roles based on "the background of converting to the holding company and its activities" and presented their outcome by comparing with the background of switching to the holding company system. It also provided the time for the employees and executives to discuss what would be the fourth growing energy for the next 10 years.

This was followed by Vice President Jeongwan Kim presenting "the role of finance management team within the holding company system." He selected trust improvement and risk management as the team's two central tasks ahead and explained how to implement them.

Lastly, the strategy & management team presented the results of the "research of businesses for social responses to resource circulation" to ensure the sustainability of KC's future 10 years, and then proposed businesses and roadmaps through various analyses.

After the presentation, the executives and employees had dinner together, building bonds for KC's further growth.



The next day, on 8<sup>th</sup>, beachcombing was performed as a corporate social responsibility (CSR) activity on the Jungmun Saekdal Beach. All participants collected flotsam and garbage into their given bags to the full. Beachcombing is a compound of beach and combing, meaning an environmental protection activity of collecting flotsam and trash as if combing the beach. This time, the beachcombing activity was carried out to the effect that KC Green Holdings would embark on its CSR in earnest as an environmental business.



We hope that this workshop has helped KC Green Holdings, as a holding company, to reflect on its past activities, strengthen its role so that every KC affiliate would grow into a sustainable company and become a driving force of growth. (end)

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## NWL Pacific receives a presidential citation at the National Quality-Circle Contest with Korean Western Power Taeon



After the 45<sup>th</sup> National Quality-Circle Contest hosted by the Korean Standards Association on August 27, 2019, the “moving forward” circle from NWL Pacific and the “legend” circle from Korean Western Power Taeon received a presidential citation on November 13.

The National Quality-Circle Contest, which celebrates its 45<sup>th</sup> anniversary, is a national festival in industrial circles, in which the leaders of quality innovation compete against one another by presenting the best onsite practices of quality improvement in each of the 13 areas of site improvement, transactional processes, services, environmental quality, safety and quality, total production management, enterprise asset management, Six Sigma, win-win cooperation, free styles, creative improvement, cases of proposal, and energy and climate change. This contest aims to provide market players with an opportunity to share a variety of innovative business cases and gain inspirations and insights to strengthen their quality competitiveness.

NWL Pacific and Korean Western Power Taeon were highly rated for presenting a model that enables mutual growth of the two players under the theme of win-win cooperation by achieving a reduction in the frequency of exceeding the dust emission limit through an improved process to treat combustion gas.



This circle comprised of eight members from the two companies successfully finished the project they ran on the topic of “win-win”. The project was presented by Department Head Suchoel Lee from NWL Pacific and Director Yeongdeok Roh and Deputy Department Head Gwangbeom Ryu. The judges gave a favorable review that each member of the circle had a clear role and the project was close to the genuine meaning of “win-win”.

With the award as a momentum, NWL Pacific plans to promote a long-term win-win relationship with Korean Western Power and move toward their mutual growth with customers. This award is also expected to play a positive role in enhancing the company’s brand image and contribute to increasing customer awareness and confidence. (end)

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NOVEMBER 18 2019

## KC Cottrell hosts the WAPC Conference



KC Cottrell hosted the 2019 WAPC Conference at its headquarters in Seoul, Korea for two days from November 18. The WAPC Conference is one of KC's primary events as the conference where KC's affiliates in the business unit of environmental engineering all over the world gather together, share the present year's business performances and the next year's business strategies, and facilitate their network.

This time, the conference omitted its technical session while focusing on business strategy meetings and board meetings over the two days.

Notably, it was the first year that the cooperative operation of KC Cottrell's APC unit with overseas branches was officially announced, and the event was completed smoothly and effectively under the leadership of KC Cottrell.

KCVCS, an engineering firm specialized in the removal of VOCs, and KC Cottrell Engineering Service (KCCES), an Indian engineering company specialized in design attended the conference for the first time this year. During the event, a briefing session was also held to present the "Odoo" system, a sales system that had been newly introduced in some branches.

The KC APC Network shared the goal of improving the sales performance of its entire network by responding to market conditions in a flexible and prompt manner through cooperative operations and combined capabilities in the market for the environmental industry. The participants successfully wrapped up the conference promising to stabilize the complementary support system by using and gathering the capabilities of affiliates. (end)



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NOVEMBER 25 2019

## KC Green Materials holds the “Wondeok-eup Sharing Kimjang of Love” event



On November 25, KC Green Materials held the “Wondeok-eup Sharing \*Kimjang of Love” event at the welfare center of the Wondeok-eup Office.

Various local groups participated in the event and delivered the kimchi they had made together to the households of senior citizens who lived alone. They also had lunch together after the event.

Through this social contribution, this event is likely to strengthen the company’s ties with Samcheok city and promote itself as a local enterprise. (end)

\*Kimjang is the traditional process of preparation and preservation of kimchi in the wintertime. For one month, starting from the tenth moon of the year, people prepare large quantities of kimchi, to provide nutrition throughout winter.

NOVEMBER 26 2019

## KC Cottrell runs the 46<sup>th</sup> anniversary event



On November 26, KC Cottrell held an event in celebration of the 46<sup>th</sup> anniversary of its founding.

As with the past anniversaries, KC Cottrell awarded prizes to long-serving employers who had served for 25 years (four people including Director Kiwook Kim), 20 years (total two people including Senior Manager Minyoung Ku), 15 years (four people including Senior Manager Jaephil Kim, and 10 years (four people including Director Jaesu Kim). Moreover, the employees who had achieved an outstanding performance for the year received the Excellent Employee Award (total six people including Senior Manager Yongsu Choi).

Following the award ceremony, the first part of the anniversary event ended with a congratulatory remark of CEO Dongyoung Seo. At the second part of the event, the executives and employees of KC Cottrell and its affiliates gathered at the lounge on the 12<sup>th</sup> floor and celebrated the company’s 46<sup>th</sup> anniversary while enjoying the prepared refreshments and encouraging one another for their hard work throughout the year. (end)

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## KC Green Holdings holds the Puzzle-Fitting Event for Core Values

On November 26, KC Green Holdings held the “Puzzle-Fitting Event for Core Values” targeted at all KC affiliates at the lounge on the 11<sup>th</sup> floor of Digital Cube.



The event was one of the programs produced from the Comradeship Project that was conducted last June to spread the company’s philosophy among the new employees. This time, the puzzle-fitting event was held with a corporate wish to provide a time for all incumbent employees to recall the company’s core values.



As the first participant, the strategy & management team of KC Green Holdings attempted to put the puzzle of core values together within a limited time. The team eventually succeeded in fitting the puzzle through teamwork. The contenders found the letters of core values written on the cutouts of a picture, learned the words for the core values via the process of combining them, and put the puzzle pieces together to fit into the KC portfolio. The successful strategy & management team was presented with a prepared gift.

Any KC employee can join the event by leaving a comment on the groupware. We hope that this will become an opportunity for many employees to participate, be reminded of the company’s core values, and build an experience of teaming up with their colleagues. This may also become a way to spread KC’s core values. (end)

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DECEMBER 11 2019

## KC Eco Logistics conducts joint firefighting training to react to fires



At 16 pm on December 11, KC Eco Logistics conducted joint firefighting training with the Anjung 119 Safety Center of the Pyeongtaek Fire Station to react swiftly in case of a fire.

As frequent fires occurred at waste-related companies, this training was aimed at strengthening the ability to prevent fires at an early stage and respond to the occurrence of fires. To this end, assuming the occurrence of a fire in random places, the company conducted training on reporting the fire, guiding evacuation, and extinguishing in real-life situations.



In particular, the self-defense fire brigade comprised of KC Eco Logistics workers went through the training in perfect order according to their respective roles such as immediate reporting of the situation upon the fire, evacuating people after reporting to 119, and firefighting on their own. Moreover, after the joint training, the Anjung 119 Safety Center provided the trainees with on-site consulting about the problems with the training and areas for improvement.

This training is likely to help prevent the damage from fires and create a safe working environment. (end)

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DECEMBER 16 2019

## NWL Pacific signs a MOU with PT. Bambang Djaja



For three days from December 16 to 18 in 2019, three executives from the Indonesian company PT. Bambang Djaja (hereafter B&D) visited NWL Pacific to sign a MOU and receive training.

B&D supplies general transformers to Indonesia's Perusahaan Listrik Negara (PLN). The company intended to expand its business within their market through this opportunity by winning projects for transformers for dust collectors. Indonesia's market for transformers for dust collectors revolve around conventional transformers rather than high-frequency ones. Accordingly, NWL signed the MOU to first supply rectifier-type transformers built on its own technology and learn technical and sales knowhow and knowledge to sell them in the local market. This is expected to become a good opportunity to increase NWL's competence in the Indonesian market.

The two players built mutual confidence through the three-day meetings and training session as well as discussed their direction for future cooperation. The B&D executives toured around NWL to watch its product education, test procedures, and production facilities in order to respond to the various questions of end-customers and promote their products in the market. NWL also visited the Anseong factory of KC Cottrell to win various projects in the Indonesian market at the group level and put efforts to promote cooperation between the affiliates.



NWL is expecting to develop new customers and win projects in the Indonesian market using the local infrastructure of B&D through the MOU and meetings they had this time. Moreover, the company is set to establish an integrated sales system between its affiliates to contribute to the entire group. B&D also promised active cooperation with NWL, raising expectations about their sales competence being strengthened in the local market. (end)

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DECEMBER 18 2019

## KC Eco Logistics spurs social contribution to the community



KC Eco Logistics led the way in developing local talent and delivering hopes to the underprivileged to fulfill its CSR.

On June 7, the company donated 10 million KRW(about 10 thousand USD) to the Peyongtaek Scholarship Foundation (Director Jinhae Lee), wishing to help the city's students even in a small way to brighten the future of Pyeongtaek. Later on December 18, the company visited the Anjung-eup Administration and Welfare Center in celebration of the coming Christmas and delivered 1 million KRW(about 1 thousand USD) to become a warm helping hand to its underprivileged neighbors.

President Junki Kang of KC Eco Logistics commented, "We will continue our efforts to share our corporate profits with local residents." This ongoing social contribution is likely to become a large driving force to advance the community and KC Eco Logistics. (end)

DECEMBER 31 2019

## CEO Kisuh Park of KC Green Materials awarded a citation



On December 31, CEO Kisuh Park of Eco Construction Materials received a citation plaque.

The company was awarded for being a local company that contributed to the region's economic growth and environmental conservation.

We expect a greater economic success of KC Green Materials in 2020 by working harder for the regional development. (end)

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## KC affiliates hold the 2019 cultural year-end party

Each of KC affiliates held its own year-end party closing the year 2019 last December. These year-end parties were focused on cultural events rather than enjoying drinking.



The employees of KC Solar Energy watched the movie “Start-Up” as a group on December 18. In a casual atmosphere, they enjoyed a good time with continued laughter. After the movie, they dined together to become closer each other, and then ran a small event. They threw a more special year-end party this time with all the employees sharing the presents they had bought by lot.

To have the time to laugh and enjoy together toward the end of 2019, KC Green Holdings watched the play on December 19. The participants could share joyful energy with one another by watching the play. They then ran a quiz time about the company called “Might be useful once you know”, which became a joyful experience to get to know about the company and colleagues.



KC Green Materials had a year-end ceremony to close out the year. During the event, its employees freely discussed each department’s 2020 plan and goal. Besides, they gave questions about the numbers related to the company’s performance, creating a time for members of the organization to be united as one.



As many KC affiliates held a cultural year-end event in line with changing trends in organizational culture, they spent time to explore various communication methods. We expect that a healthy and creative organizational culture would build a KC that is good to work for. (end)

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## For a Work-Life Balance (1)

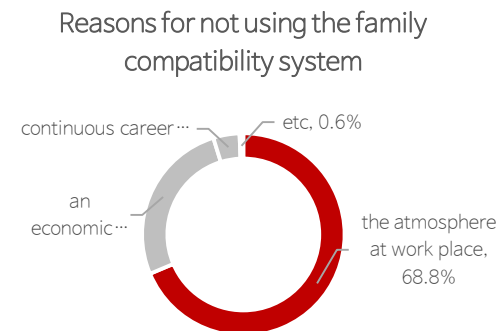
Since the 1960s, Korea has achieved fast and high economic growth creating the “Miracle on the Han River”. It is not an overstatement that this was underpinned by the dedication of workers who had labored day and night. However, watching Generations X and Y who devoted themselves to their company losing jobs under the IMF in 1997 and the global financial crisis in 2008, the current generation called “Generation Z” or “millennials” no longer think that diligence, sincerity, and loyalty to their company as virtues. To them, organizations and individuals are separate. In other words, as they have no expectation that companies will guarantee the future of individuals, it is not convincing to say that “organizational growth is my growth”. Generation Z values their own growth more.

With the emergence of Generation Z that had this value system in our society, “work-life-balance” was introduced as a trend keyword in 2017, and the government and companies prepared the related bills and systems. Currently, many systems and bills have been proposed including the 52-hour work week system and flextime, but side effects or resistance such as working from home after leaving the office and salary reductions in some workers are also considerable. To create a culture where workers can truly enjoy a life with a free evening, we should consider not only absolute reductions in work hours, but how to use our work hours effectively and whether we are using our office hours improperly due to unnecessary work, and should establish necessary systems and cultures.

Q. What will be the basic tasks necessary to establish a culture that ensures a work-life-balance?

A : Managers take the lead in efforts to recognize the necessity of work-life-balance and establish proper systems.

According to a survey on the national perception of work-life-balance conducted by the Ministry of Gender Equality and Family, the biggest reason for not using systems for the coexistence of work and family such as maternity leave, childcare leave, paternity leave, and flextime was the atmosphere of the workplace (68.8%). In the survey item that questioned what was necessary to spread a system for the coexistence of work and family, the most frequent response was “improvement in the business owner’s perception (41.5%).” This result suggested that the creation of an organizational culture that places importance on the balance of work and life requires the determination of managers and the company’s continuous attention as a top priority.



To establish a working culture where people feel a sense of achievement from their efficient work in the workplace and relieve stress through adequate rest and hobbies after work, leaders should lead by example and followers should display followership. (end)

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[CSR] Let's use personal cups instead of disposable paper cups



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## Let's use personal cups instead of disposable paper cups

### 1. Not using paper cups

According to a survey released by the EUROMAP, the use of plastic per Korean is the world's highest level at 132.7kg. In response to this, the government announced the "regulation of the use of disposable items" in 2019 and planned a 35% cut in the use of disposable items by 2022.

As a company specializing in the green environment, KC decided "not to use disposable paper cups" as the content of its first GWP(Great WorkPlace) poster. The company tries to reduce the discharge of disposable cups by using mugs and tumblers.

In the process of producing paper cups, 28g (CO2-eq/ea) greenhouse gas is emitted, whereas the production of tumblers increases this emission 24 times at 671g (CO2-eq/ea). This does not mean that using tumblers is absolutely good. Rather, the long-term use of tumblers reduces the amount of logging necessary to produce paper cups as well as the resulting waste. It also cuts the emission of greenhouse gas generated from the production process. In this way, this practice can have a positive impact on the environment.

### 2. Myths and truths about tumblers

Q. Can we be poisoned by lead by using tumblers for long?

A: No. Though a Taiwanese man had argued that he had symptoms of lead poisoning after using a stainless steel tumbler, the thermo that he had used for 10 years turned out to be the rusty "fake" stainless steel tumbler whose inside went red in part. Moreover, Professor Yeongguk Lee in the department of new materials engineering at Yonsei University noted that stainless steel, the main material of tumblers, neither contains lead nor rusts. Thus, when you buy a tumbler, it is important to take a close look at its materials.

Q. Should tumblers be replaced every six months?

A: No. There is no defined "life cycle for tumblers" so that they should be replaced every six months. The life cycle depends on their storage or washing conditions. Experts recommends replacing a tumbler when its thermal insulation function declines, its damage causes water leakage, or washing

cannot remove its stains. Notably, they emphasized precautions for bacterial contamination rather than heavy metal. There was no doubt that tumblers can be used longer by cleaning thoroughly.

### 3. Tips on the safe and clean use of tumblers

For the long-term use of tumblers, more thorough maintenance is required. The following methods can be used to clean and maintain them.

- ① Removing the odor of a tumbler: Soak the tumbler in warm water mixed with baking soda for an hour, and then rinse it with water. This can help remove the odor and scales inside the tumbler.  
If the lid or rubber packing of the tumbler smells, soak it in vinegar mixed with water or rice water, or boil it in water mixed with baking soda, and then wash it with a toothbrush.
- ② Removing scales and ingrained stains inside a tumbler: Crush eggshells, put them in the tumbler with tepid water, and shake the tumbler. White films inside the eggshells melt the scales and residues.
- ③ Drying the tumbler after opening the lid: Closing a wet lid can cause the propagation of germs. Therefore, use the tumbler after drying under the sunlight or fully dry it after placing it upside down to drain.
- ④ Precautions for the safe use of a tumbler: First, remove the remaining drink as soon as possible and rinse the tumbler. This is because the drink left in the tumbler is likely to leave an odor for long or propagate germs. Second, do not soak the tumbler in water for long to remove the odor since it can reduce the thermal insulation function. Third, do not shake the tumbler containing hot water because the lid can explode due to internal pressure.

We hope that this serves as an opportunity for our employees to reconsider the use of disposable paper cups and actively use personal cups that can preserve the environment at the expense of our slight discomfort. Moreover, it may become a meaningful start to grasp how to make good use of tumblers, thereby taking care of our own health. (end)

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The theme of the GWP in January 2020 is “not using disposable paper cups.”  
As the first task aimed at reducing the waste of resources as a environmental company and taking the lead in environmental preservation,  
KC Green Holdings launches the **“no use of disposable paper cups” campaign** along with removing disposable paper cups placed  
in communal spaces starting on January 1, 2020.

In addition, KC Green Holdings is set to **declare the creation of eco-friendly offices** and put the related code of conduct into practice.  
Therefore, if any affiliate intends to join the “Declaration for the creation of eco-friendly offices” with KC Green Holdings,  
please contact Assistant Manager Narae Yeo or Staff Member Yuseung Choi.