

THE 125TH KC NEWSLETTER

DATE OF ISSUE OCTOBER 2022

ISSUER KC GREENHOLDINGS SUSTAINABLE MANAGEMENT TEAM



LODGE COTTRELL
completes outage
Number 3 for FCC



LODGE COTTRELL
gets a visit from
J Q Kim



KC GreenHoldings
conducted KC CSR
Program Survey



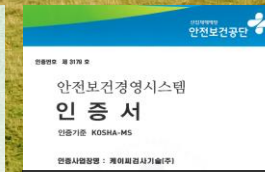
2Q KC Affiliates
Safety and Health
Committee



KC GreenHoldings
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Violation Reporting
Channel



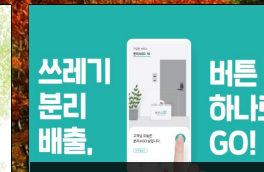
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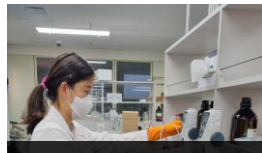
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안전점검 M경안안전단 대행기관 등록증	
상호	경안안전기술 주식회사
사업자등록번호 (법인등록번호)	125-81-24896(125812-4896)
대표자	김영우
사업장소재지	전라남도 담양시 옥정면 신강로51길 29 2층

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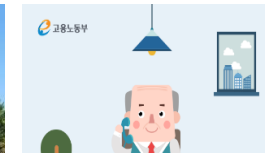
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CEO of KC
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[CSR]
Things You Shouldn't
Dispose of in the
Drain



[CSR]
Corporates' Social
Responsibility 2

LODGE COTTRELL completes outage Number 3 for FCC

Into our third year at FCC Nottingham carrying out maintenance and shutdown outage work. This year FCC again set us some major challenges. First removal and replacement of an original main header. This involved some serious building work, having the main refractory stripped out, mechanically and thermal cutting of all nozzle welds, polishing and cleaning even before we cut the old header out.



Header inside Boiler being Cut out



Next, removal of the old header by blocks and chains (weight 1.4 tons), everything was then cleaned and polished ready to accept the new header. This was slowly lowered into position via the roof of the boiler, tacked up and ready for welding and NDT -A total of 142 butts 75mm, 100 & 125mm in diameter required welding and Ultrasonic Testing in 3 days

Other work undertaken was the removal and replacement of the boiler roof, which has to be done in sections to maintain the integrity and shape. No small feat as you can see from the photo below, that and working in a confined space.

Finally, along with the normal changing of superheater tubes and loops the removal and installation of both Ash dischargers



Before

After

This was just the tip of the iceberg of the work that was required to be done, but with a great team and led by Mark Ramsdale, Construction Manager another successful outage on-time within budget, no accidents and praise from the client, what more could anyone ask for. (End)

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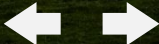
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INQUIRIES : YUSEUNG@GREEN-KC.COM

ISSUER : SUSTAINABLE MANAGEMENT TEAM

LODGE COTTRELL gets a visit from J Q Kim

In June J Q Kim made his first visit to Lodge Cottrell since the pandemic and relocating to our new premises. He also made time out to visit a couple of sites we are working on at the moment, FCC Nottingham a Waste to Energy site and STC Widmerpool a Biomass wood burning plant. Meeting both staff and workforce at both sites.

Our previous write-up detailed the work undertaken at FCC Nottingham. Below is some of the construction and mechanical work under carried out at Widmerpool and Parc Adfer another site we have been supporting for a couple of years with great success

Widmerpool Outage

This was a 2-week outage undertaking general mechanical work, bag changes, valve changes and conveyor work but also with a twist as they also need a new diesel fuel line due to the changes in law and use of red diesel. Not a problem for Lodge Cottrell's Construction team under the guidance of Mark Ramsdale Construction Manager and Kevin Shenton Safety advisor

Parc Adfer Outage

This outage was again mainly mechanical work conveyor maintenance work, slide valve changes, pressure valve overhauls and to top it off at the last minute we were asked to cut out and change 4 major pressure nozzles at the top of the boiler. We had to muster up a qualified welding team as time was against us as all the nozzles had to be Ultrasonic tested and radiographed. But as always Lodge will go that one step further for a client and all work was completed on time with success

Just a final note from the hard work from Mark Ramsdale and his Construction team Lodge have successfully secured further work at FCC Lincoln and Covanta at Rookery Pit with further on-going work at Kemsley which we will give you more details on in our next news letter



Conveyor link inspection



Valve overhaul



168mm Pressure nozzles changed out along with 25mm feedline



Gearbox overall



Slide Valve replaced

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KC GreenHoldings



KC GreenHoldings conducted KC CSR Program Survey

JULY 4, 2022



KC GreenHoldings established the KC CSR Initiative to raise employees' environmental awareness and establish a safety culture and had CSR activities of 3-year stages in place that began in 2020. In 2022, as the first stage of CSR activities was completed, a survey was conducted to evaluate the CSR program of KC GreenHoldings and its affiliates, to review the output against the first stage goal, and to re-shape the second stage goal.

54 people participated in the survey, which consisted of questions about the details of the CSR program, the output of the first stage, the direction of the second stage, and their relevance to the business. It was found that a majority of respondents said that CSR activities are consistent with our social responsibility, but awareness of the CSR program itself was insufficient.

Therefore, in the second stage of the CSR program, which will be implemented in 2023, we plan to raise awareness of the necessity of CSR activities by explaining them in advance and actively promoting the program.
(End)

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KC GreenHoldings



2Q 2022 KC Affiliates Safety and Health Committee

JULY 5, 2022



The safety and health committee of KC affiliates was held at KINTEX on July 5th. At the committee the topics, 'Participation in International Safety and Health Exhibition' and 'The Establishment of a Safety and Health Management System for KC Affiliates' were discussed.

The International Safety and Health Exhibition, in which representatives of the KC safety and health committee participated, is an event where safety and health-related products and technologies are displayed and experienced. Exhibited products were those of industrial safety and protective equipment, industrial health and occupational health, the disaster prevention industry, process safety management and the gas industry, laboratory safety management, smart safety, and the public service field.

The safety and health committee that followed began with greetings from Vice Chairman Taewoo Kim. KC Safety & Technologies shared the cases of safety diagnosis of the implementation status of major disasters containing the inadequacies identified through the safety diagnosis consulting service contract company, the contents of related consulting, and the Smart Safety Manager (SSM), which was introduced and operated as a safety and health operation program.

KC Cottrell announced the contents of the basic manual for establishing a safety and health management system for KC affiliates. KC GreenHoldings shared the company's serious accident liability insurance that can reduce risks in the event of a serious accident. Finally, the result of the survey to support the establishment of a safety and health management system for KC affiliates were shared.

Vice Chairman Taewoo Kim emphasized that all the affiliates should systematize safety management activities after completing self-inspection and necessary manuals and procedures by referring to the establishment of the safety and health management system shared by KC Cottrell by the second half of the year and SSM should be introduced by all affiliates as an application for sharing and communicating safety activities for each affiliate. (End)

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KC GreenHoldings



KC GreenHoldings opened Ethics Violation Reporting Channel

JULY 10, 2022

To identify ethics violations such as violations of basic rights, sexual and human rights violations, and unfair trade within KC GreenHoldings and KC affiliates, an ethics violation reporting channel was established and the KC ethics investigation committee was formed as an integrated reporting body to troubleshoot and take countermeasures.



Any internal or external stakeholder of KC GreenHoldings and its affiliates can report violations of ethics, sexual and human rights issues, workplace harassment, or unfair trade by any employees of KC GreenHoldings and its affiliate, and the reported matters will be handled by the KC Ethics Investigation Committee. Ethical violations can be reported on the ethical management page of the KC GreenHoldings website. (End)

KC GreenHoldings' 50th-anniversary slogan contest was held

JULY 15, 2022

KC GreenHoldings held a slogan contest to celebrate its upcoming 50th anniversary in 2023. The contest was about a slogan that consists of about a 20-letter that celebrate the 50th anniversary of KC GreenHoldings or present a vision for the next 50 years to come. It was held from June 27 to July 15, and a total of 279 internal and external stakeholders participated during the contest period.

Among the submitted slogans, 'Beyond Green, Colorful Green' was selected for the final grand award as a result of internal voting and screening in consideration of the appropriateness, direction, popularity, and symbolism in relevance with the theme. In addition, 'Creating the environment and people with a green heart' and '50 years of drawing a clear sky, now drawing an infinite future' were given excellence awards, and 'Build the Green, Dream the Future', 'Creating Better Green World', and 'Keep Challenge, KC' were given participation awards.

Those awardees will be used as an emblem of the 50th anniversary of KC GreenHoldings or various promotional texts. (End)

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KC Inspection Technologies acquired safety and health management system certification

AUGUST 4, 2022



KC Inspection Technologies has acquired the safety and health management system (KOSHA-MS) certification. The safety and health management system predicts and prevents risks that may occur during workplace activities in advance, protects the safety and health of workers, and systematically manages the company's profit creation and worker safety.

KC Inspection Technologies was established in 2021 and has conducted autonomous inspection programs for hazardous machinery in various industrial complexes such as Gwangyang Steelworks and the Yeosu Chemical Complex in accordance with the Industrial Safety and Health Act to ensure the safety of inspection facilities and to reduce the risk burden of each business site.

KC Inspection Technologies plans to be reborn as a comprehensive safety management company by actively coping with the prevention of major disasters and on-site safety accidents by acquiring safety and health management system certification. (End)

Publication of KC GreenHoldings' 2022 Sustainability Report

AUGUST 18, 2022

KC GreenHoldings prepares a sustainability report every year to share the sustainable management performance of KC affiliates with executives and employees and external stakeholders and to express KC GreenHoldings' commitment to sustainable management. The 11th report was published in August.

The 2022 sustainability report contains KC's activities in 2021 and its achievements in light of the top 10 issues (efficient use of resources, safety and health of employees, creation of a desirable working environment, creation of economic value, reduction of pollutant emissions, response to the business environment, response to climate change, development of new technologies, employee competency enhancement, and risk management) derived through the materiality test.

In addition, the 2022 sustainability report changed the reporting target from 'KC GreenHoldings and its subsidiaries and sub-subsidiaries' to 'KC GreenHoldings and its subsidiaries'. For environmental protection reasons, printed reports are not provided.

The 2022 sustainability report can be downloaded from the KC GreenHoldings website in Korean and English. (End)



△ Click the image to go directly to the 2022 Sustainability Report

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KC GreenHoldings, invested in '분리수GO, offering a waste collection service platform

AUGUST 22, 2022



Last August, KC GreenHoldings invested in the 분리수GO recycling company, a waste collection service platform, to secure a digital foundation for the resource recycling business.

The service includes the collection of waste from general households and small businesses. It handles all general waste, recyclable waste, and food waste that is discharged through the volume-based system. Customers using the service can dispose of their garbage with one click in a collection bag at the door.

The collected waste is properly sorted and reprocessed according to the characteristics of the collection platform, and the selected resources are reused as raw materials in the manufacturing process through the resource circulation channel to make a profit.

Sugopeople Co., Ltd., which operates '분리수GO' and KC GreenHoldings plan to build a close collaborative relationship to improve the efficiency of waste treatment, such as building data on the characteristics and size of waste collected through this strategic investment.

Meanwhile, Sugopeople Co., Ltd. signed an MOU on the retreatment of recycled resources with KC EcoCycle, an affiliate of KC GreenHoldings, and since last year, before this investment was made, has been collaborating to create a recycling model. (End)

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AUGUST 29, 2022

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■ 연구실 안전환경 조성에 관한 법률 시행규칙 (별지 제48서식) (개정 2015.7.1.)

등록번호 제 2022-1 호

[M]안전점검 [M]정밀안전진단 대행기관 등록증

상호	케이씨안전기술 주식회사
사업자등록번호 (법인등록번호)	125-81-24896(125812-4896)
대표자	김태우
사업장소재지	전라남도 광양시 옥곡면 신금산단1길 29 2층
등록일	2022-08-29

「연구실 안전환경 조성에 관한 법률」 제10조의2제3항, 같은 법 시행령 제13조의2 제3항 및 같은 법 시행규칙 제4조의2제2항에 따라 위와 같이 [M]안전점검 [M] 정밀 안전진단 대행기관으로 등록하였음을 증명합니다.

2022년 08월 29일

과학기술정보통신부장관

과학기술
정보통신
부장관인

On August 29th, KC Safety & Technologies was notified by the Ministry of Science and ICT that it was designated as a 'laboratory safety inspection and precision safety diagnosis agency' based on Article 10-2 (3) of the 「Act on the Creation of Safe Laboratory Environments」, Article 13-2 (3) of the Enforcement Decree of the same Act, and Article 4-2 of the Enforcement Regulations of the same Act.

Diagnosis includes a total of eight items, △General safety such as laboratory leak check, △Machine safety such as pressure vessel safety inspection, △Electrical safety such as distribution panel status check, △Chemical safety such as confirmation of the adequacy of toxic reagent management, △Fire safety including fire extinguisher service life confirmation, △gas safety such as checking the connection status of pipes, △industrial hygiene such as fume hood wind speed measurement, and △biosafety such as checking the mixed state of medical and general wastes.

KC Safety & Technologies has established a safety consulting department for comprehensive safety companies, recruiting professional technical personnel in the industrial safety field and nurturing experts through systematic training. After being designated as a 'safety diagnosis agency (general/construction)' in October 2020 and a 'safety management expert agency' in November 2021, it was designated as a 'laboratory safety inspection and precision safety diagnosis agency'.

KC Safety & Technologies said “We have conducted safety diagnosis and risk assessment projects for KC affiliates, Korea Southern Power, the Korea Gas Corporation, and Gangwon-do Office of Education, etc. We improved safety levels through guidance and inspection on work sites. Now we have become a comprehensive safety consulting firm that leads the domestic safety industry.” (End)

KC Environmental Measurement & Analysis completed the registration of the measurement agency business for all atmospheric items



KC Environmental Measurement & Analysis added 23 new items, including beryllium, in September and completed the registration of measurement of all 44 atmospheric items including sulfur oxide.

KC EnviroServices, which took over 100% of the shares of KC Environmental Measurement & Analysis, in August of last year, is a specialized environmental measurement/management company. After the acquisition, the company, whose name was changed from Green Finers Co., Ltd. to KC Environmental Measurement & Analysis Co., Ltd., is currently engaged in the business of analyzing air, water quality, and complex odor pollutants generated in Changwon, Gyeongnam, and related companies.

Meanwhile, KC Environmental Measurement & Analysis was previously measuring basic air and water quality items, but after the acquisition, it is concentrating its capabilities on equipment investment for all air quality items. This year, investment is also underway for water quality equipment, and the registration process is in progress. Through this, it plans to secure its competitiveness and the competitiveness of the KC Network in the measurement and management of air and water pollutants.

CEO Hanwook Yoon said, "Based on this registration, we plan to carry out all environmental pollutant measurement and management projects, including those for the KC Network and related local governments." (End)

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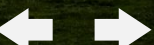
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KCVCS invited to Gyeonggi Environment and Safety Forum

SEPTEMBER 5, 2022



KCVCS was invited to the "Gyeonggi Environment and Safety Forum 2022", a forum hosted by Gyeonggi-do and the Gyeonggi Environment and Energy Promotion Agency, as an excellent example of air pollutant reduction technology, and made a presentation.

Vice President Eunyeon Kim gave a case presentation focusing on the explanation of KCVCS's RTO technology that catches VOCs and other odorous substances that are the main cause of air pollution (fine dust pollution) under the theme of "Sharing technology for the best air pollution prevention facility in Gyeonggi-do". In addition, there was a Q&A session on air pollution reduction measures and the vitalization of the environmental service industry from several environmental experts, government agencies, and corporate participants. The forum was broadcast live online on YouTube.

In addition to the forum, KCVCS also participated in the "2022 Gyeonggi Environment Industry Exhibition," which was held at the Suwon Convention Center for 3 days from September 5th to 7th. It is an environmental comprehensive exhibition hosted by Gyeonggi-do with the motto of sustainable development for future generations where excellent domestic environmental companies, public institutions, large corporations, and SMEs exhibited various items such as air, water quality, resource circulation, measurement and analysis, eco-friendly products, environmental safety and health, and green energy. KCVCS also participated as an air environment engineering company. (End)

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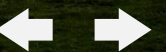
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[HR] Criteria for judging the effectiveness of the wage peak system

[CSR] Things You Shouldn't Dispose of in the Drain

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CEO of KC EnviroServices, interviewed by Seoul Economic Daily

SEPTEMBER 19, 2022



Baek Dong-Ho, CEO of KC EnviroServices, met with Seoul Economic Daily on the 19th of last month and conducted an interview related to the future of KC EnviroServices and IPO plans.

Along with the introduction of KC EnviroServices, he presented a blueprint that reflected concerns on how the company can utilize the business opportunities that arise from a carbon-neutral stance and how it can contribute to environmental, social, and governance (ESG) trends.

He said that the company aims to secure competitiveness in the pyrolysis oil business based on SRF production know-how and commercialize waste plastic pyrolysis by 2024 for a new business drive while strengthening the business in the traditional waste treatment sector as well. He also said that to this end, KC EnviroServices will expand its biomass division and build a forest biomass-only plant in Eumseong, Northern Chungcheong Province, for 12.6 billion won by August next year.

KC EnviroServices announced that it filed a preliminary listing on the Korea Exchange in December of this year and is aiming to enter the stock market by the second half of next year and plans to use the public offering funds through the listing for new businesses such as the pyrolysis of waste plastics. (End)

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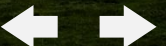
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Clestra Hauserman's 37th Anniversary Workshop on Jeju Island

SEPTEMBER 29, 2022



Clestra Hauserman held a workshop on Jeju Island for 3 days and 2 nights from September 29th to October 1st to celebrate the 37th anniversary of its founding.

This workshop focused on improving teamwork through external lectures, discussions, activities, and games.

After invited instructors had lectured on team culture review and improvement (communication skills), employees had time to discuss related topics. After the discussion, an in-depth discussion was made on the direction of improvement of Clestra Hauserman's team culture through a survey.

Outside activities consisted of a visit to Sanghyowon and various other activities. During the workshop, employees were divided into groups A, B, and C that were irrelevant to existing teams, and they had time to strengthen unity and a sense of belonging through various games. (End)

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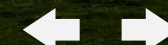
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[HR] Criteria for judging the effectiveness of the wage peak system

On May 22nd, 2013, the Act on the Prohibition of Age Discrimination in Employment and the Promotion of Employment of the Elderly (Employment Act for the Elderly) was amended, and the retirement age of 60 was legislated. In general, a wage peak system in which wages are reduced from a certain age before retirement, in return for maintaining (guaranteeing) the retirement age of 60, is called a 'retirement maintenance-type wage peak system' or 'retirement guarantee-type wage peak system', while the wage peak system that cuts wages from a certain age in return for extending the previous retirement age to 60 is called the 'retirement extension type wage peak system'.

Recently, the Supreme Court judged that a company's 'retirement maintenance-type wage peak system' was ineffective because it was discrimination without a justifiable reason based on age prohibited by the Employment Act for the Elderly, and the requirements for the peak wage system to be put into effect was presented for the first time.

① Validity of the purpose of introducing the wage peak system

- Article 19-2 (1) of the Employment Act for the Elderly, specifies that "a labor union organized by the majority of employers and workers of a business or workplace that extends the retirement age under Article 19 (1) shall be subject to necessary measures such as wage system reform, etc. according to the conditions of the business or workplace." And if this provision is complied with, the validity of the introduction of the wage peak system can be recognized.

② The extent of disadvantage suffered by the target workers

- The extent of the disadvantages that the target workers suffer due to the application of the peak wage system (the extent of the wage reduction and the length of time the wage peak system is applied) must be within the acceptable range according to social norms.

③ Whether or not the target measures for wage reduction and their adequacy are introduced

- Interim settlement of severance pay before the application of the peak wage system is necessary so that the wage to which the peak wage system is applied does not affect the severance pay
- It is expected that training for workers subject to the wage peak system to prepare for re-employment or retirement can be recognized as an appropriate target measure.
- It can also be recognized as an appropriate target measure to develop new jobs that can be given to workers subject to the wage peak system through external service or consulting, and then to assign newly developed jobs that are different from the previous ones to workers subject to the wage peak system according to the wishes of the workers.

④ Whether the financial resources raised by the wage peak system were used for the original purpose of the introduction of the wage peak system

- If the purpose of the introduction of the wage peak system is to expand new employment by reducing labor costs, it is expected that the requirements will be satisfied if the financial resources raised through the wage peak system are properly identified and then operated to recruit new personnel.

As the wage peak system is introduced and put into operation in many KC affiliates, the detailed contents are different for each affiliate, and it is very difficult to judge the validity of the wage peak system implemented by all affiliates at once. Therefore, it will be necessary to prepare for future disputes by checking whether the wage peak system implemented by each affiliate meets the above requirements and supplementing wherever needed. (End)

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[CSR] Things You Shouldn't Dispose of in the Drain

It is important to properly dispose of waste so that it can be recycled back into a resource or disposed of appropriately depending on its type. While separately discharged waste tends to be treated well as it is sorted into a separate collection box, some food waste is mistakenly discharged into the sink drain because the amount of food waste is small or the awareness of the food waste is low.

One of the most difficult food wastes to dispose of is a liquid waste. Among them, oil has the property of solidifying when the temperature is lowered, and when thrown into the drain, it clogs the drainpipe and causes environmental pollution. A small amount of oil can be wiped with a kitchen towel and disposed of as general garbage, and a large amount of oil can be solidified by an oil coagulant or in a freezer and discharged to the volume-rate system.

If medicines are disposed of into drains, they may flow into soil and rivers, causing environmental pollution and ecosystem disturbance. Medicines must be disposed of in the waste medicine collection box provided in pharmacies or public health centers.

Flour dough mixed with water is highly viscous, so it sticks to the wall of the drainpipe and causes the drains to become clogged as they build up with the sediments that come down afterward. Flour, breadcrumbs, frying powder, and starch should be disposed of as food waste.

Coffee grounds are not soluble in water and when moisture or oil comes down through the drainpipe they can form a lump and clog the pipe. It should be classified as general waste even when the disposed of amount is considered small, as it may coagulate and accumulate in the oil of the drainpipe.

In addition, make sure that the contents of the ice pack that comes with refrigerated/frozen items are not 'water', but an insulator, and be sure to remove the adhesive sticker attached to the food as well and dispose of them as general waste.

Efforts should be made to identify the type of waste and to dispose of it properly so that things thrown into drains, considered lightly in daily life, do not cause clogging of drainpipes and serious environmental pollution. (End)

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[CSR] Corporates' Social Responsibility 2

Among stakeholders related to the social domain, companies have the most social responsibility for their employees. Employees are very important stakeholders to the company in that they can be both internal and external stakeholders. Corporates' social responsibility related to their employees can be summarized below:

△ Employment (whether the company is making efforts to increase employment equality and diversity), △ Education (how much the company is investing in improving workers' abilities), △ Welfare (whether a work environment that improves the productivity and satisfaction of workers is provided) △ Safety and health (whether efforts are being made to ensure the health and safety of workers), and △ Labor-management relations (whether efforts are being made to establish cooperative labor-management relations)

Employment

Education

Welfare

Safety and
health

Labor-
management
relations

Lush is known as one of the representative companies that are practicing good social responsibility related to their employees. Lush, a cosmetics company, is well known for its handmade cosmetics that are not tested on animals, and Lush's philosophy of loving animals is also reflected in the welfare of its employees.

Lush's workers are provided with a pet care allowance and compassionate leave when their animal companion dies. It is also famous for being a company that respects the diversity of its employees by delivering monetary compensation to employees who declare an unmarried life and running a campaign for LGBT people.

As such, it can be said that ESG management begins by incorporating the values that the company considers important and the values it wants to deliver to society in its management activities and thinks about what our stakeholders want. (End)

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