

THE 126TH

# KC NEWSLETTER

DATE OF ISSUE JANUARY 2023

ISSUER SUSTAINABLE MANAGEMENT TEAM

## 2022 4Q KC NEWS LIST

*In November 1973,*

*we succeeded in the domestic development of an electric dust collector. Based on this, we established Korea Cottrell Industrial Co., Ltd., inspired by the name of the first dust collector developer, Cottrell, Frederick Gardner.*

- ▶ KC GreenHoldings revealed its 50th-anniversary emblem
- ▶ KC Glass & Materials designated as '2022 Small and Medium with outstanding employee development programss'
- ▶ KC EnviroServices Biomass Division signed a new supply contract
- ▶ The 2nd Beachcombing event (To Save the Ocean)
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- ▶ KC EnviroServices Changwon Division signed an MOA with Hyundai BNG Steel co., Ltd.
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- ▶ Lilama EME employees attended a field trip to KC network affiliates
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## KC GreenHoldings revealed its 50th-anniversary emblem



The emblem will be used instead of the KC GreenHoldings logo in various PR materials throughout 2023, the year of the 50th anniversary of the founding, and can be downloaded from the KC GreenHoldings website. (End)

2023 is the year KC GreenHoldings celebrates its 50th anniversary.

To commemorate the 50th anniversary of its founding, KC GreenHoldings produced an emblem following the slogan contest held in July.

The emblem is in the figure of the number 50 with the color of the KC GreenHoldings logo and the color blue used overall, which symbolizes the value of a clean environment and is future-oriented. A solid but pure font was used while a color symbolizing nature was added for harmony.

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# KC Glass & Materials designated as '2022 Small and Medium with outstanding employee development programs'



On May 30, 2022, KC Glass & Materials applied for and was designated for the '2022 Small and Medium with outstanding employee development programs' hosted by the Ministry of SMEs and Startups and put its name on the list of a total of 273 companies.

'Small and Medium with outstanding employee development programs' refers to companies that employ excellent human resources with professional knowledge and skills, such as technological capabilities and R&D capabilities, or foster human resources in an exemplary way by investing in education and training. KC Glass & Materials went through a written evaluation and an on-site evaluation by the Ministry of SMEs and Startups in August, and the designation as a Talent Fostering Small and Medium Business was finally confirmed with flying colors.

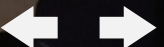
Benefits of Talent Fostering SMEs include advantages when participating in a project supported by the Ministry of SMEs and Startups: additional points (5 points) are given to SME job evaluations, provision of a dedicated recruitment hall for company job information within the Worknet-Job Korea-Corporate Human Resources Difficulty Center, 50% discount on training costs by the Small and Medium Venture Business Corporation, additional points (1 to 15 points) are given when selecting and evaluating about 40 supported projects, including technology development and R&D for SMEs, policy fund limit expansion (6 billion → 10 billion won), and additional points (2 points) are given when evaluating the selection and evaluation of companies designated for military service for industrial technical personnel, etc. KC Glass & Materials ambitiously announced that it will actively utilize the support benefits listed above.

KC Glass & Materials said, "We plan to proceed with re-certification when the certification expires in 3 years, which is the valid period of designation as a Talent Fostering Small and Medium, and we will continue to go even further by participating in various government-supported projects and utilizing various support benefits." (End)

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# KC EnviroServices Biomass Division signed a new supply contract

KC EnviroServices Biomass Division won a bid to supply 20,000 tons of unused wood chips (hog chips) to the East-West Power Donghae Thermal Power Plant located in Donghae-si, Gangwon-do last October and initiated a new transaction. Then, in November, a contract was signed to supply unused wood chips (hog chips) to LX International's Poseung Green Power at any time, and the supply began. Also, In December, a contract was signed to supply 23,000 tons of general wood chips (hog chips) to Seokmun Energy in Dangjin, Chungcheongnam-do.



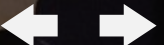
Through these new contracts, the Biomass Division was able to diversify its business portfolio, ranging from the SGC Energy-centered suppliers to other suppliers – in terms of a supplier, and in terms of the product manufacturer, ranging from unused wood chips (chipping chips) to unused wood chips (hog chips) and general wood chips (hog chips).

To prepare for an increase in the supply volume of SGC Energy, an existing supplier, and the supply volume from new customers, we are currently building a factory on a site of about 7,000 pyeong (23,140.5 m<sup>2</sup>) in Sachang-RI, Eumseong, and we are accelerating the construction work so that the factory will be completed early (scheduled for August 2023). (End)

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# The 2nd Beachcombing event <To Save the Ocean>

OCTOBER 20, 2022

KC GreenHoldings held the 2nd Beachcombing in Yeosu, Jeollanam-do on October 20th.



Before the beachcoming activity, Oceankind CEO Kim Yong-kyu had time to explain the reality of the waste in the sea with pictures that he took of the underwater waste to see how the waste we throw away goes into the sea and threatens the ecosystem. We then moved to Black Sand Beach to pick up trash while walking along the beach.

On this day, the beachcombing activity was participated by about 40 people from 6 companies located in Jeollanam-do including KC GreenHoldings, KC EnviroServices, KC Safety & Technologies, KC Cottrell, Clestra Hauserman, and KC Solar&Energy, as well as KC GreenHoldings. Afterwards, the beachcombing participants had the following comments: 'I wanted to try it before but had no idea where to try it, so it was nice to be able to actually try it', 'I feel like picking up the trash around me even when I personally go to the beach now.'

Meanwhile, environment enhancement activities are planned again for the first half and the 2nd half of the year from 2023 on. (End)



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## KC Glass & Materials held a Picnic in 2022

OCTOBER 25, 2022



KC Glass & Materials held a picnic in 2022 to promote friendship and a sense of belonging amongst employees. This picnic was attended by all employees on a total of four occasions from October 25th to November 9th, and the picnic was held at famous tourist attractions such as Cheongpung Lake and Uirimji in Jecheon, Chungcheongbuk-do.

The picnic consisted of visiting various tourist attractions as an opportunity to relieve the stress of daily life and work and to heal, and in addition, a rich dinner was prepared to make the picnic even more enjoyable for employees.

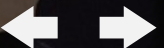
The picnic, held for the first time in three years since 2019, was an opportunity for employees to heal, and the event went smoothly, without any safety accidents, thanks to the active participation and cooperation of the employees.

KC Glass & Materials said, "We will continue to do our best to ensure that picnics bringing high satisfaction are carried out by planning special and new programs for picnics in the future that all employees will like and enjoy." (End)

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# KC Cottrell signed an MOU for carbon capture and storage for power generation and industrial facilities

OCTOBER 27, 2022



On October 27th, KC Cottrell signed a technology development agreement (MOU) for carbon dioxide emission capture and storage (CCS) from power generation facilities and industrial facilities with Carbon Korea Co., Ltd., a company specializing in carbon capture and storage-related technologies, at Sangam-dong head office.

It was expected that the commercial application of CCS technology, according to the content of this agreement, will become a key technology to prepare for the global trend of reducing carbon emissions and responding to the ESG management requirements. In addition, it was expected that it could be used to achieve the goal of reducing carbon dioxide in international shipping in accordance with the guidelines of the International Maritime Organization (IMO).

KC Cottrell plans to leap forward as a leading environmental company in Korea by penetrating climate environment-related business areas beyond the atmospheric environment sector in line with Korea's carbon dioxide reduction roadmap, which focuses on reducing fossil fuel use.

KC Cottrell President Kim Hyeon-soo said, "While global concerns such as climate and environmental issues require various technological solutions, we will actively utilize our strength, the CCS, to meet global requirements." He also said, "We expect to be able to play a role in providing a balanced development maintaining competitiveness and sustainability in various fields of the industry." (End)

## KC NEWSLETTER

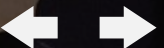
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KC GreenHoldings



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ISSUER : SUSTAINABLE MANAGEMENT TEAM



# Lecture for employees <Mind Care for Office Workers>

NOVEMBER 4, 2022



Following the <New Management Paradigm, ESG> which was held in the first half of the year, KC GreenHoldings planned a lecture on <Mind Care for Office Workers> with a stress management theme.

In this lecture, Professor Yoon Dae-hyun of the Seoul National University Hospital Gangnam Center, Department of Mental Health, gave lectures combining the latest mind management technology with psychiatry, brain science, and business psychology to comfort and recharge the mind of modern office workers who are exhausted from the corona blues and burnouts based on case studies that could be used in real life and △Natural, △Self-pity, and △Healing notes were selected as the key points of mind care.

As is often said, stress is the main cause of all diseases, so it is important to manage stress daily as it affects not only our emotions but also our health.

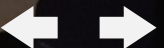
We hope that the lecture was helpful for the mind and health management of KC members. (End)



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# KC senior leadership training and sales group training

NOVEMBER 10, 2022



KC GreenHoldings held Senior Leadership training and Sales Job negotiation & Ethics training for employees of KC affiliates.

The Senior Leadership education was conducted to clearly establish the role and responsibility as of an organization's middle leader and learn the competency skills that offer junior team members the opportunity to grow and develop.

The Sales Negotiation & Ethics education was conducted with the purpose of establishing the concept and role of an expert or a business partner who provides solutions to key customers and understands the basic job ethics that a sales job entails.

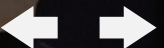
19 people from 7 companies attended the Senior Leadership Training, and 14 people from 6 companies attended the Sales Job Negotiation & Ethics training. Comments from the participants showed high satisfaction such as "It helped me to develop a basic mindset as a middle manager.", "It was good to learn about the importance of mutual understanding and communication", "I was able to learn a lot from the examples", "It made me think again about what negotiation is about", etc. However, there were also responses that the training duration was not long enough for those who wanted to learn more.

KC GreenHoldings plans to encourage active participation in education by opening a training course so that members of KC affiliates can improve their performance and capabilities in the future. (End)

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# KC EnviroServices Changwon Division signed an MOA with Hyundai BNG Steel

NOVEMBER 15, 2022



On November 15, 2022, the Changwon Division of KC EnviroServices signed an MOA for heat supply at the main building of the Hyundai BNG Steel Co., Ltd.

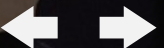
The Changwon Division plans to stably supply up to 10 tons/hr. of steam to the Hyundai BNG Steel Co., Ltd. for more than 10 years from the time the steam pipe construction is completed (estimated in April 2024). This MOA means that Changwon Division has secured a stable steam supplier position.

The Changwon Division plans to produce its electricity using steam by installing a turbine generator (a government subsidy of KRW 1.87 billion is secured) in a new incinerator. Through this, a reduction in energy cost and an increase in operating profit is expected and to this end, we are trying to find new customers for the extra steam produced. (End)

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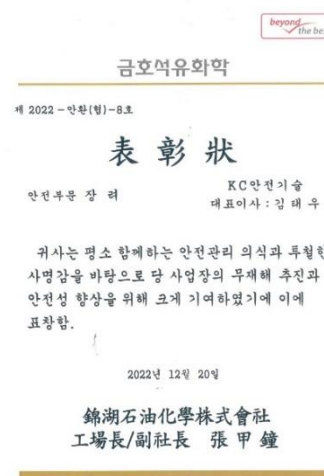


# KC Safety & Technologies won the excellent partner award for safety management from its clients

NOVEMBER 24, 2022

## KC NEWSLETTER

2022 4Q KC NEWS



KC Safety & Technologies was selected as the '2022 Excellent Partner for Safety Management' by its clients 'Samsung Biologics' and 'Kumho Petrochemical.'

Samsung Biologics is a new customer of KC Safety & Technologies, for which we were contracted to perform regular safety valve inspections since 2021. KC Safety & Technologies has been working to prevent industrial accidents of Samsung Biologics for the past two years, and on November 24, it won the Excellent Partner Award as one of the three companies selected as '2022 Samsung Biologics' Excellent Partners in Safety Management.

And we also received the Encouragement Award from Kumho Petrochemical in the safety category for having performed various inspection tasks such as:- re-inspection of high-pressure gas-specific facilities, on-site operation inspection of safety valves, and measurement of pipe thickness for hazardous chemicals - over the past year at the Kumho Petrochemical's Yeosu and Ulsan Plants, contributing to the promotion of zero accidents and improvement of safety at Kumho Petrochemical's business sites.

KC Safety & Technologies said, "We will improve the high-quality service and safety standard of our clients and provide safety diagnosis solutions to become a comprehensive safety management company that leads the domestic safety industry." (End)

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KC GreenHoldings



INQUIRIES : YUSEUNG@GREEN-KC.COM

ISSUER : SUSTAINABLE MANAGEMENT TEAM

## Lilama EME employees attended a field trip to KC affiliates

NOVEMBER 27, 2022



For 5 days from November 27th, 7 executives and staff members of Lilama EME (hereinafter referred to as LEME), located in Vietnam, visited KC affiliates in Korea.

Currently, in Vietnam, steam energy is not being utilized except for some workplaces that generate electricity using some heat from waste incineration. Through a field trip to KC affiliates, LEME executives and staff members were able to obtain the relevant information and materials on the evaporation and concentration treatment of wastewater/waste oil using steam, direct supplying of it to customers, drying food waste, and drying sludge to pelletize. The field trip was arranged to look around 9 business sites of 6 companies for about 4 days.

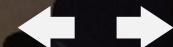
LEME employees who completed the trip said, "We visited the affiliate company on a tight schedule, so we had to look around the site holding a night light and a lantern in hand. Even though every site was busy with tasks, they gave us detailed explanations and guidance. It was an experience and I was proud to be part of KC."

Meanwhile, LEME is a company acquired by KC EnviroServices in 2019 (with a 70% stake) and is located in Quang Ngai, central Vietnam, and is engaged in the incineration/landfill of living/industrial/hazardous wastes and the wastewater/waste oil treatment business. It is expected that LEME will be able to preemptively advance into the Vietnamese market, which has similar environmental regulations and environmental industry markets to those of Korea in the early 1990s, and to serve as a base for waste resource recovery and energy recovery businesses along with existing air pollution prevention facility-related businesses. (End)

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# KC Bio Resources receives Civil Commendation for contribution to municipal development, etc.

DECEMBER, 2022



Last December, KC Bio Resources received civil commendations and appreciation plaques from Iksan City and Iksan City volunteer groups.

KC Bio Resources has converted dried food waste, which had been treated as waste, into simple ingredient feed, a recycled product, by improving the food waste treatment method since last year. The recycled single-ingredient feed was supplied to local insect breeding facilities and contributed to improving the profits of residents. For this, we were awarded a commendation plaque in recognition of our contribution to regional development, after being recommended by residents and related organizations in Iksan.

In addition, we also received a plaque of appreciation from the Douri Volunteer Group, a volunteer group in Iksan, for actively supporting community volunteer activities (kimchi-making and sharing events, free rice trucks for people with Hansen disease, etc.).

KC Bio Resources said, "Based on the case of the conversion of dried food waste, we will continue to grow to be a comprehensive environmental company by expanding to various business waste sectors in addition to food waste." (End)

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# KC EnviroServices participates in social contribution activities

DECEMBER, 2022



Each division of KC EnviroServices participated in community contribution activities to fulfill its social responsibilities as an environmental company as the end of the year was approaching.

On December 1st, the Jeonju Business Department ended up collecting about 1 ton of garbage through a roadside garbage picking activity in a nearby carbon industrial complex. This was not the first time for the Jeonju Division, since it has been continuously carrying out community contribution activities, such as collecting and treating abandoned waste and waste from petty households free of charge in nearby neighborhood. Employees who participated in the activity said, “I felt sorry that such a lot of garbage was collected considering that we did not even reach too far from our office.” and also “I would like to keep putting my effort into CSR activities so that our KC EnviroServices can be recognized as a socially responsible corporate in this community”

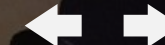
In preparation for the winter season, the Changwon Division also sponsored the “Kimchi making and sharing event” hosted by the Bongam-dong administrative welfare center for neighbors in need and donated “Love Scholarships” to the Hoiwon-gu office. The Bongam-dong administrative welfare center and Hoiwon-gu offices sent greetings to the Changwon Business Department, saying, “Thank you for your warm-hearted attention to our neighbors in need, who are suffering more difficulties than ever before due to the prolonged COVID-19.”

While employees of KC EnviroServices are regularly engaging in SR activities through volunteer activities and donations, we plan to continue playing our role as members of this community through SR activities in 2023, too. (End)

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## KC Solar&Energy held a Culture Day

DECEMBER 8, 2022



KC Solar&Energy held a Culture Day event in the second half of December 8th. The event consisted of watching a movie and a year-end event.

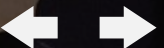
Saying goodbye to 2002, we watched a movie to have an enjoyable time with all the employees. At the year-end event that followed, there was a time to present Manito gifts while having dinner, and individually prepared gifts were exchanged through a random draw.

KC Solar&Energy said, "Through this Culture Day event, we were able to feel a sense of unity for the forward direction KC Solar&Energy will move in business, and during the preparation of the event, we could promote friendships between existing executives and employees and the newly hired and think about each other.", and also, "We will continue to plan and promote various employee communication activities in the future." (End)

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# KC Cottrell held an excellent partner meeting in 2022

DECEMBER 15, 2022



The 2022 KC Cottrell Excellent Partner meeting was held on December 15th and was attended by about 20 people, including KC Cottrell CEO Kim Hyun-soo, KC Cottrell-related executives and representatives of 10 excellent partner companies, and CEO Kim Hyun-soo expressed his gratitude in person.

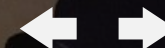
This meeting was held to maintain a smooth cooperative relationship between KC Cottrell and its partners and strengthen the global competitiveness of KC Cottrell and its partners through healthy mutual development. In the first half of the event, each partner company was introduced, and an appreciation plaque was delivered, and in the second half, representatives of each partner company had time to talk about their wishes for KC Cottrell in the future, and then took a commemorative photo together.

Based on the contents of this meeting, KC Cottrell plans to devise various support measures for partner companies, while operating strengthened win-win cooperation programs to provide practical help to partner companies in the future. (End)

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# KC GreenHoldings held a Communication X Year-end Event

DECEMBER 22, 2022



KC GreenHoldings held the 'KCGH Communication X Year-end Event' in a shared space in Hapjeong-dong on the 22nd of last month. The 'KCGH Communication X Year-end Event' was held by reflecting on the contents mentioned, as to what is needed, through a survey conducted by KC GreenHoldings employees.

In the communication event, there was time to compare the mindset and communication in the workplace that has changed as time passes, to write about the gratitude/difficulty/hope of each position based on experience or indirect experience, and to leave positive feedback between employees. And the event was wrapped up by sharing the "KC Code of Conduct" based on the "desired organizational culture keywords" from the survey results and sharing opinions on it.



Regarding the events, responses like: ΔI was satisfied with the communication event (78.5%), ΔI was able to learn about communication in various situations/generations/cultures (85.7%), ΔI was able to sympathize with the gratitude/difficulty/hope of other positions (85.8%) responded. In addition, for open communication, 'an attitude of respect without judging what others say', 'a mind to embrace difference', 'an active attitude', 'consideration and listening', and 'empathy and reaction' are needed were submitted as opinions.

The last session was conducted with quizzes and cell phone games that all members could easily participate in and enjoy, as the year-end event had not been held, due to COVID, for 3 years. Employees who attended the event commented, "It was a really fun and meaningful time.", "It's been such a long time since a cultural year-end event was held, and I wish we could have this kind of event more often so that all of us can spend time together." (End)

## KC NEWSLETTER

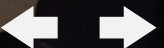
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KC GreenHoldings



INQUIRIES : YUSEUNG@GREEN-KC.COM  
ISSUER : SUSTAINABLE MANAGEMENT TEAM





# Clestra Hauserman held a year-end event

DECEMBER 22, 2022



Clestra Hauserman held a year-end event at Molto Bene in Hapjeong on December 22nd.

During the year-end event, there was an awards moment to look back on the year 2022 and reward employees who made meaningful achievements in terms of job accomplishment or competency. The awards consisted of △an Excel test excellence award, △MS Teams lecture reward, and △an internal employee recommendation award.

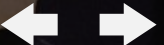
Following the award ceremony, gifts were distributed by the lucky draw event to make the event more enjoyable for employees. After the lucky draw, the best-dressed selection was followed based on the given dress code.

Clestra Hauserman said, "This event has become a time to strengthen the sense of unity and solidarity of executives and employees and to strengthen our will together in 2023." (End)

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## NWL Pacific initiated a heating fund for Seoun-myeon low-income households

DECEMBER 28, 2022



NWL Pacific donated 2 million won for heating cost support for low-income households in the community of Seoun-myeon.

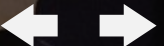
CEO Kim Hyun-Seok said, “This year, as the weather is extremely cold, we decided to donate the heating cost subsidy to help low-income households in the local community, in the hope that they can be helped even a little bit.” And he also said, “We will keep going as a corporation that seeks to coexist with the local community while pursuing ESG management.”

CEO Kim Hyun-Seok expressed his ambition to practice ESG management pursued by all KC group companies through various corporate activities, including community contribution activities, and to strive to improve corporate image and strengthen competitiveness. (End)

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# [HR] Guideline to prepare for the visit of the Labor Supervisor

Labor supervision means that a labor supervisor comes to check whether a company is complying with the terms of employment specified in the Labor Standards Act. Labor supervisors are solely responsible for investigations, such as on-site investigations, submission of documents, and interrogations, in accordance with the Labor Standards Act and other labor-related laws and regulations.

- ① **Article 17 of the Labor Standards Act (statement of terms of employment in writing):** Article 17 of the Labor Standards Act stipulates that the terms of employment must be specified in writing when concluding a labor contract which includes wages, working hours, paid holidays, annual paid leave, etc.
- ② **Article 36 of the Labor Standards Act (liquidation of money and valuables):** Article 36 of the Labor Standards Act stipulates that wages, severance pay, and other money and valuables are to be paid within 14 days from the date of retirement in the event of termination of a labor contract, such as the death or retirement of an employee. However, if the payment date is postponed due to company circumstances, it can be done by mutual agreement between the parties.
- ③ **Article 42 of the Labor Standards Act (preservation of contract documents):** Documents related to labor contracts must be preserved for 3 years and include employee registers, labor contracts, wage registers, and documents related to retirement.
- ④ **Article 43 of the Labour Standards Act (wage payment):** When paying wages to employees, a principle must be followed. There is the principle of periodic payment, the principle of full payment, the principle of direct payment, and the principle of currency payment.
- ⑤ **Article 48 (2) of the Labor Standards Act (wage statement):** From November 2021, it is mandatory to prepare and deliver a wage statement. It should include the date of payment of the wage, working hours, the total wage, breakdown of the wage, calculation method, details of deductions, etc.
- ⑥ **Article 50 of the Labor Standards Act (working hours):** Working hours per week cannot exceed 40 hours (excluding a break time) and working hours per day cannot exceed 8 hours (excluding a break time). Young workers must work less than 7 hours per day and 35 hours per week.
- ⑦ **Article 93 of the Labor Standards Act (preparation of employment rules for report):** In the case of 10 or more full-time workers, the Employment Rules must be prepared and reported to the Ministry of Employment and Labour.
- ⑧ **Article 17 of Protection of the Fixed-term and Part-time Workers Act (fixed-term, part-time written labor contracts):** When contracting with fixed-term and part-time workers, the terms of employment must be specified in writing.
- ⑨ **Article 13 (1) of the Equal Employment Opportunity Act (Sexual Harassment Prevention Training in the Workplace):** Employers and workers must conduct sexual harassment prevention training in the workplace at least once a year.

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## [CSR] Safety and Tidying/Organizing

How important is tidying/organizing for safety? Tidying means separating necessary items from unnecessary items, putting the necessary items in place, and leaving only the genuine products, and organizing is marking the correct location and quantity of items so that genuine items can be easily found and used. Poor tidying/organizing can lead to unsafe conditions/ behaviors, increasing the risk of accidents. Dangerous and harmful substances are leaked when a container is damaged, and serious accidents such as a fire or an explosion occurring, or worn-out equipment caused by debris, garbage, or dust can result in compromised precision or even failure. It may also increase the risk of accidents by causing incorrect readings, misoperation, or misjudgment of safety and health signs or machine signs. To create a safe workplace, the following practices are to be followed.

Item	Common Instruction	Detailed Instruction
Workplace	Tidying and organizing of the workplace and the nearby area, designation of the stacking area	1. Securing a path and cleaning the floor of the workplace: Maintaining the path width (80cm), clearing obstacles 2. Designation of the stacking area and maintenance of cleanliness: Classification by type such as raw materials/semi-finished products, etc.
Mechanical Equipment		Same as left
Electrical Equipment		1. Internal cleaning: Dust cleaning (control panel, distribution panel, other switches) 2. Separation from water: When working in a place where there is water, use a waterproof measures/electric shock prevention blocking device
Hand tools		1. Tidy up after use: Be careful that nothing can fall from a high place
Hazardous items		1. Gas containers: Control the storage temperature (below 40 degrees), maintain the ventilation, and prohibit fire risk including smoking nearby 2. Organic solvents: Label contents on containers, label flammability/non-combustibility, and ventilate 3. Medicines: Label the substance name on the container, and store it on a dedicated shelf/box depending on the characteristics
Office		1. Data classification: Classify into to be disposed of/stored, and then place/store classified data depending on characteristics 2. Furniture cleaning: Individual office furniture cleaning (desks, chairs, cabinets, computers/monitors)

If you are tidy and well-organized, you will be capable of:

- ① **Efficiency improvement and cost reduction:** Elimination of waste of space required for inventory storage, waste of conveying equipment, and waste due to non-value-added activities.
- ② **Safety accident prevention:** Hazard factors can be found easily due to good cleaning, resting space for workers can be secured, accident prevention caused by material stacking, quick response, and easy evacuation in case of an unexpected accident.
- ③ **Easy maintenance of mechanical equipment:** Equipment life extension and maintained performance by eliminating equipment defects such as dust and sand.
- ④ **Improvement of work motivation due to a clean working environment:** Elimination of wasted space required for inventory storage, wasted conveyance, and wasted time due to non-value-added activities.

It is necessary to change the mindset to be determined to create a safe working environment by making it a routine regardless of the job. (End)

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## [CSR] CSR=ESG?

Many people still confuse CSR and ESG, but strictly speaking, it is difficult to see the two as the same concept. CSR is an abbreviation for Corporate Social Responsibility, which means activities to improve the community through corporate profits, resources, and volunteer activities, while ESG is an abbreviation for Environment, Social, and Governance, which means factors to be considered in the process of doing business.

To be more specific, for example, ESG management refers to the company's management as follows: It considers and manages to ensure it does not have a bad effect on the environment when doing business / It manages pollutants when they are emitted / It manages the safety of workers in a risky business sector / It manages that the rights of workers are protected, and so on. On the other hand, in the case of CSR activities, it means that corporate resources are used to contribute to solving social problems. Among domestic companies, Yuhan-Kimberly, which sells feminine products (sanitary napkins) as its main product, donates sanitary napkins every year through the 'Cheer up, daughters' campaign, and conducts another CSR campaign to develop and supply panty-type sanitary napkins for children with developmental disabilities. As such, CSR activities are activities to solve social problems with the resources and technology that companies have, and activities to contribute to solving social problems that companies are interested in.

As ESG management has emerged as a hot topic, the word CSR is disappearing like an outdated buzzword, but as the responsibilities that modern consumers and stakeholders demand from companies have diversified, companies will have to make ceaseless efforts to contribute to solving social problems. (End)

## KC NEWSLETTER

2022 4Q KC NEWS

- ▷ KC GreenHoldings revealed its 50th-anniversary emblem
- ▷ KC Glass & Materials designated as '2022 Small and Medium with outstanding employee development programss'
- ▷ KC EnviroServices Biomass Division signed a new supply contract
- ▷ The 2nd Beachcombing event <To Save the Ocean>
- ▷ KC Glass & Materials held a Picnic in 2022
- ▷ KC Cottrell signed an MOU for carbon capture and storage for power generation and industrial facilities
- ▷ Lecture for employees (Mind Care for Office Workers)
- ▷ KC senior leadership training and sales group training
- ▷ KC EnviroServices signed an MOA with Hyundai BNG Steel
- ▷ KC Safety & Technologies won the excellent partner award for safety management from its clients
- ▷ Lilama EME employees attended a field trip to KC affiliates
- ▷ KC Bio Resources receives Civil Commendation for contribution to municipal development, etc
- ▷ KC EnviroServices participates in social contribution activities
- ▷ KC Solar & Energy held a Culture Day
- ▷ KC Cottrell held an excellent partner meeting in 2022
- ▷ KC GreenHoldings held a Communication X Year-end Event
- ▷ Clestra Hauserman held a year-end event
- ▷ NWL Pacific initiated a heating fund for low-income households
- ▷ [HR] Guideline to prepare for the visit of the Labor Supervisor
- ▷ [CSR] Safety and Tidying/Organizing
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