

Beyond Green, Colorful Green

KC GreenHoldings
The 133rd KC Newsletter



The 133rd KC Newsletter

Here are the updates and activities of KC Green Holdings and its affiliates for the third quarter of 2024.

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 - Inquiries/Publication: yuseung@green-kc.com

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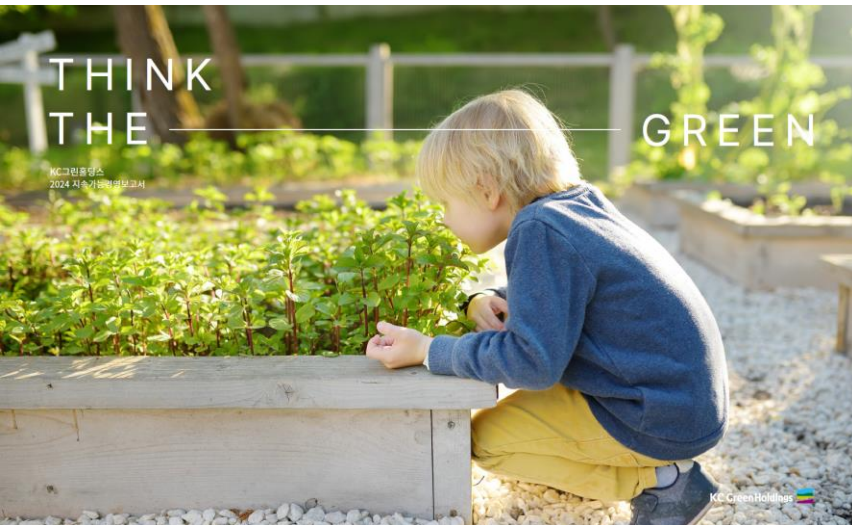
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2024 Sustainability Report Released

In August, KC GreenHoldings published its 13th Sustainability Report.



The report outlines KC GreenHoldings' strategies to grow into a centennial company in a rapidly changing era, following its 50th anniversary last year, as well as the efforts made by the organization and its affiliates to enhance sustainability.

This report highlights activities on five key issues identified as critical topics:

- ① Improvements in welfare and systems to ensure employee job stability;
- ② Strengthening the management of greenhouse gas emissions;
- ③ Enhancing health and safety systems for employees;
- ④ Upholding the code of ethics and anti-corruption measures;
- ⑤ Reducing hazardous substance emissions.

Additionally, the report offers detailed insights into the environmental and social performance of KC GreenHoldings' affiliates. The 2024 KC GreenHoldings Sustainability Report is available for download on the KC GreenHoldings website. (End)

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※ Inquiries on Sustainability Management Report: YEO NARARE, Manager of Sustainable Management Team (+82-2-320-6351)

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KC Safety and Health Council Held

On July 4, the KC Safety and Health Council took place, following participation in the International Safety and Health Expo. The event was attended by 18 health and safety officers from 10 affiliated companies.



In the morning, participants attended the Korea International Safety & Health Show. They chose from various topics, including safety education at small-to-medium construction sites, AI-based prevention of cerebrovascular diseases, and improvements in the criteria for appointing health managers. Notably, this year's show featured a significant increase in AI-based smart safety and health solutions compared to the previous year.



The KC Safety and Health Council convened in the afternoon. During the council meeting, affiliated companies shared updates on their implementation of corrective actions from the 2024 safety evaluations, as well as the current status of their fire response measures. Most affiliates had completed their corrective actions on identified issues, and they shared “emergency evacuation plans and fire suppression system status” by company, prompted by the recent fire incident at the Aricell battery plant.

The council also discussed efficient practices for risk assessment. Topics included the November 2022 transition from a directive regulatory approach to a self-regulatory framework for risk assessments, as well as the announcement of stricter penalties for violations of the Industrial Safety and Health Act, following the Aricell fire. Additionally, plans to hold a risk assessment contest in Q4 2024 were reviewed.

This council session provided a platform to review the implementation of health and safety measures at each company and to discuss regulatory changes and technological trends. (End)

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KCST, R&D Certification & Partnership with Training Center

KC Safety & Technologies achieved two major milestones: acquiring certification for its corporate research institute and establishing a partnership with an educational institution.



On August 12, KC Safety & Technologies received corporate research institute certification from the Korea Industrial Technology Association. This certification officially recognizes qualifying corporate research organizations and promotes R&D by providing benefits such as tax incentives, personnel support, and funding.

KC Safety & Technologies has established the Safety & Technologies Research Institute to focus on developing safer working environments through various research projects. Key research initiatives include:

- ① Developing an easily installable tubular scaffolding system for spherical tanks;
- ② Creating a forced exhaust system for spherical tanks;
- ③ Developing the ATIS scaffolding system;
- ④ Developing a wastewater sludge dredging system.

On August 28, KC Safety & Technologies signed a partnership agreement with the Korea Safety and Health Center, an educational institution specializing in safety and vocational training for workers. Following this partnership, the center has been renamed the KC Safety & Technologies Center. The agreement covers the renaming, establishment of a collaborative framework, and strategies for enhanced operations. (End)

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KCST, Receives "2024 Best HRD"

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KCST, Receives "2024 Best HRD" Certification

On September 18, KC Safety & Technologies was recognized as a "2024 Best Human Resources Developer" by the Ministry of Employment and Labor and the Human Resource Development Service of Korea.



The Best HRD certification is awarded to organizations that excel in capability-based talent management and offer continuous training opportunities for employees.

KC Safety & Technologies has achieved this certification for five consecutive terms since it was first awarded in 2012.

This recognition is valid for three years and allows the company to use a certificate, plaque, and logo issued jointly by the Ministry of Employment and Labor, the Ministry of Education, the Ministry of Trade, Industry, and Energy, and the Ministry of SMEs and Startups. Additionally, the certification brings benefits such as enhanced publicity through best practice casebooks and media promotions, as well as exemptions from regular labor inspections for three years. (End)

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[HR] 5th Anniversary of the Workplace Bullying Law



The "Workplace Bullying Prevention Act," a law established to regulate behaviors where employees in positions of authority or higher status inflict physical or psychological harm on other employees, was enacted following amendments to the Labor Standards Act in July 2019. This year marks the 5th anniversary of its implementation.

When the Labor Standards Act was amended in 2019, there were concerns both inside and outside the legal community about the ambiguity of the concept of "bullying" and the risk of overreliance on legal measures. As a result, there were skeptical views on whether workplace bullying should be legislated. However, it now appears that there is a certain level of social consensus that legal procedures are necessary to address workplace bullying issues. Over the past five years, there has been significant social progress through these changes.

The definition of workplace bullying under Article 76-2 of the Labor Standards Act is formulated as a broad provision that does not specifically enumerate behaviors. This reflects the variety of types and acts of workplace bullying and the difficulty of listing them concretely. Based on accumulated interpretations from the Ministry of Employment and Labor and court rulings, for an act to constitute workplace bullying, it must meet the following conditions: ① misuse of authority or status within the workplace, ② actions that exceed reasonable work boundaries, and ③ behaviors that cause physical or psychological harm or deteriorate the work environment. However, even with these criteria, determining whether various problematic behaviors in the workplace constitute bullying remains a challenge.

To prevent and address workplace bullying, companies need to establish clear policies and ensure that all employees are aware of and vigilant about the issue. Additionally, there should be a system in place that allows employees to safely raise concerns about bullying, where victims are actively protected and supported, and appropriate disciplinary actions are taken against perpetrators. Workplace bullying is an issue that can affect anyone within the organization, and if it is perceived as a problem affecting only certain individuals, it can become more severe and difficult to resolve. (End)

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[Net Zero] (3) Preventing Land Degradation



@사진출처 : 산림청 – 아랄해 황폐지의 전경

The primary cause of climate change is carbon emissions from fossil fuel use. Current carbon reduction efforts mainly target emissions from sectors such as construction, energy, industry, and transportation. However, experts caution that the current pace and scale of these efforts are insufficient to achieve carbon neutrality, emphasizing the need for more proactive measures. One promising approach is Land Degradation Neutrality (LDN).

The Earth's top meter of soil holds up to 2,000 GtC (Giga Tons of Carbon), about 2.4 times the amount of carbon in the atmosphere. When land is degraded, soil carbon is released into the atmosphere, significantly accelerating greenhouse gas emissions and climate change. LDN aims to manage carbon not only in the atmosphere but also within the soil, highlighting that preventing land degradation is vital for achieving full carbon neutrality.

Achieving LDN, however, presents several challenges. Companies with high carbon emissions should invest more actively in carbon reduction, yet green finance is currently focused on eco-friendly projects only. Moreover, although carbon reduction should be a shared responsibility, the voluntary carbon market remains largely B2B (business-to-business). A system that provides financial incentives for high-emission companies and promotes a B2C (business-to-consumer) voluntary carbon market would encourage greater public participation. Combining efforts across government, businesses, and individuals is essential. Through such a collaborative approach, we can make significant strides toward achieving net zero. (End)

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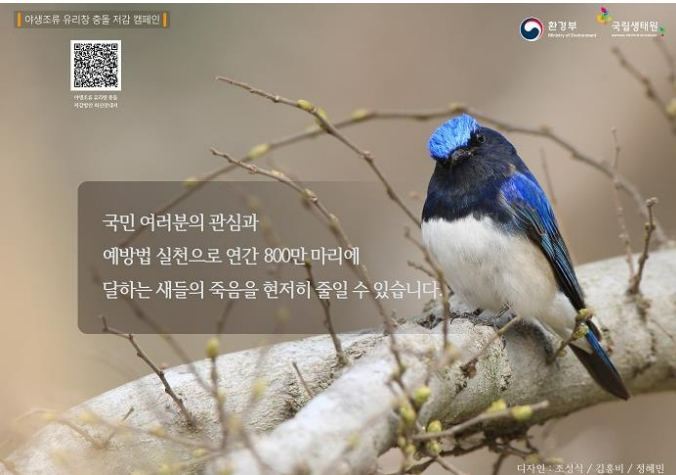
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A Hidden Aspect of Transparent Sound Barriers

[Environment] Preventing Bird Collisions



In urban areas, transparent sound barriers are installed around roads and railways to mitigate noise and dust. These barriers, unlike opaque structures, blend well with their surroundings and provide an open visual experience, improving city aesthetics while effectively reducing noise and dust, thereby enhancing the quality of life.

However, transparent barriers pose a significant threat to birds. Unlike humans, birds have eyes positioned on the sides of their heads, allowing them to quickly detect threats from all directions, but making it difficult for them to perceive objects directly in front of them. As a result, birds often fail to recognize transparent barriers and collide with them.

To address this issue, solutions such as 5x10 grid-pattern stickers, raptor silhouettes, and bird collision prevention ordinances have been implemented. According to reports from Yonhap News Agency, about 8 million birds die annually from collisions with transparent barriers, but the addition of stickers has reduced these fatalities by approximately 96%. A study by the National Institute of Ecology found that the average number of bird carcasses recorded per survey dropped from 2.8 before sticker installation to just 0.1 afterward.

Beyond policy solutions, the most crucial factor is citizens' active interest and participation. Continuous suggestions and demands help shape laws that maintain ecological balance, and these efforts can extend to daily activities aimed at protecting birds beyond just sound barriers. (End)

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[Safety] Habits for Safe Driving



A car consists of numerous parts, and neglecting their maintenance can lead to unexpected failures that may result in accidents. Regular maintenance is essential for a safe driving experience. If your vehicle requires more frequent part replacement compared to others, it may be time to assess your driving habits.

Firstly, you should avoid refueling only after the fuel warning light comes on. When a car is not used, impurities can accumulate in the fuel tank. If you frequently wait for the warning light before heading to a gas station, the deposits could enter the fuel pump or filter, causing internal damage.

Secondly, it's best not to turn the steering wheel while the vehicle is stationary. Turning the steering wheel while the car is parked can strain the tires and steering system, leading to wear. Therefore, avoid turning the steering wheel when the vehicle is standing.

Thirdly, if you don't use the parking brake when parked, it puts stress on the gearbox, weakening the hold. This can be dangerous when driving on slopes. To be safe, always engage the parking brake when parking, and release the brake pedal last.

Fourthly, avoid the habit of frequent braking. While it's OK to rest your foot on the brake pedal, braking too often causes rapid wear on the brake pads and discs. When driving downhill, it's better to use a lower gear and rely on engine braking instead of the brakes.

Fifthly, avoid sudden starts and stops. Abrupt acceleration and sudden stopping place a lot of strain on the car. Instant acceleration increases fuel consumption, while sudden stops strain the braking system and shorten the car's lifespan.

Additionally, you should be cautious about habits like using a smartphone while driving, idling unnecessarily at intersections, and ignoring traffic signals. These driving habits reduce your car's lifespan and lead to breakdowns that could put your life at risk. Maintaining safe driving habits and regularly caring for your vehicle is essential for preventing these issues. (End)

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