	Environmental, Health & Safety Requirements for Contractors (External Disclosure)	Doc No.	O-EHS-1015
		Edition No.	0
		Date	2026.04.20
		Page : 7 / 7	

1. Purpose

1.1 These Environmental, Health & Safety Requirements set out the matters that the Client (hereinafter "the Company") and external parties (hereinafter "the Contractor") shall observe when entering into a contract or placing orders for goods or services, in order to secure the safety and health of workers and to protect the environment. This document is based on the Korean Occupational Safety and Health Act (hereinafter "OSHA") and related laws, and is disclosed externally in conjunction with the Company's EHS management policy. The Contractor shall fully understand these Requirements and implement them upon contract execution, and shall also educate and disseminate them to its workers.

2. Scope of Application

2.1 These Environmental, Health & Safety Requirements apply to all orders and contracts concluded with the Company.


2.2 In the event of any inconsistency between the Korean and English versions of these Requirements, the Korean version shall prevail.

2.3 Matters not specified in these Requirements shall be governed by the Occupational Safety and Health Act and other related laws, as well as the Company's EHS management rules.

3. Definitions

3.1 The terms used in these Environmental, Health & Safety Requirements are defined as follows.

Term	Definition
Client	Refers to the Company (Korea Umicore Catalyst), being the business operator that entrusts to others the manufacturing, construction, repair or provision of services or other work.
Contractor	Any business operator that provides, or has agreed to provide, manufacturing, construction, repair, services or other work to the Client.
Sub-contractor	A sub-contractor to whom the Contractor has further sub-contracted a part of the work.
On-site Contracting	Contracted work performed by a contractor that is resident at the Client's premises, with a portion of the business separated and outsourced.

	Environmental, Health & Safety Requirements for Contractors (External Disclosure)	Doc No.	O-EHS-1015
		Edition No.	0
		Date	2026.04.20
		Page : 7 / 7	

Off-site Contracting	Contracted work performed by a non-resident contractor who enters the premises on an irregular or temporary basis.
Contract	Any contract concluded between the Client and the Contractor, or any purchase order having the same effect.
LOTO	Abbreviation of Lock Out / Tag Out; the safety control applied for de-energization work.
TBM	Tool Box Meeting; a meeting held before commencement of work to share the scope of work, hazard factors, and safety measures.
EHS	Environment, Health & Safety.

4. General EHS Requirements

- 4.1 The Contractor is responsible for safety at the construction or work site.
- 4.2 The Contractor is responsible for the preparation and implementation of the safety plan.
- 4.3 The Contractor's personnel shall maintain compliance with the EHS plan throughout the construction or work process.
- 4.4 The Contractor's safety manager shall regard safety as a core element of day-to-day work.
- 4.5 The Contractor shall comply with the requirements of the Occupational Safety and Health Act and the Client's EHS management rules.
- 4.6 The prescribed personal protective equipment shall be worn.
- 4.7 Any unsafe condition shall be reported immediately upon discovery.
- 4.8 The Contractor shall faithfully discharge its obligations under OSHA Article 38 (Safety Measures), Article 39 (Health Measures), and Article 63 (Client's Safety and Health Measures).


5. Contractor Obligations for On-site Contracting

5.1 EHS Training (OSHA Article 29)

- 5.1.1 The Contractor shall lawfully provide its workers with the EHS training prescribed by the OSHA (training upon hiring, training upon change of work, regular training, special training, etc.) and share the results with the Client.

5.2 Risk Assessment (OSHA Article 36)

- 5.2.1 The Contractor shall conduct its own regular risk assessment at least once a year, and

	Environmental, Health & Safety Requirements for Contractors (External Disclosure)	Doc No.	O-EHS-1015
		Edition No.	0
		Date	2026.04.20
		Page : 7 / 7	

shall perform an ad-hoc risk assessment whenever there is a change in process or personnel, or when an additional hazard is identified, and shall share the results with the Client.

5.3 Establishment and Operation of the EHS Council (OSHA Article 64)

- 5.3.1 The Client shall establish and operate an EHS Council composed of all of the Contractors' business owners.
- 5.3.2 The Council shall deliberate on the start time of work, the method of communication regarding work or the workplace, evacuation methods in the event of accident risks, the conduct of risk assessments, communication methods among workers, and the coordination of work processes.
- 5.3.3 The Contractor shall attend the regular meetings of the Council (at least once a month) and participate in patrol and joint inspections; if attendance is not possible, the Contractor may delegate a representative to attend.


5.4 EHS Inspections (OSHA Article 64)

- 5.4.1 The Contractor's business owner shall, together with its own workers and any sub-contractors and their workers, carry out a joint EHS inspection of the workplace at least once every two months or once per quarter.
- 5.4.2 The Client and the Contractor shall conduct patrol inspections of the workplace at least once every two days. The Contractor shall not refuse, obstruct, or evade such inspections, and shall comply with any corrective request issued as a result of the inspection.

5.5 Health Management

- 5.5.1 The Client shall include the Contractor's workers when performing work-environment measurements and share the results (OSHA Article 125).
- 5.5.2 The Client shall provide information on the chemicals handled (MSDS, etc.) to the Contractor's workers and share the items subject to special health examinations (OSHA Arts. 110, 130).
- 5.5.3 The Contractor shall provide general and special health examinations to its workers and share the implementation status with the Client (OSHA Arts. 129, 130).
- 5.5.4 The Contractor shall ensure that any individual with a medical condition, disability, or disease that may compromise safety during high-risk work does not perform such work. In particular, individuals with conditions such as hypertension or diabetes shall not perform such work, except where approved by a qualified medical professional.

5.6 Compliance with Construction Period (OSHA Article 67; Construction Technology

	Environmental, Health & Safety Requirements for Contractors (External Disclosure)	Doc No.	O-EHS-1015
		Edition No.	0
		Date	2026.04.20
		Page : 7 / 7	

Promotion Act)

5.6.1 The Contractor shall not adopt hazardous construction methods to reduce costs, nor change the method without justifiable grounds.

5.6.2 The Contractor shall not shorten the construction period calculated under the design documents.

5.7 Implementation of EHS Measures

5.7.1 Where the Contractor, its sub-contractors, or any of their workers violate these Requirements, applicable laws, or orders thereunder in connection with the work, the Contractor's business owner shall take necessary measures to correct such violations.

5.7.2 The Client and the Contractor shall faithfully implement matters deliberated, resolved, or decided by the Occupational Safety and Health Committee or the Labor-Management Council (OSHA Arts. 24, 75).

5.8 Management of Occupational Accidents

5.8.1 For the preparation of the "Consolidated Occupational Accident Status Report" in contracted operations, the Contractor shall submit to the Client workplace information, the number of its workers, accident statistics, and shall cooperate in identifying the relevant status.

5.8.2 The Contractor shall ensure that its workers are enrolled in the Industrial Accident Compensation Insurance and shall submit an Insurance Enrollment Certificate to the Client.

5.8.3 In the event of a serious accident, the Contractor shall immediately notify the Client and cooperate with the measures required under OSHA Article 54 and the Serious Accidents Punishment Act.


5.9 Operation of Alarm Systems and Evacuation Drills (OSHA Article 64)

5.9.1 The Contractor's business owner shall, together with the Contractor's workers at the work site, establish mutual communication systems and signaling methods in preparation for blasting, fire/explosion, collapse of earth or structures, earthquakes, etc., and shall conduct regular drills based on evacuation procedures and implement improvements accordingly.

6. EHS Requirements for Off-site Contracting

6.1 Submission of Work Plan

6.1.1 For work and construction requested by the Client, off-site Contractors shall prepare a Work Plan and submit it to the Client prior to entry.

	Environmental, Health & Safety Requirements for Contractors (External Disclosure)	Doc No.	O-EHS-1015
		Edition No.	0
		Date	2026.04.20
		Page : 7 / 7	

6.1.2 For building works of KRW 20 million or more, or project works of KRW 50 million or more, the Contractor shall establish a Safety Management Plan and hold a Safety Kick-off Meeting before work begins.

6.1.3 The Work Plan shall be prepared in the format requested by the Client and shall specify in detail the hazardous tasks for each process, safety measures, detailed plans, equipment used, personal protective equipment, and the type and quantity of chemicals to be handled.

6.2 Access and Pre-entry Procedures

6.2.1 The Contractor shall submit a visitor registration prior to worker entry.

6.2.2 The Contractor shall provide its workers with pre-work training on the work area and the scope of work.

6.3 Permit to Work (PTW)

6.3.1 The Contractor's site supervisor shall prepare and obtain approval of the PTW before commencing work, and shall not start work until approval is granted.

6.3.2 Works subject to PTW: general work, opening of piping/vessels, hot work, confined space entry, work at height, special lifting, energy-isolation (LOTO) work, excavation, live-line work, and radiation work.

6.4 Basic Rules During Work

6.4.1 Workers shall use pedestrian walkways when moving within the site.

6.4.2 Workers shall wear PPE as required by the Client when entering and working on site.

6.4.3 A Tool Box Meeting (TBM) shall be held before work to share the scope of work and record any issues.

6.4.4 The Contractor shall maintain a daily work log and report the work completed that day and the work planned for the next day to the Client.

6.4.5 The Contractor shall establish a temporary communication system with the Client and, in the event of an accident, contact via the emergency network and respond promptly.

6.5 Basic Safety Measures for Hazardous Work

6.5.1 The Contractor shall observe the following basic safety measures during hazardous work, and discuss any additional requirements in advance.


6.5.1.1 Keep the PTW available at the work site.

6.5.1.2 Install traffic cones to demarcate the work zone.

6.5.1.3 Install lifelines and use a full-body harness for work at height.

6.5.1.4 For hot work, place fire extinguishers and install fire blankets.

6.6 Environmental Requirements

	Environmental, Health & Safety Requirements for Contractors (External Disclosure)	Doc No.	O-EHS-1015
		Edition No.	0
		Date	2026.04.20
		Page : 7 / 7	

- 6.6.1 Thirty minutes before the end of each day's work, clean and organize the workplace and segregate waste by type.
- 6.6.2 Waste generated shall be classified as general waste, designated (specified) waste, or recyclable waste.
- 6.6.3 Waste generated shall be transported to the designated location and stored according to its category.
- 6.6.4 Where the Client and the Contractor agree that the Contractor shall handle disposal, the Contractor shall remove and treat the generated waste in compliance with the Wastes Control Act.

6.7 Safety Management Organization (OSHA Arts. 17, 18, 19)

- 6.7.1 The Contractor shall at minimum establish the following safety management organization.
- 6.7.2 If the contract value is KRW 2 billion or more, a Safety and Health Management Responsible Person shall be appointed.
- 6.7.3 If the contract value is KRW 5 billion or more, at least one Safety Manager shall be appointed; if KRW 80 billion or more, at least two Safety Managers and at least one Health Manager shall be appointed.
- 6.7.4 The Contractor shall designate an Environmental Manager to oversee environmental-pollution prevention and environmental laws, and shall comply with environmental laws (Clean Air Conservation Act, Water Environment Conservation Act, Noise and Vibration Control Act, Wastes Control Act, etc.) so that air pollution, water pollution, noise, vibration, and waste handling do not cause inconvenience to local residents.
- 6.7.5 If the contract value is less than KRW 2 billion, one person may concurrently fulfill the above roles.
- 6.7.6 The Contractor shall cooperate by sharing in advance with the Client any trends in enactment or amendment of environmental laws that may affect the Client's interests.


6.8 Occupational Safety and Health Management Expenses

- 6.8.1 The calculation and use of Occupational Safety and Health Management Expenses shall comply with the OSHA and related regulations (including the Standards for Calculation and Use of OSH Management Expenses in the Construction Industry).

7. Safety Requirements for Hazardous Work

7.1 Handling of Heavy Objects

- 7.1.1 Wear PPE during work (safety helmet, safety shoes, safety vest, full-body harness,

	Environmental, Health & Safety Requirements for Contractors (External Disclosure)	Doc No.	O-EHS-1015
		Edition No.	0
		Date	2026.04.20
		Page : 7 / 7	

signaler armband).

7.1.2 Obtain safety-inspection approval before bringing equipment and PPE on site.

7.1.3 Submit the safety-inspection certificate when using cranes or forklifts.

7.1.4 The Contractor shall assign a safety manager wearing a signaler armband at the site.

7.1.5 The signaler shall check the surroundings before work and control access by unauthorized personnel.

7.2 Work at Height (Aerial Work Platform)

7.2.1 Wear PPE during work (safety helmet, full-body harness, safety shoes).

7.2.2 Operate the equipment after reviewing the instructions and safety precautions.

7.2.3 Install barriers and assign traffic controllers before starting work.

7.2.4 Anchor the harness to the upper safety railing.

7.2.5 Confirm railings and doors before moving.

7.2.6 Check surroundings when raising or lowering.

7.2.7 Use access ladders when changing work type or work location.

7.2.8 Driving forward or backward while the AWP platform is raised is prohibited; if movement is necessary, the platform shall be fully lowered before operation.

7.2.9 Before work, inspect the machine and its safety devices (over-travel stop, emergency stop, outriggers, etc.) for any defects.

7.2.10 Unauthorized disabling of safety devices is prohibited.

7.2.11 The safety certification shall be affixed to the AWP, and for equipment subject to the safety inspection of hazardous machinery, the inspection-pass certificate shall be affixed externally.

7.2.12 The serial number of the equipment shall not be covered by paint or other means; the match between the safety certification and the actual equipment shall be verifiable.

7.3 Work at Height – Ladders and Scaffolding

7.3.1 Scaffolding shall be erected to meet OSHA standards (Occupational Safety and Health Standards Rules Arts. 54–71).

7.3.2 Wear PPE during work (safety helmet, full-body harness, safety shoes).

7.3.3 Install working platforms and railings in compliance with domestic law.


7.3.4 Install and use access ladders to move up to the top of the working platform.

7.3.5 Anchor the harness to the safety railing at the top of the scaffolding.

7.3.6 Use stoppers and outriggers to secure the scaffolding.

7.3.7 Use the access ladder to descend when finishing work or moving to a new location.

7.3.8 Working without a harness is prohibited, and scaffolding shall not be moved while a

	Environmental, Health & Safety Requirements for Contractors (External Disclosure)	Doc No.	O-EHS-1015
		Edition No.	0
		Date	2026.04.20
		Page : 7 / 7	

worker is on board.

7.3.9 Ladder work at 1.8 m or above shall follow the rules for work at height.

7.3.10 Ladder work at 3.5 m or above is prohibited.

7.3.11 Ladder-based work at height shall be minimized; when unavoidable, only light tasks may be performed.

7.3.12 Straight ladders shall not be used for work purposes; A-frame ladders or trestle ladders equipped with outriggers and spread-preventers shall be used.

7.3.13 Common rules for work at height: install safety railings or fall-arrest nets at locations with fall hazards; where the fall risk cannot be fully eliminated, attach the harness hook to a suitable anchor point considering the lanyard length.

7.4 Crane Operations

7.4.1 Inspect the machine for any abnormality before starting work.

7.4.2 Assign a guide or signaler and control the surroundings.

7.4.3 Confirm that the hook is properly secured to the load before lifting.

7.4.4 During movement, check railings and doors to prevent collisions.

7.5 Hot Work

7.5.1 Wear PPE during work (fire-retardant clothing, apron, face shield).

7.5.2 Place a fire extinguisher within 1 m of the work area and perform work with at least two persons including a fire watcher.

7.5.3 The Contractor shall provide fire extinguishers of a type suitable for the anticipated fire.

7.5.4 Remove combustibles from the work area before starting work.

7.5.5 Use spark-prevention blankets and prohibit the use of fire-hazardous materials.

7.5.6 A pre-trained dedicated fire watcher shall be on duty at all times and, after hot work is completed, shall monitor for any residual-ember fire risk for one hour, followed by two checks of the work area at 30-minute intervals.


7.6 Energy Isolation (LOTO and De-energization Work)

7.6.1 When working where hazardous energies exist (electrical, steam, pressure, hydraulic, chemical, etc.), the following LOTO procedure shall be observed (Occupational Safety and Health Standards Rules Article 319).

7.6.1.1 De-energize the equipment in accordance with the procedure and isolate all energy sources and hazardous-material supply lines related to the work.

7.6.1.2 Install locking devices on the isolated power-panel lines and valves and perform the LOTO procedure.

7.6.1.3 Attach tags to each isolation point and record the details.

	Environmental, Health & Safety Requirements for Contractors (External Disclosure)	Doc No.	O-EHS-1015
		Edition No.	0
		Date	2026.04.20
		Page : 7 / 7	

7.6.1.4 Before work, verify that all isolated energy sources and hazardous materials are indeed shut off.

7.6.2 Each worker performing energy isolation shall individually apply a personal padlock to the hasp or use a lock box, and shall retain the key personally.

8. Personal Protective Equipment (PPE) Requirements

8.1 Prescribed PPE shall be worn when performing general-hazard work or above, or when entering buildings.

8.2 At production buildings, warehouses, maintenance workshops, and construction sites, safety helmet, safety shoes, and safety vest shall be worn as standard. A dust respirator shall additionally be worn where there is a risk of dust exposure.

8.3 At locations where organic compounds are handled, wear a gas respirator suitable for the substances exposed to.

8.4 When directly handling chemicals or entering equipment, wear a full-body protective suit to prevent skin exposure.

8.5 For work at height, verify in advance that the anchorage environment is suitable; if harness anchoring is not feasible, provide wires or fixed anchors and establish a usage plan.


8.6 Each full-body harness for work at height shall be equipped with at least two lanyards or self-retracting lifelines.

8.7 All PPE shall bear the Korean safety certification; where no domestically certified product is available, internationally certified products may be used.

8.8 Where requested by the Client, only PPE products specified by the Client shall be used.

8.9 Types of PPE and Applicable Work

Type of PPE	Applicable Work / Workplace
Safety Helmet	Workplaces with risk to the head from falling or flying objects, falls, or electric shock.
Safety Shoes	Workplaces with risk to the foot or instep from falling objects, impact, water, oil, or chemicals.
Full-body Harness	Elevated work sites with fall risk of 1.8 m or more in height or depth.
Dust Respirator	Powdering, grinding, polishing, blending, and other locations with risk of dust exposure.

	Environmental, Health & Safety Requirements for Contractors (External Disclosure)	Doc No.	O-EHS-1015
		Edition No.	0
		Date	2026.04.20
		Page : 7 / 7	


Gas Respirator	Workplaces generating organic solvents, harmful gases, mists, or fumes.
Supplied-air Respirator	Tank and sewer cleaning and other oxygen-deficient workplaces.
Powered Air-Purifying Respirator	Tank and sewer cleaning and other oxygen-deficient workplaces.
Safety Goggles	Workplaces with risk of flying objects or eye exposure to hazardous substances.
Face Shield	Workplaces with exposure to harmful UV, intense visible/infrared light, burns from heat, or welding spatter affecting face, head, or neck.
Protective Clothing – Heat-Protective Suit	Workplaces with high-heat generation.
Protective Clothing – Organic-Compound Suit	Workplaces where liquid organic compounds may be absorbed through the skin.
Safety Gloves	Workplaces with electric-shock risk or potential skin absorption of liquid organic compounds.
Earplugs / Earmuffs	Noise-generating workplaces.

9. Actions upon Violation of Safety Rules

9.1 Penalties for violation of the following safety rules during off-site contracting shall be imposed according to the violation Level, as below.

9.2 Step-by-step Actions upon Violation Warning

Step	Action	Details
Step 1	Verbal warning and safety re-training	<ul style="list-style-type: none"> • A verbal warning shall be issued upon the first violation of the safety rules. • The work shall be temporarily suspended and safety re-training shall be conducted. • Work may resume after the re-training is completed.

	Environmental, Health & Safety Requirements for Contractors (External Disclosure)	Doc No.	O-EHS-1015
		Edition No.	0
		Date	2026.04.20
		Page : 7 / 7	


Step 2	Same-day work stoppage	<ul style="list-style-type: none"> • Where a violation occurs again after Step 1 action, work for that day shall be immediately stopped. • Work may be resumed only after a safety-compliance undertaking has been signed. • Work may not be resumed without the undertaking.
Step 3	Next Contractor Qualification Assessment Demerit applied (scored 0)	<ul style="list-style-type: none"> • In case of repeated violations of safety rules, the violations shall be reflected in the qualification-assessment score for the next contractor-selection stage, with the lowest score (0 points) assigned. • Pursuant to the Contractor EHS evaluation standards, the safety-assessment item may be treated as a fail (disqualifying score), and the contractor may be excluded from selection.

9.3 Types of Violations by Step

- 9.3.1 Non-compliance with the Client's prescribed rules, policies, procedures, or standards.
- 9.3.2 Performing general-hazard work without a PTW, or failing to follow the PTW.
- 9.3.3 Failure to properly implement fall-prevention measures such as harness use and scaffolding.
- 9.3.4 Non-compliance with PPE wearing requirements.
- 9.3.5 Willful violation of applicable laws.
- 9.3.6 Proceeding with hazardous work without secondary approval.
- 9.3.7 Failure to follow confined-space work procedures.
- 9.3.8 Willfully refusing to comply with PPE requirements.
- 9.3.9 Failure to follow the signaler's signals.
- 9.3.10 Failure to perform LOTO on work that requires it.
- 9.3.11 Unauthorized removal of LOTO devices.
- 9.3.12 Accident caused by unauthorized disabling of safety devices.
- 9.3.13 Working while under the influence of alcohol.
- 9.3.14 Verbal abuse or violence at the workplace.
- 9.3.15 Being deemed a serious-risk individual by the work-owning department or the EHS department.
- 9.3.16 Performing serious-hazard work without secondary approval.
- 9.3.17 Disabling safety devices without special justification.

9.4 Liability for Violations

- 9.4.1 The Contractor shall bear responsibility for any delays or additional costs (labor, equipment rental, etc.) arising from violations of the safety rules by the Contractor.

	Environmental, Health & Safety Requirements for Contractors (External Disclosure)	Doc No.	O-EHS-1015
		Edition No.	0
		Date	2026.04.20
		Page : 7 / 7	

10. Related Laws and Regulations

10.1 These Requirements are based on the following laws; the Contractor shall continuously monitor and comply with any enactments or amendments thereof.

Category	Name of Law / Regulation
EHS Framework	Occupational Safety and Health Act, its Enforcement Decree, its Enforcement Rules, and the Occupational Safety and Health Standards Rules
Serious Accidents	Serious Accidents Punishment Act
Construction Safety	Construction Technology Promotion Act, Framework Act on the Construction Industry, Special Act on the Safety and Maintenance of Facilities
Chemicals	Chemicals Control Act, Act on the Registration and Evaluation of Chemicals (K-REACH)
Environment	Framework Act on Environmental Policy, Clean Air Conservation Act, Water Environment Conservation Act, Noise and Vibration Control Act, Wastes Control Act
Fire Safety	Framework Act on Firefighting, Act on the Prevention and Safety Management of Fires
Workers' Compensation	Industrial Accident Compensation Insurance Act