

Establishment May 16, 2024

Supply Chain Sustainability **Management Policy**

May 16, 2024

GS E&C

1. Purpose of Establishment

GS Engineering & Construction Corporation (hereinafter referred to as "GS E&C") is striving to pursue growth through the creation of sustainable value with stakeholders by fulfilling its social responsibility based on the GS Group's management philosophy, "We create the value of new life and dream of a better tomorrow with our customers." For this reason, recognizing the importance of the values held by suppliers, who are our co-existing partners, and respecting their autonomy and independence, GS E&C has established a Suppliers Code of Conduct (hereinafter referred to as the "Code of Conduct"). To implement this across the entire supply chain, GS E&C has also established this Supply Chain Sustainability Management Policy (hereinafter referred to as the "Policy").

2. Scope of Application

This Policy applies to all suppliers and their business partners (subcontractors) in a contractual relationship with GS E&C, regardless of the location of their business operations, who provide products and services such as design, procurement, construction, and commissioning to GS E&C.

GS E&C can supplement and revise this Policy if necessary due to changes in supply chain standards and policies, and any revised Policy will be announced to suppliers through GS E&C's website or procurement B2B Portal.

3. Basic Principles

This Policy is based on the principle of adhering to international standards and guidelines such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the principles of the United Nations Global Compact covering human rights, labor, environment, and anti-corruption, core agreement from the International Labor Organization, and the OECD Due Diligence for Responsible Business Conduct guideline. In case of conflict between this Policy and the laws of the country where the business is conducted, stricter standards will be followed.

4. Responsibility of the Suppliers

GS E&C recommends that all suppliers in transactional and contractual relationships with GS E&C thoroughly comply with all applicable laws and regulations regarding corporate management and business operations, and also faithfully adhere to GS E&C's Code of Conduct and this Policy.

GS E&C or a third-party organization designated by GS E&C may request written inspections or on-site inspections regarding compliance with the Code of Conduct and this Policy, and suppliers are required to provide all sort of information regarding compliance with and adherence to the Code of Conduct and this Policy. Additionally, if any risk factors are discovered during written inspections or on-site inspections, suppliers must proactively establish improvement plans and ensure their implementation to address such risk factors.

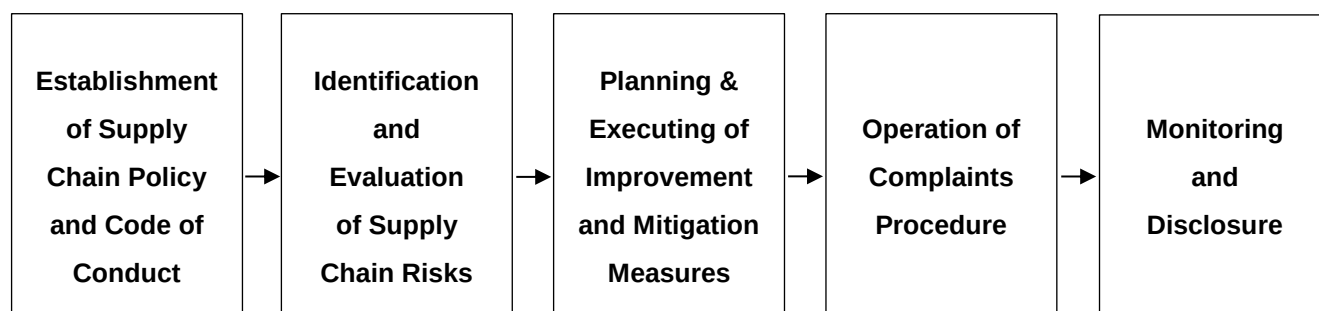
5. Supply Chain Sustainability Management Area

The supply chain sustainability management area of GS E&C comprises five Sectors: Labor and Human Rights, Safety and Health, Environment, Ethics, and Management System. The detailed items are as follows.

Sector	in-Detail
Labor & Human Rights	Prohibition of Forced Labor(Voluntary Work), Prohibition of Child Labor(Protection for the Vulnerable Workers), Observance of Working Hours, Wages and Welfare, Privacy and Humane Treatment(Prohibition of Abuse), Anti-discrimination(Recognition of Diversity), Procedure for Human Rights Violation Prevention
Safety & Health	Occupational Safety(Procedures and Education), Occupational Accident and Disease Control(Establishment of Safety and Health Management System), Industrial Hygiene and Health Management, Compliance with Safety and Health Laws and Regulations, Emergency Preparedness and Response(Incident Management)
Environment	Environmental Law Compliance(Permits Management), Waste Reduction and Efficient Use of Resources, Environmental Pollution Prevention(Prevention of Air/Soil/Waste Pollution)
Ethics	Fair Trade and Integrity Management, Anti-bribery and Anti-corruption, Privacy Protection, Mutual Growth with Suppliers, Contribution to Local Communities
Management System	Identifying Risks, Compliance with Code of Conduct, Education and Communication, Business Partner(Supplier) Management

6. Supply Chain Sustainability Management System

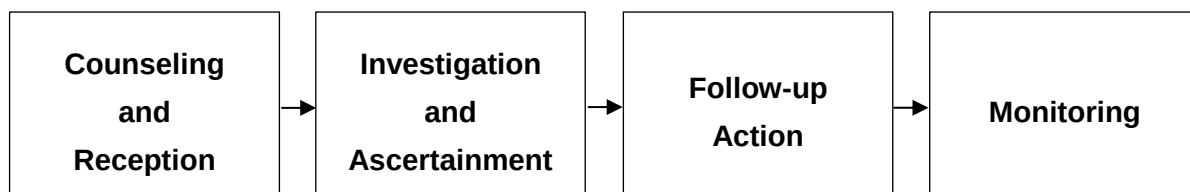
GS E&C regularly conducts supply chain ESG Assessments to identify and manage existing or potentially arising risks within the supply chain, with the aim of establishing a sustainable supply chain. Through supply chain ESG Assessments, we identify and evaluate risks for each supplier, and recommend and actively support the establishment and implementation of improvement and mitigation measures for the identified risks. Henceforward, there are plans to expand the supply chain ESG Assessments to manage and improve sustainability across our entire supply chain.



7. Communication

GS E&C has developed and operates continuous communication channels with various internal and external stakeholders regarding supply chain sustainability management systems, ESG Assessment status, and inclusive growth systems for suppliers. GS E&C annually publishes its Sustainable Management Report, which discloses comprehensive information on supply chain sustainability management. Additionally, GS E&C pursues shared growth through continuous communication with suppliers through the operation of various communication and consultation channels.

GS E&C operates an Ombudsman system for stakeholders. To promptly and rationally resolve issues received through various online and offline channels, we take action in accordance with internal handling procedures, guarantee the confidentiality of informants and victims during the process, and ensure that the informants do not suffer any disadvantages for reporting.



8. Goal

1) Support for Enhancing Supply Chain Sustainability

GS E&C provides various education and supports ESG Assessment and consulting for its suppliers to ensure compliance with various international standards and guidelines related to labor and human rights, safety and health, environment, ethics, and management systems, enabling them to establish sustainable management systems. Through these efforts, GS E&C aims to expand the value of sustainable management throughout the supply chain and strengthen sustainable supply chain management systems.

2) Expansion in the Scope of Supply Chain Due Diligence

GS E&C conducts annual supply chain due diligence to identify and manage risks within the supply chain and aims to enhance sustainability for all stakeholders throughout the value chain by progressively expanding the scope of supply chain due diligence in the future.

Addendum

The Policy will take effect on May 16, 2024.