

Industrial Health and Safety Policy

■ Purpose

Classys has established this policy to create a safe working environment that is optimized for the physical and mental well-being and stability of industrial safety and health workers.

■ Scope of Application

This policy applies to all Classys employees.

Classys shall encourage its business partners and their employees to comply with this policy or a similar level of policy.

■ Code of Conduct

- ① We shall endeavor to provide a safe and comfortable environment for all employees and stakeholders to prevent accidents and health hazards.
- ② We shall faithfully comply with applicable laws and requirements on the health and safety.
- ③ We shall assess the impact of safety and health, establish and implement objectives and action plans, and continuously monitor in order to reduce ongoing risk factors and risks.
- ④ We shall provide adequate resources for health and safety improvement and enhance employee awareness through education and training.

■ Action Plans

- ① The executive management shall actively participate in important decision-making, management, and supervision related to the establishment and implementation of the health and safety management system.
- ② We shall identify the risk factors related to industrial health and safety, set specific performance goals, continuously monitor risks, and strive for continuous improvement.
- ③ We shall provide appropriate education and training to ensure that employees recognize the importance of maintaining and enhancing health and safety and understand the safety and health management system.
- ④ We shall prepare plans to anticipate and respond to emergency situations.