

GSSC: Guideline for Sustainable Supply Chains

Doosan Fuel Cell articulates guidelines for the sustainability of suppliers and discloses basic matters which suppliers and subcontractors (hereinafter referred to as 'suppliers') must comply with.

This guideline defines the requirements for labor and human rights, safety and health, environment, ethics and fair trade to be followed by suppliers, and all clauses are equally important.

All suppliers contracting with Doosan Fuel Cell must comply with the guidelines below.

1. Labor & Human Rights

Nondiscrimination

Doosan Fuel Cell's suppliers shall develop occupational environment far from discrimination and harassment based on race, color, age, gender, sexual orientation, ethnicity, disabilities, health status, pregnancy, religion, political orientation, union membership, union membership, nationality or marital status.

1.2 No Harassment

Doosan Fuel Cell's suppliers shall respect all workers, and there must be no harsh or inhumane treatment such as sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse, unreasonable restrictions at work, and threats of such treatment.

1.3 Ban on child labor

Doosan Fuel Cell's suppliers shall comply with the International Labor Organization's minimum age agreement, and must not hire employees below the minimum age stipulated in local laws and regulations.

1.4 Lawful working treatment provision

Doosan Fuel Cell's suppliers shall ensure that the number of working days and working hours of all workers do not surpass the maximum stipulated by local laws and regulations, and shall provide the basic treatment to workers which abides by all applicable labor laws, including wages and welfare.

2. Safety & Health

2.1 Occupational safety management

Doosan Fuel Cell's suppliers shall remove physical hazards in advance and take preventive measures through appropriate design, engineering and administrative controls, preventive maintenance, and safety practices at work. They shall also ensure that workers are not exposed to potential safety hazards (i.e., electricity and other energy sources, fire, vehicles, fall). Where hazards cannot be sufficiently controlled by these means, workers should be provided with appropriate personal protective equipment.

2.2 Occupational environment management

Doosan Fuel Cell's suppliers shall manage all workplaces in a safe and healthy manner and comply with relevant laws, regulations, and instructions. To achieve this, minimum sanitation facilities for all employees must be provided at work, and occupational environment must be comfortable with appropriate lighting and ventilation systems.

2.3 Emergency preparedness

Doosan Fuel Cell's suppliers shall implement procedures to identify and evaluate emergency situations and measures to minimize damage, and establish a minimum safety system such as fire and accident emergency response system.

2.4 Disaster and disease management

Doosan Fuel Cell's suppliers shall establish procedures and systems to prevent, manage, track, and report occupational accidents and diseases. Under the measure, workers' injuries and diseases are identified and necessary data is provided including corrective actions to prevent recurrence.

3. Environment

3.1 Environmental permissions and Reporting

Doosan Fuel Cell's suppliers shall acquire/maintain essential environmental permissions for operation and management of sites, and always reflect revisions of permissions into operation. They shall also comply with the operational and reporting requirements necessary for the approval process.

3.2 Hazardous Substance Management

Doosan Fuel Cell's suppliers shall identify hazardous substances used in their workplaces and manage the history of handling, movement, storage, use, and disposal of these substances. Hazardous substances refer to compounds or other substances which pose a hazard to the environment or health of workers in case of exposure or release to outside.

3.3 Emissions Control

Doosan Fuel Cell's suppliers shall establish emissions monitoring system to control emissions from facilities, work processes, and sanitary facilities. They must comply with the control and treatment methods stipulated in local laws and regulations and permissible limits. Emissions refer to wastewater, waste(general/designated), air pollutants, and ozone-depleting substances.

3.4 Improving Resource Efficiency

Doosan Fuel Cell's suppliers shall efficiently use resources at works through improvement activities such as efficient process, raw material replacement, and recycling and reuse of resources. Resources include raw/subsidiary materials, energy, and water utilized in production.

3.5 Product Environmental Regulation Response

Doosan Fuel Cell's suppliers SHALL comply with all relevant laws, regulations, and customer requirements regarding product-related recycling and treatment labeling, as well as ban, permission, and registration of specific substances defined in local laws and regulations.

4. Ethics & Fair Trade

4.1 Business Ethics Compliance

Doosan Fuel Cell's suppliers require to have the highest level of ethical standards in all business activities. Unethical behaviors such as corruption, extortion, embezzlement, bribery, compensation, and entertainment in any form are strictly banned. Suppliers shall practice autonomous ethical observance by investigation or audit to crack down on such unethical behaviors.

4.2 Fair Trade Compliance

Doosan Fuel Cell's suppliers are prohibited from providing or accepting means of obtaining profits through unfair or inappropriate transactions in business. Suppliers shall comply with laws and regulations related to fair trade, and must not engage in acts that impair fair trade, such as unfair trade practices.

4.3 Transparent Data Disclosure

Doosan Fuel Cell's suppliers shall comply with relevant laws and regulations, and disclose data on business activities, financial situation, and business performance frankly.

4.4 Intellectual Property Rights Protection

Doosan Fuel Cell's suppliers do not infringe or illegally use other people's intellectual property, such as patents, software, designs, and trademarks for business. Intellectual property rights must be respected, and the transfer of technology and know-how must be done in a manner that protects those rights.

4.5 Data Security

Doosan Fuel Cell's suppliers shall actively protect technical data, information and intellectual property acquired in the course of business. In addition, procedures must be established and managed to prevent the distribution or leakage of personal information of workers.

5. General Management

5.1 Compliance and improvement efforts

Doosan Fuel Cell's suppliers shall endeavor to comply with laws, regulations, and customer requirements in the course of business activities, and make efforts for continuous improvement such as self-monitoring of compliance matters.

6. Guidelines Posting and Compliance

6.1 Guidelines posting and training

Doosan Fuel Cell's suppliers shall understand and comply with these guidelines. To this end, it is necessary to make it easy for employees to read the guidelines, and to prepare a training program to help them fulfil obligations in the guideline.

6.2 Feedback and Reporting

A process shall be developed to receive feedback from employees on the standards and conditions to which this guideline applies, and to promote improvement measures based on the feedback. If you find any act which might violate these guidelines, please contact us to this number(02-3398-0922) or access our webpage(<https://ethicshelpline.doosan.com/cbrpt/frontView.do>).