

FY2022 HANUL ESG GRI Report

2022-01-01 ~ 2022-12-31

Contents

GRI - 2 General Disclosures

1. The organization and its reporting practices
2. Activities and workers
3. Governance
4. Strategy, policies and practices
5. Stakeholder engagement

GRI - 3 General Disclosures

1. Disclosures on Material Topics

GRI Economic

- 201 : Economic Performance
- 202 : Market Presence

GRI Environment

- 301 : Materials
- 302 : Energy
- 303 : Water and Effluents
- 305 : Emissions
- 306 : Waste

GRI Social

- 401 : Employment
- 402 : Labor/Management Relations
- 403 : Occupational Health and Safety
- 405 : Diversity and Equal Opportunity
- 408 : Child Labor
- 409 : Forced or Compulsory Labor
- 414 : Supplier Social Assessment
- 415 : Public Policy
- 416 : Customer Health and Safety
- 417 : Marketing and Labeling
- 418 : Customer Privacy

:Material Topic

GRI Content Index

Statement of Use	HANUL., co. ltd. has reported in accordance with the GRI Standards for the period 2022-01-01 ~ 2022-12-31
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Currently not applicable

Universal Standards

GRI 2. General Disclosures

Disclosures

Disclosure Contents

[Data Tables](#) [Files](#) [URLs](#) [Business Cases](#)

1. The organization and its reporting practices 2021

2-1

Organizational details

[2-1 Company status \(as of the end of December 2022\)](#)

Division	Company Overview
Company Name	HANUL CO., LTD.
CEO	Han Youngdon, Han Jongwoo
Headquarters location	170 Donyu 2-ro, Munsan-eup, Paju-si, Gyeonggi-do, Republic of Korea
Establishment date	1991.08.09
Number of employees	152 people
Homepage	https://www.hanul.co.kr
Credit rating	BB+ (Nice D&B)
ESG evaluation	ESG Excellent Small and Medium Business Certification(KCCP, Korea Commission for Corporate Partnership)

2-2

Entities included in the organization's sustainability reporting

Reporting Scope

The reporting scope of this report covers HANUL Sunyou Campus and HANUL R&D Center. However, since all production activities of HANUL are carried out at the HANUL Sunyou Campus, social and environmental data are reported only for the HANUL Sunyou Campus.

Organization boundaries

Business name	Location	Major business
HANUL Sunyou Campus	170 Donyu 2-ro, Munsan-eup, Paju-si, Gyeonggi-do, Republic of Korea	Manufacturing and Production
HANUL R&D Center	52 Worldcupbuk-ro 6-gil, Mapo-gu, Seoul, Republic of Korea	Research and development

2-3

Reporting period, frequency and contact point

Reporting Principles

This report was prepared in accordance with the standards of the Global Reporting Initiative (GRI) Standards, which are international guidelines for sustainable management.

Reporting Period

This report was based on activities and achievements from January 1, 2022, to December 31, 2022. Both financial and non-financial information were prepared based on the company's disclosure system and the accounting year.

Report Inquiries

For inquiries regarding this report, please contact the following:
Hanul Pharmaceuticals ESG Committee hanul@hanul.co.kr

2-4

Restatements of information

This report is the first publication of the year and there is no relevant information.

2-5

External assurance

To ensure the reliability and fairness of the report writing process and general information, we have commissioned third-party verification from an independent external professional organization and completed the verification according to international verification standards.

[Independent Assurance Statement HANUL ENG](#)

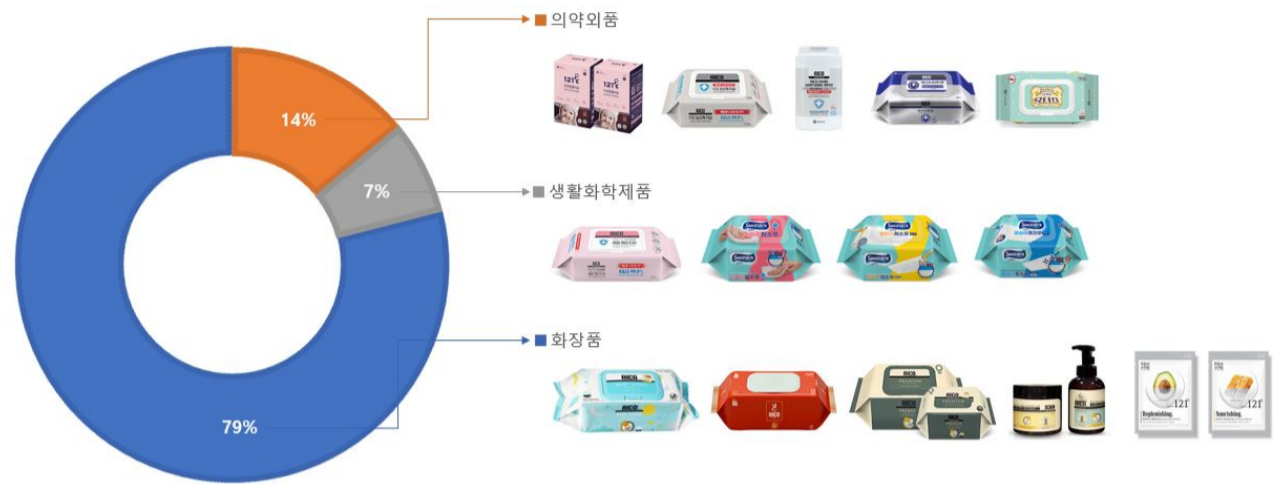
2-6

Activities, value chain and other business relationships

HANUL has grown into the most unique wet wipes manufacturing company in South Korea by creating innovative and beneficial products (such as aromatherapy products) or harmless products (such as preservative-free products made using high-temperature and high-pressure sterilization technology) under the slogan "THE MOST UNIQUE WET WIPES IN THE WORLD."

[HANUL Herb Pharm Mall \(our online mall\)](#) [HANUL Co., Ltd. website](#)

☰ Major product sales ratio (as of 2022)



2-7

Employees

[2-7 Executives and employees](#)

Category	Division	Unit	2020	2021	2022
	Total number of employees	Number of people	89	110	152
Gender	Male	Number of people	43	57	77
	Female	Number of people	46	53	75
By age	20s to 30s	Number of people	38	52	68
	40s	Number of people	20	25	34
	50s	Number of people	26	29	46
	Over 60s	Number of people	5	4	4
By rank	Executives	Number of people	6	7	7
	Management	Number of people	31	42	59
	Employee	Number of people	7	6	15
	Non-management	Number of people	45	55	71
By business location	HANUL Sunyou Campus	Number of people	85	105	145
	HANUL R&D Center	Number of people	4	5	7
By employment type	Full-time	Number of people	89	110	152

2-8

Workers who are not employees

Non-employees refer to personnel from partner companies who engage in business activities within our company's business boundaries and perform tasks such as contracted catering, security, and janitorial services.

Non-executive workers

Division	Unit	2020	2021	2022
Total number of people	Number of people	1	8	9
Sanitation worker	Number of people	1	2	2
Security	Number of people	0	2	2
Cook	Number of people	0	4	5

3. Governance 2021

2-9

Governance structure and composition

HANUL Co., Ltd. Board of Directors Composition Status

Division	Name	Gender	Position	Date of appointment	Term of office
Executive director	Han Youngdon	Male	CEO	2021.08.09	3 years
	Han Jongwoo	Male	CEO	2023.09.30	3 years
	Kim Minhee	Female	Management division director	2021.08.09	3 years
Auditor	Kang Hyeokwon	Male	Auditor	2022.02.16	3 years

* As of November 2023

Board of Directors Operation Status

Year	Number of meetings (times)	Number of agenda items (times)	Attendance rate (%)
2022	5	5	100

2-10

Nomination and selection of the highest governance body

The Board of Directors of HANUL CO., LTD. operates by the regulations of the South Korean Commercial Law, and in the absence of the chairman, the chairman's duties are performed in the order determined by the Board of Directors.

☰ Board composition**Board Composition****● Appointment of Representative Director**

① The representative director is appointed by the board of directors. However, if there are two or fewer directors, they are appointed by the general meeting of shareholders.

② When the representative director is unable to perform their duties, they shall determine whether to represent individually or jointly through a resolution of the board of directors. However, if there are two or fewer directors, this shall be determined by the general meeting of shareholders.

● Composition and Convocation of the Board of Directors

① The board of directors is composed of directors and resolves important matters of the company's business.

② The board of directors may omit the convocation procedure if there is a separate director designated by the representative director or the board of directors.

③ Other directors who are not designated as convokers under the provisions of paragraph 2 may request the convocation of the board of directors from the convoker. If the convoker unreasonably refuses to convene the board of directors, another director may convene the board of directors.

● Method of Board of Directors' Resolutions

① Resolutions of the board of directors shall be made by the attendance of a majority of the directors and the approval of a majority of the attending directors.

② The board of directors may allow directors to participate in resolutions through remote communication means where all directors can simultaneously transmit and receive voices, even if all or some of the directors do not attend the meeting in person. In this case, the director shall be deemed to have attended the board of directors meeting in person.

③ Persons with a special interest in the resolutions of the board of directors shall not exercise voting rights.

2-11

Chair of the highest governance body

Board Composition and Roles

HANUL CO., LTD. appoints all directors from the shareholders' meeting in accordance with the articles of incorporation to ensure a transparent and efficient board. The board serves as the company's highest decision-making body, responsible for important management deliberations, and supervision, as well as formulating and deciding on ESG management strategies for sustainable business operations. As of the end of December 2022, the board consists of three executive directors and one auditor.

HANUL Co., Ltd. Board of Directors Composition Status

Division	Name	Gender	Position	Date of appointment	Term of office
Executive director	Han Youngdon	Male	CEO	2021.08.09	3 years
	Han Jongwoo	Male	CEO	2023.09.30	3 years
	Kim Minhee	Female	Management division director	2021.08.09	3 years
Auditor	Kang Hyeokwon	Male	Auditor	2022.02.16	3 years

* As of November 2023

2-12

Role of the highest governance body in overseeing the management of impacts

The agenda for the fourth quarter board meeting in 2023 will include the establishment of an ESG management committee, and the company plans to lay the foundation for reviewing key management activities from an ESG perspective.

2-13
Delegation of responsibility for managing impacts

ESG Management Committee
HANUL CO., LTD. plans to establish an ESG Management Committee under the Board of Directors to internalize ESG into its overall management system.
The ESG Management Committee plans to review and supervise long-term strategies, management plans, and large-scale investment plans, as well as overall ESG promotion strategies, including sustainable management and the impact on the environment and society.

☰ Organization chart



2-14
Role of the highest governance body in sustainability reporting

The Sustainability Report being published this time was written by the ESG Management Promotion Committee and completed through third-party verification by an independent external organization. This report, which includes material topics for the organization, aims to transparently disclose the company's performance in terms of environment, society, and governance to stakeholders and is intended to be written to reflect various opinions on management activities. As it contains sensitive information related to external disclosure, the final review and approval process will be conducted by the board of directors in the fourth quarter of 2023.

2-15
Conflicts of interest

HANUL CO., LTD. is a corporation that does not have the obligation to appoint independent directors under the Commercial Act. The Board of Directors consists only of executive directors, and there are no concerns about conflicts of interest as the executive directors hold more than 69% of the shares.

2-16
Communication of critical concerns

We did not discuss ESG matters within the board, but we plan to establish an ESG committee and discuss KPIs within the first quarter of 24 and review them regularly.

2-17
Collective knowledge of the highest governance body

We have not conducted any training related to sustainable management, but we plan to actively pursue education to enhance the expertise of the Board of Directors in the future.

2-18
Evaluation of the performance of the highest governance body

Currently, environmental and social performance have not been reflected in management evaluation indicators. However, as the importance of ESG management is highlighted, we will consider conducting performance evaluations that comprehensively consider both financial and non-financial performance (ESG).

2-19

Remuneration policies

Remuneration and Retirement Benefits for Board Members

The remuneration for registered directors is determined by the shareholders' meeting by Article 388 of the Commercial Act and the articles of incorporation and is paid according to the remuneration regulations established by the Remuneration Committee within the limits approved by the shareholders' meeting. The main points are as follows:

The remuneration for directors is subject to an annual limit of 2 billion won, by separate executive remuneration payment regulations determined by the shareholders' meeting. The retirement benefits for retired directors are calculated based on the annual limit of 2 billion won, using the formula [pre-retirement salary X years of service X payment ratio], as specified in separate executive retirement benefit payment regulations determined by the shareholders' meeting. The compensation for surviving family members of directors who passed away during their term is subject to an annual limit of 2 billion won and is determined by separate executive surviving family member compensation payment regulations, applying the Industrial Accident Compensation Insurance Act.

2-20

Process to determine remuneration

Executive Remuneration Payment

The executive remuneration of HANUL is based on the period from March 1st to February 28th of the following year and consists of regular salaries and bonuses. The executive retirement benefits are not covered by this payment regulation and are subject to separate executive retirement benefit regulations.

The regular salaries consist of base salary and allowances, and the amount is determined and included in the compensation contract through a resolution of the Board of Directors (or shareholders' meeting if there is no Board of Directors) every year. However, if there are any changes in the regular salary for the remaining period during the year, it will be determined by a resolution of the Board of Directors and the remuneration contract will be modified accordingly.

The bonuses consist of regular bonuses and performance-based bonuses. The regular bonus can be paid in installments at least once a year within the range of 200% of the individual executive's regular salary. The specific amount and payment timing of the regular bonus for each executive within the 200% range will be determined by a resolution of the Board of Directors (or shareholders' meeting if there is no Board of Directors) and stated in the remuneration contract for each executive. If there are any changes in the regular bonus during the year, it will be determined by a resolution of the Board of Directors and the remuneration contract will be modified accordingly. The performance-based bonus is subject to separate executive performance-based bonus payment regulations.

2-21

Annual total compensation ratio

This content is sensitive to business operations and will not be disclosed.

2-22

Statement on sustainable development strategy

HANUL has publicly declared ESG management on its official website.

[HANUL's ESG Management](#)

“≡ ESG Management Declaration

한울의 ESG경영



1. 드레스코드

그것은 '드레스 코드'였습니다.

다소 비용이 들더라도 환경을 해치는 행동을 하지 않고,
또 다소 비용이 들더라도 환경을 보호하거나 덜 파괴하는 제품을 만들고자 하는...,
아직 뛰어넘어야 하는 아등들이 노동 시장에서 착취되지 않도록 하는...,
그리고 기업의 수익을 주주에게 돌려주지 않고, 사적으로 그 이익을 유용하는 기업인들을 배척하는...,

그것은 바로 최소한의 도덕성을 갖춘 기업들끼리만 어울리겠다는 '드레스 코드'입니다.

2. 생존전략

ESG라는 드레스 코드는 기업에게는 또 다른 시련입니다.
당연한 듯 하지만 때론 그 당연함이 버겁게도 느껴집니다.
우리의 글로벌 고객 중 하나는 한울 직원들이 범죄에 노출되지 않도록 어떤 보호 조치를 취하고 있는지도 물어봤습니다.
혹시라도 공장 어딘가에 괴한이 침입해 한울의 직원을 해칠 가능성이 없음을 입증하라 했습니다.
공장 펜스를 높여야 했고, 모든 출입문은 승인된 사람만 출입할 수 있도록 자동 잠금 장치를 해야 했으며,
경비팀에서는 현장 순찰을 네배 더 많이 해야 했고, CCTV 모니터를 계속 주시할 경비 인력을 충원해야 했습니다.
한울은 2021년부터 대한민국 정부의 ESG 정책 수립을 위한 전문 패널로 초청되어 기업의 ESG 대응에 대한 의견을 정부 기관에 계속적으로 전달하고 있습니다.
정부는 신냉전 시대의 도래, 그로 인한 보호 무역 주의 그리고 그 수단이 되는 ESG에 대해 걱정이 많습니다.
인구가 줄어들어 기업 경제의 기반이 수출로 향해야 하는데 그 장벽이 높아진 것이기 때문입니다.
까짓거 ESG 드레스 멋지게 입어버리자!!

한울생약주식회사 대표이사 한종우

Ethical Management Practice Pledge

Social responsibility and working environment policy

2023 hanUL Point



사회책임 및 노동환경 방침

한울생약은 지속가능경영에 대한 국제적 기준을 반영하고 사회적책임 및 노동환경에 대한 추진의지를 대내외에 알리기 위해 인권, 노동, 환경, 반부패의 4대 분야 10대 방침의 준수를 바탕으로 건전한 기업문화를 선도하며 그 성과를 투명하게 공개해 나아간다.

1. 인권 / Human Rights

■ 방침

- 원칙1> 한울생약은 국제적으로 선언된 인권 보호를 지지하고 존중해야 한다.
- 원칙2> 한울생약은 인권 침해에 연루되지 않도록 적극 노력한다.

■ 활동 내역

인권 선언의 국제 기준 반영, 인권보호 교육, 고충상담 채널 운영, 성희롱 및 직장 내 무례함 예방 활동 등

2. 노동규칙 / Labour Standards

■ 방침

- 원칙3> 한울은 결사의 자유와 단체교섭권의 실질적인 인정을 지지하고,
- 원칙4> 모든 형태의 강제노동을 배제하며,
- 원칙5> 아동노동을 효율적으로 철폐하고,
- 원칙6> 고용 및 업무에서 차별을 철폐한다.

■ 활동 내역

노동조합 활동 보장, 법률에 따른 아동 노동 및 강제 노동 금지, (채용, 보상, 평가 시) 차별 없는 인사 정책 운영 등

3. 환경 / Environment

■ 방침

- 원칙7> 한울생약은 환경문제에 대한 예방적 접근을 지지하고,
- 원칙8> 환경적 책임을 증진하는 조치를 수행하며,
- 원칙9> 환경친화적 기술의 개발과 확산을 촉진한다.

■ 활동 내역

친환경 상품 및 서비스 개발, 환경경영 체계 구축, 탄소 배출 인증, 협력회사 친환경 경영 장려 등

4. 반부패 / Anti-Corruption

■ 방침

- 원칙10> 한울생약은 부당취득 및 뇌물 등을 포함하는 모든 형태의 부패에 반대한다.

■ 활동 내역

'한울 윤리강령' 제정 및 시행, 공정거래 자율 준수 프로그램 운영, 윤리실천서약 등



2-24

Embedding policy commitments

HANUL ESG Regulations

HANUL conducts an annual evaluation of its partner companies by the procedure when selecting cooperation companies.

All contracted partner companies must comply with this code of conduct. Additionally, it is recommended that all partner companies adhere to the provisions stated in this code of conduct regarding transactions with trading partners.

a. Ethics

- ① Employees of partner companies must not engage in bribery, embezzlement, or solicitation, nor intentionally seek undue compensation using their business position.
- ② Partner companies must not engage in actions that hinder fair competition by leveraging their market position.
- ③ Partner companies must not improperly use or disclose information obtained unlawfully.

b. Labor/Human Rights

- ① Partner companies must not discriminate based on gender, race, nationality, religion, disability, age, political beliefs, etc.
- ② Partner companies must make efforts to provide education to enhance the capabilities of their employees and comply with mandatory education as stipulated by law.

c. Safety/Health

- ① Partner companies must operate systems for preventing safety and health accidents, including planning, procedures, and results.
- ② In the event of industrial accidents or diseases, partner companies must identify the causes and establish improvement measures.

d. Governance Structure

- ① Partner companies must share their commitment to social responsibility corresponding to the code of conduct through New Year's greetings on internal bulletin boards and group websites.
- ② Partner companies must establish a system for handling reports of violations of the code of conduct by employees and take appropriate actions.

[Selection of partner companies](#)

2-25

Processes to remediate negative impacts

HANUL Ethics Hotline(Sinmungo)

HANUL Ethics Hotline is a space where unethical behaviors that go against the company's ethics management and employees can be reported. The confidentiality of the informant is strictly protected. The reported content will be processed as quickly as possible and the results will be communicated to the informant in the desired manner.

■ Types of Reports

○ Employee misconduct/fraud ○ Workplace sexual harassment/bullying ○ Unfair trade/bullying ○ Theft, embezzlement, and misuse ○ Actions that undermine a healthy organizational culture ○ Other suggestions for improving unreasonable practices ○ Other

■ Principles of Informant Protection**a. Confidentiality**

The informant and the reported content are strictly treated as confidential information by the investigating department, and the disclosure of the informant's identity or any implied actions without the informant's consent is prohibited.

b. Identity Protection

We protect the informant from any disadvantages in business transactions or employment due to legitimate reporting, statements, and submission of materials.

c. Normalization of Reporting

In the case of informants who voluntarily report facts that violate company regulations and ethics management, if any fault or error is found related to the report, it may be normalized according to internal standards.

[HANUL Ethics Hotline\(Sinmungo\)](#)

2-26

Mechanisms for seeking advice and raising concerns

HANUL Sinmungo operation status (as of the end of December 2022)

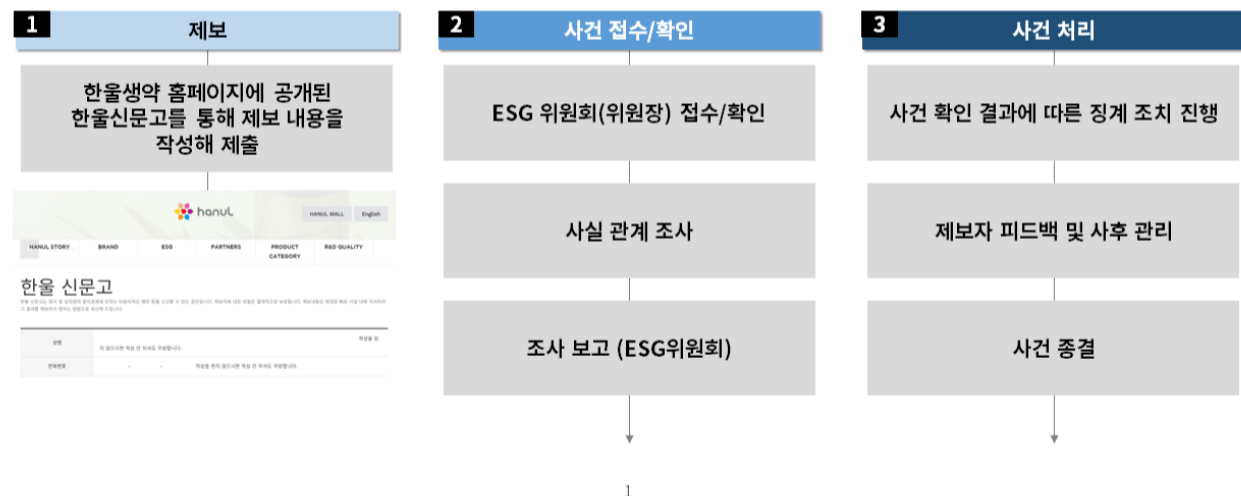
Classification of report/report type	Number of reports	Measures to be taken (disciplinary classification)
Corruption/corruption by executives and employees	0	-
Sexual harassment/harassment in the workplace	0	-
Unfair trade/abuse of power	0	-
Theft	0	-
Embezzlement and entertainment	0	-
Behaviors that undermine a healthy organizational culture	0	-
Proposals to improve other unreasonable practices	0	-

Report/tip process

신고/제보 프로세스



한울생약은 공식 홈페이지 내 공식적 채널인 '한울 신문고'를 통해 제보를 받고 있으며, 제보 받은 내용은 모두 ESG 위원회를 통해 처리되고 있습니다.



2-27

Compliance with laws and regulations

Compliance-related legal actions

Division	Unit	2020	2021	2022
Fine amount (including fines and fines)	one million won	0	0	0
Number of lawsuits filed	case	0	0	0
Number of non-monetary sanctions ¹⁾	case	0	0	1
Number of fair trade violations	case	0	0	0

1) 2022.10.20 ~ 2023.01.19 ['Babience Only 7 Essential 55'] 3-month suspension of manufacturing for the relevant product (administrative disposition for violations of the Cosmetics Act)

2-28

Membership associations

Major affiliated associations and organizations

List		
Korea Federation of Small and Medium Business (KBIZ)	Korea International Trade Association(KITA)	(G) Venture Business Council
Council of Economic Organizations	(G) Korea Management Innovation Small and Medium Business Association	Paju Chamber of Commerce and Industry
(G) Gyeonggi Federation of Small and Medium Enterprises	(G) Global C.E.O. Club	Paju Tax Office Cleaning Council
Blue Paju 21 Practice Council	Seonyu Industrial Complex Council	Paju City Happiness Scholarship Association
The beautiful society of prosperity		

5. Stakeholder engagement 2021

2-29

Approach to stakeholder engagement

Stakeholder Communication

Stakeholders	Interests	Communication channel	Response activities
Customer	Listening to and reflecting customer opinions	HANUL website	Social commerce and SNS events
	Customer personal information protection	HANUL SNS	Product research and development that reflects customer opinions
	Ensure product quality and stability	Product exhibition Customer visit	Strengthening information and data security
Executives	Performance Evaluation and Compensation	Labor-Management Council	Expand talent development education
	Welfare benefits, work-life balance	Grievance Center	Labor-management relationship level diagnosis (once a year)
	Handling employee grievances	Job Fair	Hearing opinions from executives and employees (once a year)
Shareholders and investors	Shareholder/Investment Value	General shareholders' meeting	Transparent management disclosure
	Risk Management	Sustainability Management Report	Risk monitoring/response process
	Transparent information disclosure		
	ESG issue communication		

Stakeholders	Interests	Communication channel	Response activities
Partner company	Partner selection and management	HANUL website	Conduct supplier evaluation
	Fair trade and shared growth	Visit to partner companies	HANUL ESG Regulation Implementation Agreement
	Strengthening communication with partners	Offline meeting	Capacity building (consulting, on-site counseling, education, technical support, etc.)
Community	Comprehensive ESG evaluation of partners		
	Social contribution	Social contribution activities	Expand development and operation of social contribution programs
Government and related organizations	Contribution to local economy	Regional council	
	Legal and regulatory compliance Transparent tax payment	Policy/corporate meeting	Compliance with laws and regulations

2-30
Collective bargaining agreements

HANUL respects the rights of workers guaranteed by labor laws and related regulations and aims to promote industrial peace by enhancing the mutual interests of labor and management. According to the "Act on Promotion of Worker Participation and Cooperation," regular labor-management meetings are held to listen to employees' voices regarding working conditions and grievance handling. In 2022, an additional commuting bus route was added and increased for the convenience of workers' commuting through the labor-management meeting, contributing to the establishment of a constructive labor-management relationship between management and employees.

Collective agreement

Item	2020	2021	2022
Total number of workers	89	110	152
Number of workers covered by collective agreement	72	92	127
Collective agreement application rate (%)	80.9	83.6	83.6

GRI 3. Material Topics

Disclosures

Disclosure Contents

Data Tables Files URLs Business Cases

1. Disclosures on Material Topics 2021

3-1

Process to determine material topics

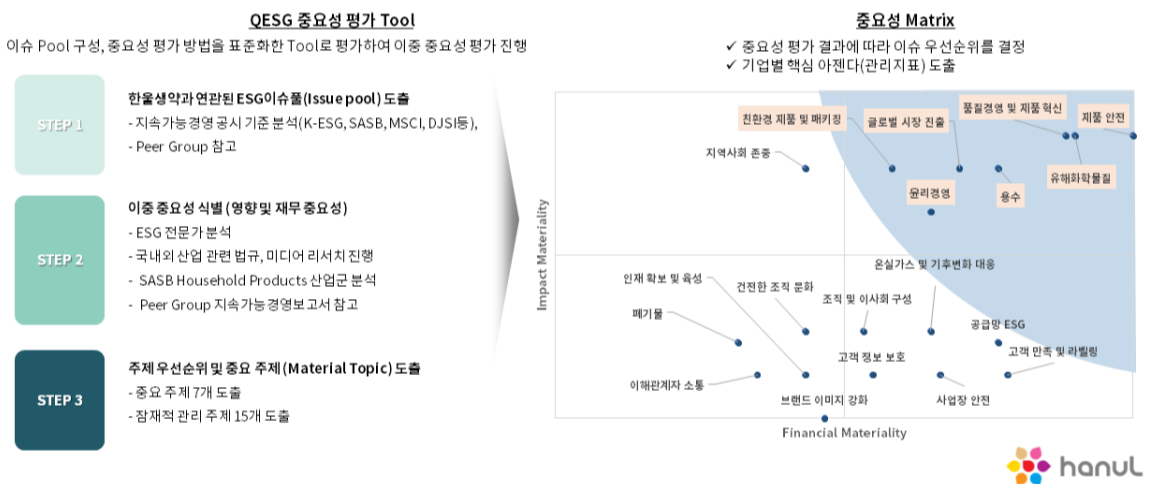
HANUL conducted its first materiality assessment in 2023 to identify and incorporate key issues of sustainable management into ESG strategy formulation and decision-making processes. In the 2023 materiality assessment, the concept of materiality expanded in line with sustainable management information disclosure, and double materiality was applied.

From the perspective of impact materiality (social and environmental materiality), HANUL analyzed the impact of its business activities on society and the environment. From the perspective of financial materiality, it analyzed the external environment's impact on HANUL's financial situation to determine material topics.

Materiality assessment results and matrix

한울생약 중요성 평가 결과

SASB 표준 라이선스를 기반으로 한 산업별 중요성 평가 기본 SET을 바탕으로 한울생약의 ESG 이슈를 반영하여 중요성 평가를 진행하고 중요 주제를 도출하였습니다.



Issue pool and material topics

Issue Pool 및 중요 주제

전체 22개의 Issue Pool 중 7개의 중요 주제와 15개의 잠재적 관리 주제를 도출하였습니다. 7개의 중요 주제를 사전에 관리함으로써 ESG 경영 리스크를 줄일 수 있으며, 더 나아가 장기적인 수익성 개선에 기여할 수 있습니다.

중요 주제			잠재적 관리 주제	
우선순위	TOPIC	관리 필요성	우선순위	TOPIC
1	제품 안전	생활용품은 생활과 밀접한 제품군으로, 제품 안전과 품질관리가 필수적입니다. 화학물질 관련 규제 및 중대사건 제재와 같은 기업의 제품 안전 책임이 강화되고 있으며, 이는 고객에 안전에 직접적으로 영향을 미칠 수 있습니다.	8	지역사회 존중
2	유해화학물질	연세강에 영향을 주는 우리 화학물질의 사용에 대해 소비자 압력과 규제 압력 증가에 직면해 있습니다. EU 지침과 미국 입법에서는 가정, 개인용품 산업 내 유해화학물질의 사용을 제한하거나 대안을 제시하고 있습니다. 유해화학물질의 사용을 줄인다면 변화하는 고객 수요를 더욱 잘 포착하고 규제 부담을 피함으로써 수익성을 개선할 수 있습니다.	9	공급망 ESG
3	품질경영 및 제품 혁신	외부 이해관계자의 관심은 기업이 단기적 성과가 아닌 지속가능한 성장 방향으로 이동하고 있으며, 미래 시장 경쟁 확보를 위한 지속적인 투자, 고객 니즈에 부합하는 신제품개발, 인구구조 변화에 따른 사업 영역 확대 등 장기적인 미래 성장 전략을 추진해야 합니다.	10	고객 만족 및 리벨링
4	물수	한울생약의 생산품인 톨티수의 주요 원재료인 물수는 특히 중요한 주제입니다. 물수는 전 세계적으로 희귀한 자원이 되고 있습니다. 모든 제조업체는 신중한 계획을 세우지 않으면 생산 비용이 증가하거나 생산에 필요한 깨끗한 물수를 확보하지 못할 수 있습니다.	11	온실가스 및 기후변화 대응
5	글로벌 시장 진출	한울생약은 글로벌 시장 진출을 통해 사업 영역을 확장하고 있습니다. 글로벌 소비자의 니즈를 파악해 새로운 시장 확장의 기회를 포착하고, 해외 시장의 법규와 규제를 사전에 인지함으로써 사업 리스크를 줄일 수 있습니다.	12	사립장 안전
6	친환경 제품 및 패키징	한울생약이 속한 가정 및 개인용품 기업들은 높아지는 소비자들의 요구에 대응하기 위하여 친환경 제품을 제공하고 있으며, 지속가능한 포장재에 대한 움직임이 있습니다. 지속가능한 제품에 대한 실행과 홍보가 가능한 기업 이윤과 시장 점유율을 향상시킬 가능성이 있습니다.	13	조직 및 이사회 구성
7	윤리경영	글로벌 및 국내 운영 공간 전반에 걸쳐 규정 준수를 보장하는 기업에 능력은 중요한 영향을 미칠 수 있습니다. 윤리경영에는 법률 및 규정 준수, 경쟁저해행위, 조세 등의 항목이 포함됩니다.	14	고객 정보 보호
			15	건강관 조적 문화
			16	브랜드 이미지 강화
			17	인재 확보 및 육성
			18	폐기물
			19	이해관계자 소통
			20	연관경영
			21	임직원 다양성
			22	생태계 보호 및 생물 다양성

3-2

List of material topics

The material topics of HANUL in 2022 are as follows.

GRI Material Topics

GRI 200-400 중 한울생약의 중요 주제



GRI 200 - 경제		GRI 400 - 사회		중요 주제	
주제 번호	주제명	주제 번호	주제명	주제 번호	주제명
201	경제성과(Economic Performance)	401	고용 (Employment)	411	원주민 권리 (Rights of Indigenous Peoples)
202	시장지위 (Market Presence)	402	노사관계 (Labor/Management Relations)	412	인권 평가 (Human Rights Assessment)
203	간접 경제효과 (Indirect Economic Impacts)	403	산업안전보건 (Occupational Health and Safety)	413	지역사회 (Local Communities)
204	조달관행 (Procurement Practices)	404	훈련 및 교육 (Training and Education)	414	공급업체 사회 평가 (Supplier Social Assessment)
205	반부패 (Anti-corruption)	405	다양성과 기회 균등 (Diversity and Equal Opportunity)	415	공공정책 (Public Policy)
206	경쟁저해행위 (Anti-competitive Behavior)	406	차별금지 (Non-discrimination)	416	고객 안전보건 (Customer Health and Safety)
207	조세 (Tax)	407	결사 및 단체교섭의 자유 (Freedom of Association and Collective Bargaining)	417	마케팅 및 라벨링 (Marketing and Labeling)
GRI 300 - 환경		408	아동노동 (Child Labor)	418	고객개인정보보호 (Customer Privacy)
301	원재료(Materials)	409	강제노동 (Forced or Compulsory Labor)	419	사회경제 컴플라이언스 (Socioeconomic Compliance)
302	에너지 (Energy)	410	보안 관행 (Security Practices)		
303	용수 및 폐수 (Water and Effluents)				
304	생물다양성 (Biodiversity)				
305	배출 (Emissions)				
306	폐기물 (Waste)				
307	환경 컴플라이언스 (Environmental Compliance)				
308	공급업체 환경평가 (Supplier Environmental Assessment)				

Ranking	Topic	GRI Topic Standards
1	Product safety	403-1 403-3 403-4 403-5 403-6 403-7 403-8 403-9 416-1 416-2
2	Hazardous chemicals	303-2 416-1 416-2
3	Quality management and product innovation	
4	Water	303-1 303-2 303-3 303-4 303-5
5	Global market entry	201-1 201-2 201-3 201-4 202-1 202-2
6	Eco-friendly products and packaging.	
7	Ethical management	414-1 416-2 417-3 418-1

GRI Topic. Economic

Disclosures

Disclosure Contents

[Data Tables](#) [Files](#) [URLs](#) [Business Cases](#)

GRI 201 : Economic Performance 2016

3-3_201

Management of Economic Performance

HANUL recorded sales of approximately 76.3 billion won in 2022, and sales have been steadily growing every year. HANUL strives to distribute the generated economic value to stakeholders such as shareholders and investors, employees, partner companies, local communities, and the government, to become a company that grows together with stakeholders.

201-1

Direct economic value generated and distributed

Status of economic value creation and distribution

Division	Calculation standard	2020	2021	2022
Enterprise	Acquisition of tangible assets	5,787	20,846	2,433
Customer	Sales	60,583	59,654	76,359
Shareholder/Investor	Interest cost	465	749	1,425
Executives	Salary + benefits + retirement benefits	4,167	4,511	7,081
Partner company	Purchase cost + outsourcing cost	43,976	44,249	60,445
Community	Donation	13	15	18
Government	Taxes and duties + corporate tax	777	248	503

(Unit: one million won/KRW)

201-2

Financial implications and other risks and opportunities due to climate change

Climate change risk

Division	Risk	Financial impact	Opportunity factor
Transition risk	Strengthened greenhouse gas-related policies and regulations	Increased greenhouse gas emissions and regulatory response costs	Increased investment in activities and reduction facilities to reduce carbon emissions Reduce business greenhouse gas emissions and reduce energy costs
	Changes in customer/stakeholder behavior patterns	Increased cost of high-efficiency/eco-friendly product certification	Securing future growth engines
		Sales increase due to increased sales of low-carbon products	Increased trust through consumer awareness and meeting stakeholder expectations

Division	Risk	Financial impact	Opportunity factor
Physical risk	Damage to facilities and production due to natural disasters and climate change (transportation, supply chain disruption, worker health/safety, etc.)	Financial losses due to production damage, such as facility repairs	Facility design taking into account natural disaster damage Strengthening facility safety, employee health management, and product quality management in response to climate change
	Increased energy use due to operation of heating and cooling facilities	Increased energy usage costs	Reduce business greenhouse gas emissions and reduce energy costs

201-3

Defined benefit plan obligations and other retirement plans

Pension system for retirement.

HANUL Co., Ltd. has been operating a pension system (DB) since 2010 to ensure stable retirement benefits for employees and guarantee their post-retirement life through pension or lump sum payments.

Retirement pension balance as of year-end

Year	Subject	Pensioner	Retirement pension subscription rate	Accumulated amount (unit: million won)	Financial verification ratio (accumulation ratio)
2021	110		19%	1,192	175%
2022	152		11%	1,531	238%

201-4

Financial assistance received from government

Government support subsidies include corporate tax deductions, export company support funds, employment support funds, and smart factory support funds.

Performance of government support subsidies

Division	Unit	2020	2021	2022
Tax reductions and deductions	one million won	261	72	218
Support for export companies, employment subsidies, smart factory subsidies, other supports, etc.	one million won	448	92	55

GRI 202 : Market Presence 2016

3-3_202

Management of Market Presence

HANUL currently operates only domestic branches and follows the minimum wage standards in Korea. HANUL aims to expand its business into the global market, and if foreign branches are included in the organizational boundaries in the future, it plans to supplement the GRI 202 Market Position Indicator.

202-1

Ratios of standard entry level wage by gender compared to local minimum wage

Job-specific compensation process

HANUL Co., Ltd. operates a non-fixed performance bonus and a fixed performance bonus (team leader recommendation system) to ensure fair compensation for the efforts and achievements of its members in their work. The compensation system complies with compensation-related laws, including the minimum wage, and does not differentiate wages based on gender, following the principle of equal pay for equal work. (As of 2022, the ratio of starting salary for office workers to the minimum wage is 141%)

202-2

Proportion of senior management hired from the local community

HANUL operates only in domestic locations.

GRI Topic. Environment

GRI 301 : Materials 2016

301-2

Recycled input materials used

Three activities for the environmental performance of products

Among the seven categories of environmental improvement in Article 6 of the Notice on Environmental Labeling and Advertising Management System, product development activities applicable to the environmental friendliness of wet wipe products:

- a. Recycling of effective resources
- b. Reduction of greenhouse gas emissions
- c. Biodegradable products

Launch of products using waste plastic recycled raw materials

a. Use of waste plastic recycled raw materials to improve environmental friendliness through recycling of effective resources

- It uses the term PCR (RECYCLED PLASTIC CONTENT) and can be applied to packaging, stickers, caps, containers, etc. (review of workability and safety)
- PCR packaging
 - ① NO TOUCH: Packaging with 30% recycled materials (applied as an intermediate layer)

	구분	신재 원료	두께	구성 비율
PET	단일층	신재 원료	12μm	19.40%
LLDPE	스킨층	PCR 재생 원료	6.25μm	10%
		신재 원료	6.25μm	10%
	중간층	PCR 재생 원료	12.5μm	20%
		신재 원료	12.5μm	20%
실런트층	신재 원료	12.5μm	20%	

→ Recycled materials are not used in areas that come into direct contact with people or products.

② Safety and other considerations

The image shows four SGS test reports. The first three are smaller reports with various test results. The fourth is a larger report titled 'Test Report no. J981014-CT5A1M21-0224' for 'Sample Description : DL, PCA-Polyethylene' and 'Material : Polyethylene'. It includes a table for 'FDA 21 CFR 177.1520 (2.1)' with columns for Extractions, Test Condition, Unit, Reporting Limit, Result, and Permissible Limit.

Extractions	Test Condition	Unit	Reporting Limit	Result	Permissible Limit
Density	Density at 23.0 °C	g/mL	-	0.92	0.85-1.00
Soluble fraction	Sample dissolved in xylene under the condition of 25°C for 2 hours	% w/w	0.1	0.04	11.3
Extractable fraction	Sample extracted in n-hexane under the condition of 50°C for 2 hours	% w/w	0.1	0.43	5.5

- Review of hazardousness testing.
- Productivity review based on melting point completed.
- Review of abnormal odor completed.

b. Reduce greenhouse gas emissions

- Low Carbon Certification

The first domestic certification of carbon footprint by the Ministry of Environment



c. Biodegradable products

- Biodegradable tissue

- If proven to be biodegradable through testing that meets environmental certification standards, it is eligible for eco-friendly biodegradable advertising.
- Review of biodegradable nonwoven fiber materials

① Natural fibers: cotton

② Regenerated fibers among chemical fibers: rayon, tencel, bamboo, PLA

③ Pulp: flushable, cellulose

• Biodegradable packaging & caps

- Packaging and caps made of PLA (polylactic acid) material



301-3

Reclaimed products and their packaging materials

We plan to calculate the ratio of recycled products and packaging materials by product category, and we are making efforts for sustainable product production.

- Released in August 23, 'The Planet Mars Gold'
 Use of sustainable raw materials for resource circulation
 Development of sub-materials using recycled plastics from household waste
 Development of sub-materials excluding unnecessary plastics (tear-off film, cap without stickers)
- Environmental performance label certification on November 28, 22
 (No Brand Hand Sanitizer Wet Wipes 32 sheets, No Brand Thick Wet Wipes 100 sheets, No Brand Chamomile Baby Wipes 100 sheets, No Brand Wet Tissues 100 sheets)
 Development of sustainable products for carbon emission reduction
 Development of productive products to save energy
- Creating an ESG environment through the development of competitive eco-friendly products through process improvement
 Process improvement for competitive processing suitable for eco-friendliness, proactive proposal for eco-friendly product development

3-3_302

Management of Energy

HANUL, as a manufacturing company, inevitably consumes energy in the production process. Recognizing the potential negative impact of energy consumption on the environment, HANUL strives to minimize this impact by selecting it as a material topic.

The main sources of energy consumption within the organization are Scope 1 LNG and Scope 2 electricity. Environmental data management began in 2022 due to issues such as the relocation of facilities.

Through the 2022 data and newly calculated 2023 energy data, HANUL plans to identify energy consumption patterns. Discussions on reducing energy consumption based on the calculated energy consumption will also be conducted in the ESG Management Committee. Examples of main reduction measures include the installation of mutual reactor devices for energy efficiency and power stabilization, as well as discussions on solar power generation projects.

302-1

Energy consumption within the organization

Electricity usage and billing criteria are based on the KEPCO (Korea Electric Power Corporation) bill, while LNG usage is based on the Korea Gas Corporation bill. No data was collected for 2021 due to a business relocation.

302-1 Energy consumption

No.	Electricity usage in 2022 (kWh)	LNG consumption in 2022 (m³)
One	4,888,112	121,870

302-5

Reductions in energy requirements of products and services

- a. Promotion of free diagnosis by the Energy Corporation
- o. Consideration of installing mutual reactor devices for energy efficiency and power stabilization
- c. Review of solar energy generation project (scheduled for implementation in 2024) - Installation of solar power facilities utilizing idle roofs of factories to create an environmentally friendly image, maximize space utilization, follow the government's policies on ESG management, RE100 compliance, and promote environmentally friendly power production and secure additional revenue.

[Mutual reactor](#) [Solar power equipment](#)

GRI 303 : Water and Effluents 2018

3-3_303

Management of Water and Effluents

Water, a key ingredient in the production of HANUL's products such as wet wipes, is particularly material. The water used in the production process of HANUL is 100% tap water, and wastewater is managed through outsourced treatment facilities.

303-1

Interactions with water as a shared resource

Review of water resource conservation measures

The Sunyou Industrial Complex, where HANUL Co., Ltd. is located, operates and manages approximately 1,041 facilities, including LCD general and Tanhyeon National Industrial Complex, Wolrong General Industrial Complex, Sunyou, Dangdong, and Beopwon General Industrial Complexes, as well as domestic sewage and factory wastewater treatment facilities, in collaboration with the Paju City Environment and the Environmental Management Corporation (EMC).

Every month, we visit the facilities with wastewater treatment devices to inspect the water quality and concentration of the generated wastewater. For other facilities, we track and investigate the amount of water used and the amount of wastewater generated on a monthly basis, and notify and inspect facilities with any abnormalities.

Currently, due to the nature of the product line produced by HANUL, water accounts for 90% of the finished products, and it is also used for sanitary water and cooling water for facilities.

As a result, there were numerous inquiries and inspections from EMC during the initial production process. To share this information and calculate the amount of water used, we installed measuring equipment on the incoming line from the tap water facility to the purified water facility, which is connected to the production line. This allowed us to calculate the amount of water used in the products, sanitary water, and cooling water for facilities, as well as the amount of wastewater discharged afterwards.

Furthermore, to encourage water conservation among employees and ensure efficient management of water, we have introduced automated sensors in the sanitary water usage areas of newly constructed buildings for management purposes.

303-1 Interaction with water as a shared resource

Division	2022
1. Total water usage	80,624
2. Purified water usage (product input amount)	73,234
3. Other household water and other (cooling water)	7,390

※ Total water usage: Total water bill for 2022※ Purified water usage: HANUL Co., Ltd.'s own meter data collection

303-2

Management of water discharge-related impacts

HANUL Co., Ltd. outsources all wastewater from a specialized treatment company and does not collect separate pollution data. Starting from 2024, we plan to measure and monitor the discharge concentration and original wastewater concentration once per quarter. We will make efforts to reduce the amount of wastewater and pay more attention to the surrounding water quality environment, including preventing water pollution.

303-3

Water withdrawal

HANUL Co., Ltd. uses 100% tap water as its main water source and notifies the EMC through monthly meter readings. It transfers the information to the Korea Water Resources Corporation and calculates and pays monthly water and wastewater fees.

Water supply usage from 2021 to 2022

Item	Unit	ratio (%)	2021	2022
Water usage	Ton	100	37,033	80,624
Groundwater usage	Ton	0	0	0
Sewer usage	Ton	0	0	0

Data prior to August 2021 is not included due to new construction and move-in preparation for Sunyou Campus.

303-4

Water discharge

Hanul Pharmaceutical Co., Ltd. collects and entrusts all wastewater generated in the process to a specialized treatment company.

304-4 Wastewater discharge

item	unit	2021	2022
wastewater	Ton	1,379	856

Data prior to August 2021 is not included due to new construction and move-in preparation for Seonyu Campus.

303-5

Water consumption

Data for August 2021 was not collected due to the construction and preparation for occupancy of the Sunyou Campus.

303-5 Water consumption

Item	Ratio(%)	Unit	2021	2022
Waterworks	100	Ton	37,033	80,624
River water	0	Ton	0	0
Underground water	0	Ton	0	0
Recycled water	0	Ton	0	0

Data prior to August 2021 is not included due to new construction and move-in preparation for Sunyou Campus.

3-3_305

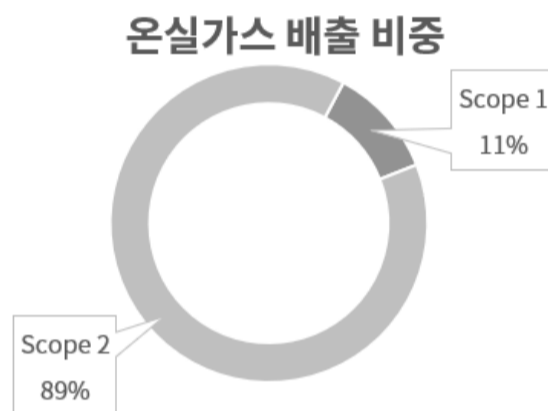
Management of Emissions

HANUL, as a manufacturing industry, inevitably consumes energy in the production process. Recognizing the potential negative impact of energy consumption on the environment, HANUL strives to minimize this impact by selecting it as a material topic.

The main sources of energy consumption within the organization are Scope 1 LNG and Scope 2 electricity. Environmental data management began in 2022 due to issues such as the relocation of facilities.

Through the 2022 data and newly calculated 2023 energy data, HANUL plans to identify energy consumption patterns. Discussions on reducing energy consumption based on the calculated energy consumption will also be conducted in the ESG Management Committee. Examples of main reduction measures include the installation of mutual reactor devices for energy efficiency and power stabilization, and discussions on solar power generation projects.

☰ Scope 1, 2 proportion



305-1

Direct (Scope 1) GHG emissions

HANUL has been establishing greenhouse gas inventories and initiating greenhouse gas calculations since 2021 within the Sunyou Campus. However, the emissions before August 2021 were not included in the calculation due to the construction and preparation for occupancy of the Sunyou Campus.

☰ Direct greenhouse gas emissions

Scope 1	2021	2022
CO ₂ emissions (tCO ₂)	64.402	269.176
CH ₄ emissions (tCH ₄)	0.001	0.006
N ₂ O emissions (tN ₂ O)	0	0.1
Greenhouse gas emissions (tCO ₂ eq)	64.461	269.547

Data prior to August 2021 is not included due to new construction and move-in preparation for Sunyou Campus. Mobile combustion is included starting from 2022 data.

305-2

Energy indirect (Scope 2) GHG emissions

The Scope 2 emissions of HANUL are accounted for 100% by the 'electricity purchased'. However, data for March 2021 was not included due to the construction and preparation for occupancy of the Sunyou Campus.

Indirect greenhouse gas emissions

Scope 2	2021	2022
CO ₂ emissions (tCO ₂)	858.128	2207.262
CH ₄ emissions (tCH ₄)	0.007	0.017
N ₂ O emissions (tN ₂ O)	0.016	0.041
Greenhouse gas emissions (tCO ₂ eq)	863.221	2220.363

Data prior to March 2021 is not included due to new construction and move-in preparation for Sunyou Campus.

306-3

Waste generated

HANUL conducted the first proper performance reporting on the generated waste in 2021 through the Waste Treatment Site Information Management System (WTIMS). Additionally, we are recycling 100% of the generated waste, processing it through shredding and crushing to manufacture intermediate processed waste and solid fuel products.

Waste generation and recycling

	Division	Unit	2020	2021	2022	note
Waste generation	Workplace waste	Ton	98.23	336.21	593.67	
	Designated waste	Ton	-	-	-	
	Total amount generated	Ton	98.23	336.21	593.67	First report in 2021
Waste disposal volume	Landfill	Ton	-	-	-	
	Incineration	Ton	-	-	-	
	Recycling (shredding, grinding)	Ton	98.23	336.21	593.67	
	Total throughput	Ton	98.23	336.21	593.67	First report in 2021
Waste recycling rate		%	100	100	100	

Data for 2020 was not compiled due to new construction and move-in preparation for Sunyou Campus.

[Waste generation and recycling](#)

306-4

Waste diverted from disposal

HANUL recycles 100% of the generated waste.

Waste generation and recycling

	Division	Unit	2020	2021	2022	note
Waste generation	Workplace waste	Ton	98.23	336.21	593.67	
	Designated waste	Ton	-	-	-	
	Total amount generated	Ton	98.23	336.21	593.67	First report in 2021
Waste disposal volume	Landfill	Ton	-	-	-	
	Incineration	Ton	-	-	-	
	Recycling (shredding, grinding)	Ton	98.23	336.21	593.67	
	Total throughput	Ton	98.23	336.21	593.67	First report in 2021
Waste recycling rate		%	100	100	100	

Data for 2020 was not compiled due to new construction and move-in preparation for Sunyou Campus.

GRI Topic. Social

GRI 401 : Employment 2016

401-1

New employee hires and employee turnover

HANUL is increasing its annual new hires, and most of the new hires are from the headquarters.

Recruitment

	Division	2020	2021	2022
Gender	Number of new hires	11	30	34
	Male	4	20	18
	Female	7	10	16
By business location	Head office	11	29	33
	R&D Center	0	1	1

GRI 402 : Labor/Management Relations 2016**402-1**

Minimum notice periods regarding operational changes

Quarterly Labor-Management Council Meeting

We are forming user representatives and worker representatives to discuss and improve welfare benefits, address grievances, and enhance working conditions through communication at the quarterly labor-management council meeting.

[402-1 Labor-Management Council](#)**GRI 403 : Occupational Health and Safety** 2018**3-3_403**

Management of Occupational Health and Safety

HANUL, as a manufacturing company, strives to ensure the safety of its employees within the workplace. Creating a safe working environment is a material topic that is closely related to the company's productivity and sales. HANUL establishes a safety management policy and sets and achieves goals related to safety accidents to create a safe working environment. Additionally, HANUL conducts continuous safety education and on-site accident prevention activities to enhance employees' safety awareness.

403-1

Occupational health and safety management system

Safety Management Policy

HANUL prioritizes the safety and health of all employees in all aspects of business operations and strives to provide a safe and pleasant working environment for all employees. We continuously improve the safety and health environment through the following safety and health activities:

- a. Set goals for safety and health through risk assessment and establish and implement programs to achieve them.
- b. Strictly comply with safety and health-related laws and regulations, such as the Industrial Safety and Health Act.
- c. Ensure that all employees understand the goals of safety and health and provide education and training on safety and health to fulfill their responsibilities and obligations.
- d. All employees actively participate in safety and health activities by recognizing hazardous factors in work processes.

Goals:

- Ensure the safety of machinery and equipment, wear protective gear, and strictly adhere to safety rules to achieve the following goals:
 - Zero accidents and incidents
 - Zero occupational diseases
 - Improvement rate of machinery and equipment: over 80%
 - Compliance rate of wearing protective gear: over 80%
 - Compliance rate of following safety rules: over 80%

[403-1 Workplace Health and Safety Management System](#)

403-3

Occupational health services

403-3 Workplace health services

Division	Activity details
Safety plan	· Establishment of in-house safety management regulations and guidelines · Comprehensive fire and safety accident evacuation training (once a year)
Industrial safety	· Establishment of safety and health management system · Identify and implement Occupational Safety and Health Act issues · Operation of the Occupational Safety and Health Committee (quarterly)
Risk assessment	· Conduct risk assessment
Safety education	· Conduct regular safety and health training for workers · Conduct safety training for management supervisors · Conduct special safety training for forklift drivers
Safety inspection	· Manufacturing innovation activities (ESG / safety) · Safety manager patrol inspection (once a month) - On-site safety accident prevention activities
Other activities	· Assignment of first aid personnel and completion of training (including CPR and AED) · Conducting customer ethics audit · Installation of automatic external defibrillator (AED)

[Workplace health services](#)

403-4

Worker participation, consultation, and communication on occupational health and safety

Operation of Occupational Health and Safety Committee

We operate an Industrial Safety and Health Committee composed of 50% user representatives and 50% worker representatives, meeting at least once every quarter. We discuss and decide on important matters related to industrial safety and health, such as improving on-site safety and working environment, promoting worker health, and preventing accidents. We post notices on a bulletin board for all employees to read. HANUL is striving towards achieving a safe workplace without accidents.

403-5

Worker training on occupational health and safety

Education completion status

Education name	Training organizer	Year of education	Persons who completed training (persons)	Total training time (H)
First aid general course	Korean Red Cross	2022	5	40

Workplace health and safety worker training

응급처치요원 양성



사진1 심폐소생술 및 자동심장충격기 AED 교육

한울생약은 응급 상황 시 정확하고 신속한 판단을 내릴 수 있도록 2022년부터 대한적십자에서 주관하는 응급처치교육 (심폐소생술 및 AED) 수료를 통해 응급처치요원을 양성해 나가고 있습니다. (2022년 기준 5명)
또한 사내에 자동심장충격기(AED)를 설치하여 심정지 환자 발생 시 신속하고 올바른 심폐소생술을 실시하여 소중한 생명을 살릴 수 있도록 사전 대비하고 있습니다.

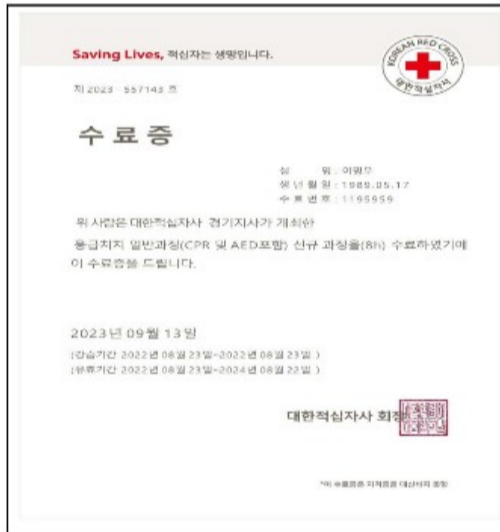


사진2 응급처치교육 수료증



사진3 자동심장충격기(AED)

403-6

Promotion of worker health

Starting in 2018, to promote the health of workers, doctors visit the factory four times a year and nurses visit once a month to conduct interviews and perform simple health screenings such as blood pressure, blood sugar, and body fat measurements, providing support for workers to improve their health.

Number of health consultations and quick tests by 2022

Month	Health consultation (people)	Blood pressure check (people)	Blood sugar check (people)
1	21	19	5
2	6	6	2
3	12	12	2
4	13	13	1
5	15	15	3
6	14	14	1
7	10	10	4
8	16	16	6
9	8	8	4
10	15	15	3
11	12	12	7
12	5	5	5

403-7

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Occupational health and safety management preventive activities
 To prepare for potential accidents in the workplace, we conduct risk assessments for each workplace and have safety managers conduct regular inspections. Additionally, every month, department team leaders conduct on-site leadership tours to improve the work environment and safety in the workplace.

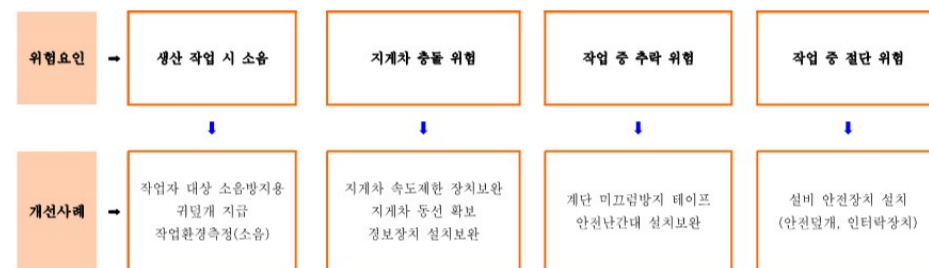
[403-7 Prevention and mitigation of workplace health and safety impacts](#)
[403-7 Prevention and mitigation of workplace health and safety impacts \(Team Leader Field Leadership Tour\)](#)
[403-7 Prevention and mitigation of workplace health and safety impacts \(occupational accident rates\)](#)

403-7 Prevention and mitigation of workplace health and safety impacts

안전보건관리 사전예방 활동

사업장에서 발생할 수 있는 재해에 대비하기 위해 사업장별 위험성 평가 및 월 1회 이상 안전관리자가 순회점검을 하고 있으며, 매월 각 부서 팀장 현장 리더십 투어를 진행하고 있으며 사업장 업무환경 및 안전에 대해 개선을 해 나가고 있습니다.

위험성 평가 통한 사업장 위험 예방 예시



구분	2020	2021	2022
한울생약	1	1	2

구분	2020	2021	2022
산업재해율	1.47	1.22	2.02

403-8

Workers covered by an occupational health and safety management system

Safety and health management system certification1)

Certification	Expiration period	note
ISO 45001	2019.11.18 ~ 2025.11.17	

1) The above-certified safety and health management system applies to executives and employees within the relevant business site and employees of partner companies.

[403-8 Safety and Health Management System Certification ISO 45001](#)

403-9

Work-related injuries

Industrial accidents of workers

	2020	2021	2022
Number of disasters over 3 years (unit: cases)			
Accidents of male workers	0	0	2
Accidents of female workers	1	1	0

Industrial accident rate

	2020	2021	2022
3-year disaster occurrence rate (unit: %)			
Industrial accident rate	1.47	1.22	2.02

405-1

Diversity of governance bodies and employees

[Diversity of executives and employees](#)

Category	Division	Unit	2020	2021	2022
Gender	Male	Number of people	43	57	77
	Female	Number of people	46	53	75
Diversity indicators	Elderly people	Number of people	5	4	4
	Veterans Award	Number of people	0	0	0
	Foreigner	Number of people	14	14	17
	Disabled	Number of people	1	3	3
By employment type	Number of management personnel	Number of people	6	7	7
	General	Number of people	63	82	121
	Full-time	Number of people	89	110	152
	Non-regular worker	Number of people	0	0	0
	Total number of people	Number of people	89	110	152

[Administrator status](#)

Division	Unit	2020	2021	2022
Female managers (manager or higher)	Number of people	2	2	2
Female executives	Number of people	1	2	2
All managers (manager or higher)	Number of people	11	11	18
All executives	Number of people	6	7	7

[405-1 Diversity of management organization and staff](#)

408-1

Operations and suppliers at significant risk for incidents of child labor

Safety risk assessment

HANUL classifies human rights risks into 33 specific items in 10 areas according to the 'UN Human Rights Guidelines' and the 'Human Rights Management Guidelines' of the National Human Rights Commission, and utilizes the 'Human Rights Management Checklist' to self-assess human rights violations. The self-assessment results showed no human rights violations, and we will continue to detect and respond to human rights risks in advance through regular self-diagnosis.

Composition of human rights management checklist

Human Rights Management Checklist	[10 items]
1) Establishment of a human rights management system	6) Guaranteeing industrial safety
2) Non-discrimination in employment	7) Supply chain management
3) Freedom of association and negotiation	8) Protection of human rights of local residents
4) Prohibition of forced labor	9) Guarantee of environmental rights
5) Prohibition of child labor	10) Protection of customer human rights

GRI 409 : Forced or Compulsory Labor 2016

409-1

Operations and suppliers at significant risk for incidents of forced or compulsory labor

Eradication of Forced Labor and Child Labor

HANUL strictly prohibits forced labor and child labor in its workplace and partner companies. Foreign workers are only hired if they have employment permits from the Ministry of Employment and Labor, and contracts are written in their native language. When evaluating partner companies, HANUL includes checks on forced labor and child labor.

■ Labor Rules

HANUL supports freedom of association and the effective recognition of the right to collective bargaining, excludes all forms of forced labor, abolishes child labor effectively, and eliminates discrimination in employment and work.

■ Activities

HANUL guarantees labor union activities, prohibits child labor and forced labor according to the law, and operates a non-discriminatory personnel policy (in hiring, compensation, and evaluation).

GRI 414 : Supplier Social Assessment 2016

3-3_414

Management of Supplier Social Assessment

Due to the implementation of the EU Corporate Sustainability Due Diligence Directive (2024) and other regulations, sustainability is being emphasized throughout the industrial ecosystem, and regulations and legislation regarding environmental and human rights assessments of supply chain participants are increasingly spreading. Social evaluations of suppliers help establish a stable supply chain by identifying and managing potential risks that may arise within the supply chain. As social risks from suppliers can directly impact product production and profitability, it is crucial to manage them in advance.

When selecting new business partners, HANUL conducts pre-evaluations that include ethical management, quality management, safety, and environment, among others. If the designated criteria are not met, penalties may be imposed or registration as a business partner may be withheld. Through these measures, HANUL strives to enhance sustainability and maintain the stability of its supply chain.

414-1

New suppliers that were screened using social criteria

Evaluation of Business Partners

Both new and existing business partners are requested to comply with and agree to the ESG policies. We recommend the execution of the "HANUL ESG Regulation Compliance Agreement" and the "Commodity Supply Contract". Furthermore, the registration process or business relationship will proceed or terminate after going through this process.

Pre-evaluation is conducted for the selection of new business partners, and the evaluation is conducted at least once a year for existing business partners. The evaluation includes ESG factors such as ethical management, quality management, and safety environment. Business partners must meet the criteria of 76 out of 100 points in the preliminary assessment.

In 2022, a total of 23 companies were subject to registration evaluation, and 18 new business partners were selected. Five companies were put on hold due to inadequate quality levels and compliance with ESG regulations.

Note: The "HANUL ESG Regulation Compliance Agreement" and the "Commodity Supply Contract" are not publicly available due to internal regulations.

Table New partner company registration status in 2022

New partner company registration status in 2022	Number of companies
Companies subject to new registration evaluation	23
Newly registered company	18
Registration Pending Enterprise	5

414-2

Negative social impacts in the supply chain and actions taken

Supply Chain Regular Evaluation

We conduct regular evaluations of suppliers in terms of quality and ethics. If they fail to meet the evaluation criteria in terms of environmental safety management, penalties such as redistribution of trading volume are imposed.

We have received a response to the "ESG self-assessment" and plan to conduct on-site inspections.

Through this, we are taking measures to strengthen and enhance ESG capabilities for our partner companies.

In 2023, a total of 32 supply chain suppliers were evaluated, and there were no unsatisfactory suppliers.

Number of companies subject to regular supply chain evaluation in 2023

Supply chain regular evaluation companies in 2023	Number of evaluations	Number of cases met	Number of unmet cases
Domestic supply chain regular evaluation company	30	30	0
Overseas supply chain regular evaluation company	2	2	0

GRI 415 : Public Policy 2016

3-3_415

Management of Public Policy

HANUL operates only domestic facilities and does not engage in any political donations or sponsorships by the Political Fund Act of South Korea. We have maintained zero political donations for the past three years and plan to consistently manage the GRI 415 Public Policy topic as a material topic in the future.

415-1

Political contributions

By the Political Fund Act of South Korea and the Anti-Corruption Guidelines, HANUL strictly prohibits donations and sponsorships for political purposes using its assets, budget, etc. There have been no political donations made in the past three years (2020-2022).

Political donations (unit: won)

Division	2020	2021	2022
Payment amount	0	0	0

GRI 416 : Customer Health and Safety 2016

3-3_416

Management of Customer Health and Safety

Household goods are closely related to daily life, and ensuring product safety and quality management is essential. Regulations on chemicals and increased corporate responsibility for product safety, such as major public disasters, are being strengthened, which can directly affect customer safety. To address this, we have obtained ISO certification and operate our own research institute.

416-1

Assessment of the health and safety impacts of product and service categories

We have completed certification for ISO9001, ISO22716, ISO45001, ISO14001, and ISO27001 to standardize and specialize our product management. In addition to in-house analysis through our own research laboratory, we evaluate the safety of our products through annual testing and analysis by external testing agencies.

HANUL external test progress

Year	External agency analysis (case)
2020	73
2021	89
2022	53

ISO Certification Status

Certification name	Certification contents	Certification validity period
ISO9001	Quality Management System	2021.01.26~2024.02.09
ISO22716	Cosmetics Quality Management System	2020.12.24~2023.12.23
ISO45001	Safety and health management system	2022.10.20~2025.11.17
ISO14001	Environmental Management System	2022.10.28~2025.11.17
ISO27001	Information Security Management System	2021.04.09~2024.04.08

416-2

Incidents of non-compliance concerning the health and safety impacts of products and services

We comply with the legal requirements regarding product labeling.

- a. 2022.10.20 ~ 2023.01.19 ['Babience Only 7 Essential 55']
 Manufacturing operations for this item were suspended for 3 months (administrative penalty for violation of the 「Cosmetics Act」).

☒ Violation of Hanul herbal medicine regulations

Division	2020	2021	2022
Incidents in which fines or penalties were imposed for violation of regulations	0	0	1
Incidents in which a warning was issued for violation of regulations	0	0	0
Incidents that violate self-regulation	0	0	0

1) 2022.10.20 ~ 2023.01.19 ['Babience Only 7 Essential 55'] 3-month suspension of manufacturing for the relevant product (administrative disposition for violations of the Cosmetics Act)

GRI 417 : Marketing and Labeling 2016

3-3_417

Management of Marketing and Labeling

HANUL prioritizes consumer safety as its top policy and develops and provides safe products that consumers can use with peace of mind. Producing and selling safe products is a material topic for our key stakeholders, the customers, and HANUL has chosen "Marketing and Labeling Management" as a material topic. To develop safe new products, we conducted a review of 30 regulations in 2022, and there were no violations of product information and labeling regulations.

417-1

Requirements for product and service information and labeling

HANUL conducts safety and regulatory verification from the raw material stage when developing new products. We also make efforts to provide information for consumer safety, such as disclosing all ingredients through our website.

☒ Number of legal reviews by year

Division	Unit	2020	2021	2022
Number of legal reviews	case	43	31	30

[☒ HANUL Herb Pharm Mall \(our online mall\)](#)

417-2

Incidents of non-compliance concerning product and service information and labeling

☒ Violations related to product and service information and labeling

Division	Unit	2020	2021	2022
Number of violations	case	0	0	0

417-3

Incidents of non-compliance concerning marketing communications

Violation of marketing communication-related legal regulations and voluntary regulations

Division	Unit	2020	2021	2022
Number of violations	case	0	0	0

GRI 418 : Customer Privacy 2016

3-3_418

Management of Customer Privacy

HANUL designates a privacy officer and staff responsible for the overall management of personal information and strives to protect personal information securely by recognizing the importance of customer and member privacy protection, with the information security team at the center.

Personal information protection training completion status

Division	Target number of people	Number of graduates
2021	5	5
2022	5	5

418-1

Substantiated complaints concerning breaches of customer privacy and losses of customer data

HANUL handles customer personal information through its online mall, HANUL Herb Pharm Mall, and there have been no reported violations or complaints related to breaches or data loss.

Significant complaints regarding customer privacy violations and data loss

Division	Unit	2020	2021	2022
Number of customer information leakage incidents	Case	0	0	0
Number of customers affected by the breach	Number of people	0	0	0
Financial damage due to customer information leakage	Won	0	0	0

