



Wire Connects The World

UN Global Compact Communication on Progress

December 2020



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Wire Connects The World

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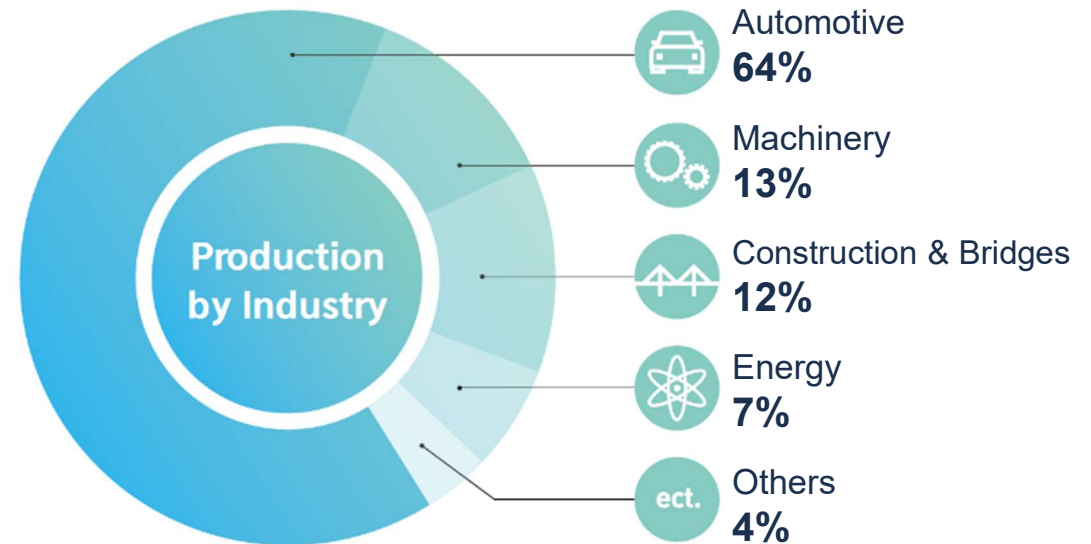
I. About KISWIRE



The world's **largest** high carbon steel wire producer

Kiswire in Summary

Establishment	22 nd Sept. 1945
# of export countries	80
Worldwide employees	5,600
Headquarters	Busan, Korea
Annual total production capacity	1,200,000t
Overseas sales	70%



Management Philosophy

Creativity (創意)	Trust (信賴)
Perseverance (忍耐)	Internal Efficiency (內實)

Creativity, trust, perseverance and internal efficiency have been the cornerstones of Kiswire's success since its founding. Kiswire will continue to embody this management philosophy in our conduct. We are devoted to serving our customers and our society, and we will continue to contribute to the well-being of mankind.

Management Principles

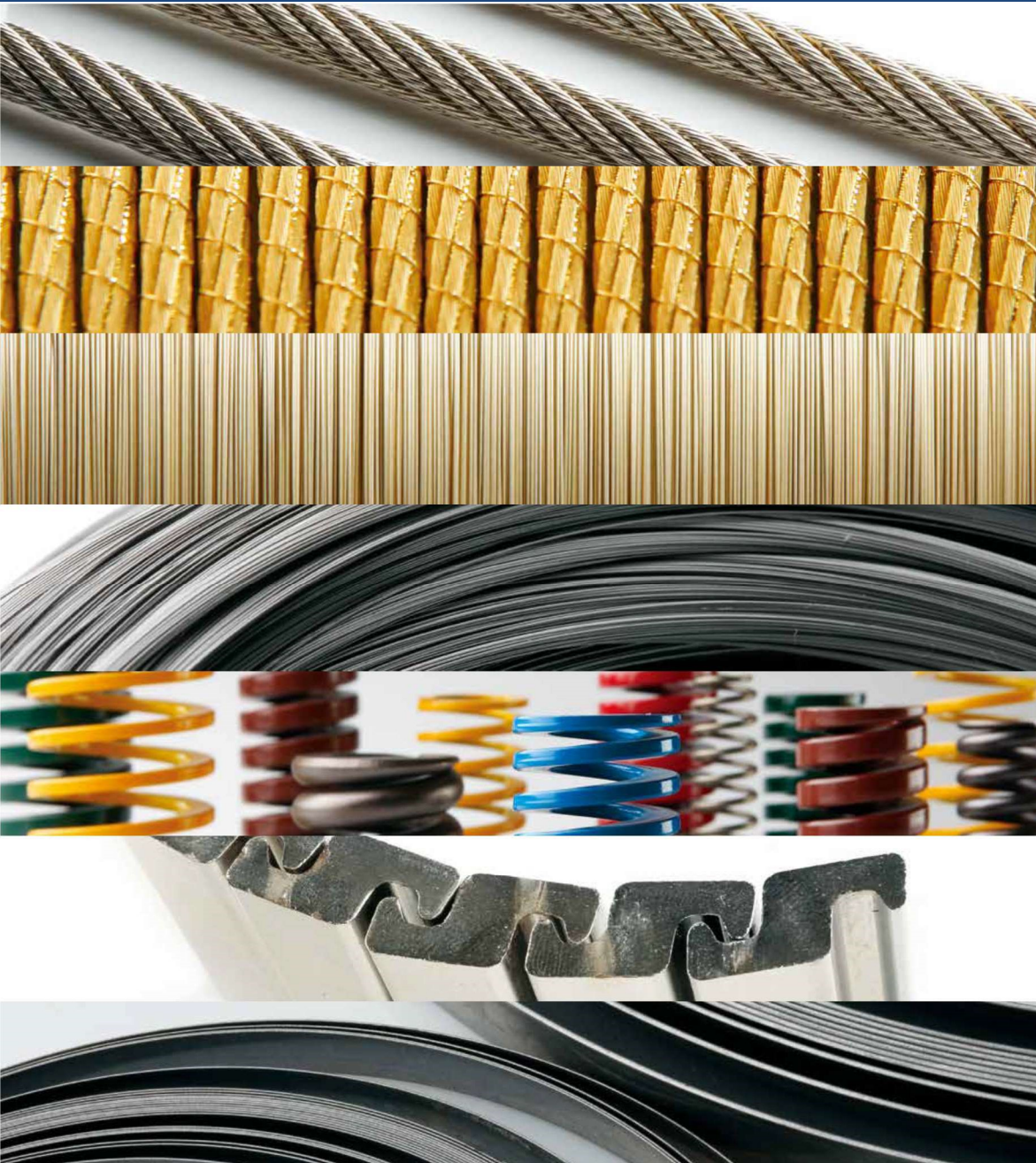
Competitiveness	Globalization
Rewarding Workplace	Reliable Brand

Kiswire will remain competitive through technological and cost leadership, achieving growth together with our customers, creating a rewarding workplace for our employees, and building the most trusted brand that customers can rely on.

I. About KISWIRE



Products



Wire Rope

- Wire Rope for General & Special Application
- Elevator Rope, Logging & Fishing Rope
- Non-rotating Rope
- Compacted & Swaged Rope
- Anchor-Wire Rope for Offshore (N2 Hyrope™, Neptune™)
- Mooring Rope for Offshore (N2 Spiral™)
- Specialty Wire Rope for Cranes (Hyrope™)
- Surface & Underground Mining Rope (K-Max™)

PC Wire & Strand

- Steel Wire & Strand for Pre-stressed Concrete
- PC Wire & Strand for Cable Stayed Bridge
- Galv. Steel Wire & Strand for Suspension Bridge, ACSR etc.
- Unbonded PC Strand
- Epoxy Coated Wire & Strand

Spring Wire / Flat & Shaped Wire

- Hard Drawn Steel Spring Wire
- Bed & Mattress Spring Wire
- Piano Wire / Music Wire
- Oil Tempered Wire
- Flat and Shaped Wire
- Zeta Wire for Flexible Pipes

Control Cable

- Galvanized Aircraft Cable
- Micro Cable, Control Cable

Tire Reinforcements

- Bead Wire, Steel Cord

Hose Wire

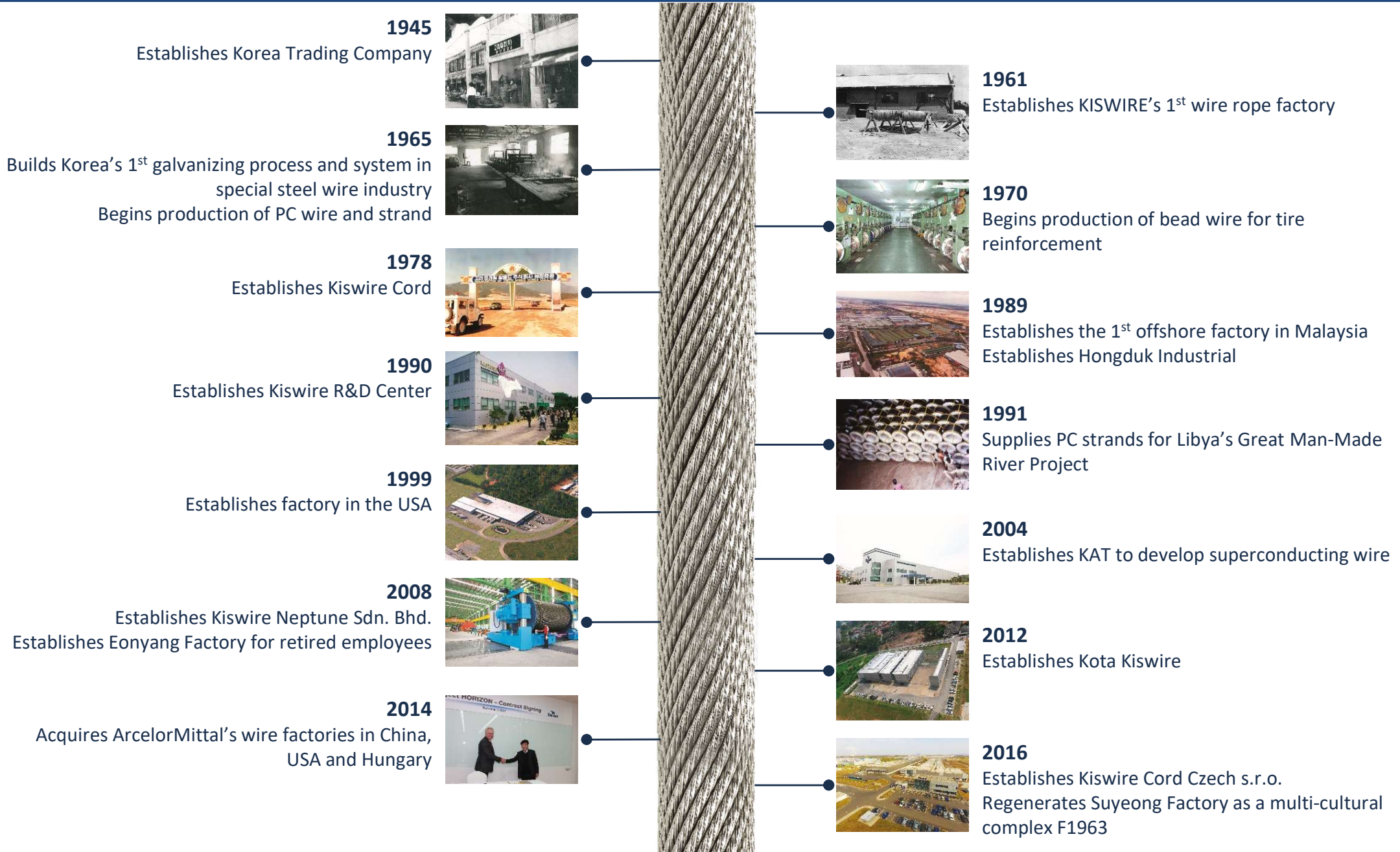
- Hose Wire, Hose Mandrel Cord

Sawing Wire, Electrical Wire / Superconducting Wire

I. About KISWIRE



Major Milestones



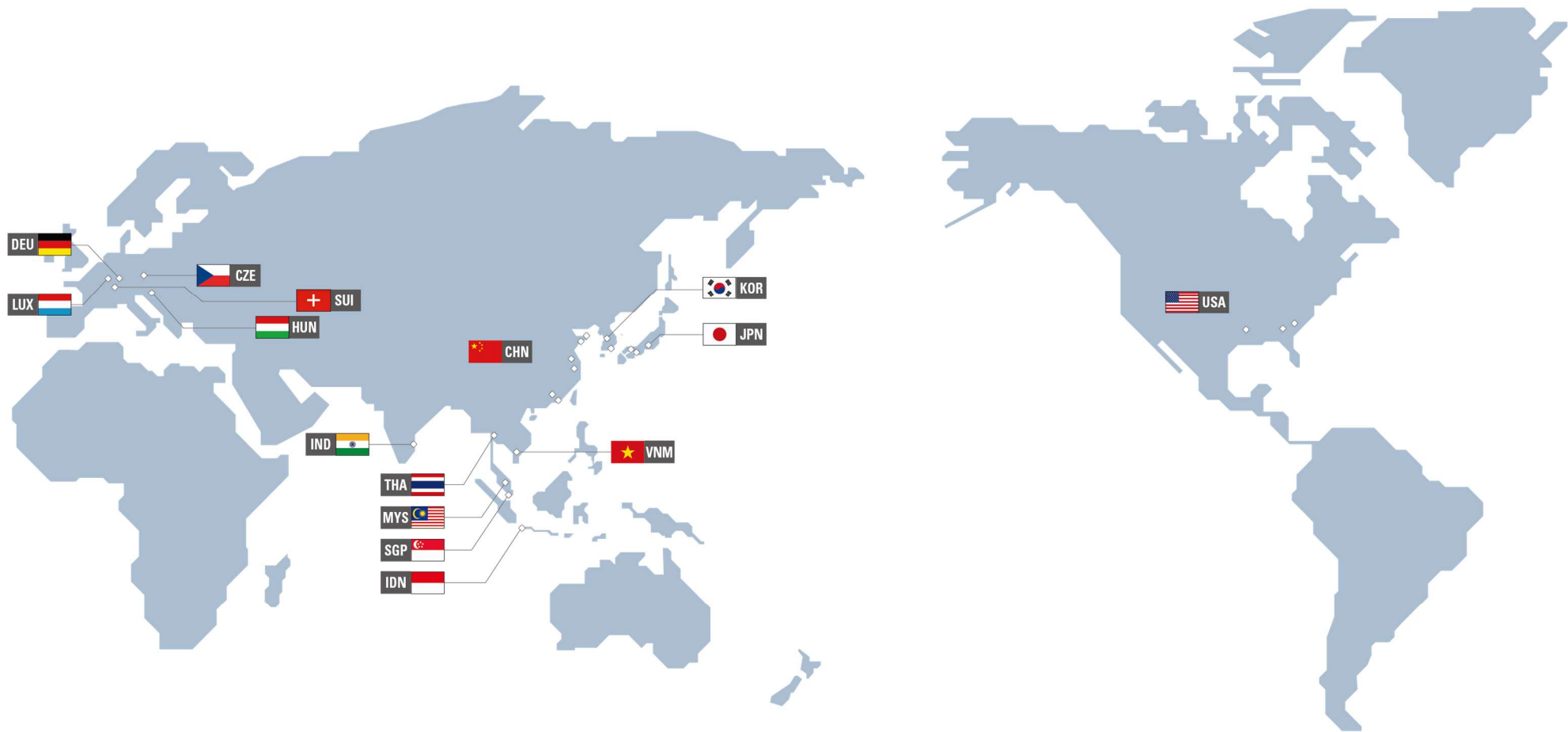
I. About KISWIRE



Global Presence

Global Solution – 15 countries, 5,600 people

Kiswire exports specialty steel wire products to over 80 countries worldwide.

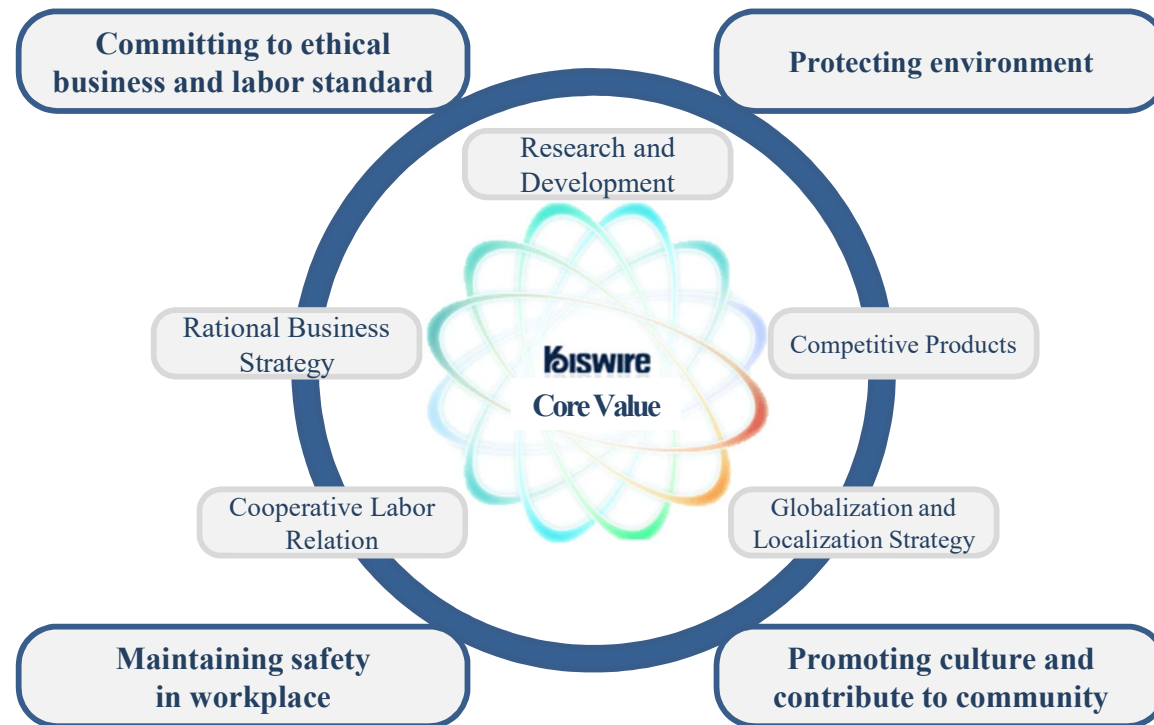


Principle of Sustainable Management

Kiswire's 5 core values – rational business strategy, competitive products, globalization and localization strategy, research and development, and cooperative labor relationship – are intended to work towards adopting Sustainable Management System.

Kiswire's Sustainable Management System is established with long term and constantly advancing goal of incorporating Kiswire's core values into all Kiswire subsidiaries.

Kiswire takes its responsibility through the Four Sustainability Objectives; (1) Commitment to ethical business and labor standard, (2) Maintaining safety in workplace, (3) Promote culture and contribute to community, and (4) Protect environment.



I. About KISWIRE



Sustainable Management System

KISWIRE Sustainability Objectives & SUSTAINABLE DEVELOPMENT GOALS



II. Statement of Continued Support



December 2020

To our valued stakeholders,

I am pleased to confirm that KISWIRE LTD. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Joo, Jongdae
Chief Executive Officer,
Kiswire Ltd.

III. Human Rights

- **Principle 1** : *Businesses should support and respect the protection of internationally proclaimed human rights*
- **Principle 2** : *Make sure that they are not complicit in human rights abuses*

Assessment, Policy and Goals

As a globally responsible corporation, Kiswire endeavors not to violate human rights in all business activities, thus, fulfil our responsibilities and duties as a corporate citizen by respecting and supporting internationally recognized standards on human rights such as ‘Universal Declaration of Human Rights’ and ‘OECD Guidelines for Multinational Enterprises’. Further, we encourage all subsidiaries and business partners to comply with relevant international standards and regulations.

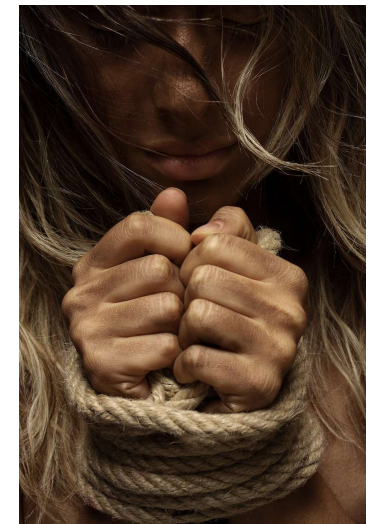
In order to promote responsible procurement, all Kiswire suppliers must comply with applicable laws and regulations regarding Conflict Minerals, and they are expected to ensure that products supplied don’t contain metals originated from conflict regions that directly or indirectly finance or benefit armed groups violating human rights.

Based on these commitments, Kiswire have drawn up following policies regarding human rights;

- Human Rights Policy
- Sustainable Procurement Policy
- Conflict Minerals Policy
- Kiswire Code of Conduct – for employees
- Supplier Code of Conduct – for suppliers

The above policies are being shared not only among the employees, but also with external stakeholders as they are easily accessible on our website. (‘Supplier Code of Conduct’ is not available on the website, but is being signed by our suppliers as a part of contracts.)

(link : http://www.kiswire.com/english/company/company_0702.asp)



III. Human Rights

- **Principle 1** : *Businesses should support and respect the protection of internationally proclaimed human rights*
- **Principle 2** : *Make sure that they are not complicit in human rights abuses*

Implementation

Kiswire’s policies form the basis of our electronically-established company regulations and standards that the employees comply with on their working processes.

Any conducts that abuse human rights are strictly prohibited under the company regulation, and appropriate punishments and remedial measures are also rigorously regulated.

To minimize the risks of human rights abuse, employees are required to sign ‘Letter of Ethics Pledge’ as not only their acceptance and promise to comply with Kiswire Code of Conduct, but also their confirmation of understanding.

As a part of risk management, all Kiswire employees in Korea receive awareness training on prevention of sexual harassment at work every year, which is mandatory by law in Korea.

Further, we request conflict mineral information from suppliers through Conflict Minerals Reporting Template (CMRT), and trace upstream actors to ensure that minerals are obtained in a manner that complies with internationally and locally recognized regulations and frameworks.

In 2019, we have established whistleblower system and process where Kiswire employees as well as external stakeholders can report any misconducts on human rights by the company or its employees through our website.

Measurement of Outcomes

There have been no legal cases or complaints made against Kiswire on breaches of human rights during the period covered in this CoP (Jan 2019 – Dec 2019). Further, there have also been no whistleblowing cases on human right abuse reported during the period.

All of our suppliers that supplies conflict minerals (3TG) have responded with CMRT in 2019, and all metals being supplied are obtained ethically and responsibly.

In 2019, our regulation was revised to take into account of new legislation on ‘harassment at work’ in Korea.



- **Principle 3** : *Businesses should uphold freedom of association & effective recognition of the right to collective bargaining*
- **Principle 4** : *The elimination of all forms of forced and compulsory labour*
- **Principle 5** : *The effective abolition of child labour*
- **Principle 6** : *Eliminate discrimination in respect of employment and occupation*

Assessment, Policy and Goals

Kiswire is committed to promote and abide by internationally and locally recognized labour standards, and upholds freedom of association and right of collective bargaining.

Kiswire complies with local labor laws and international standards with respect to the age and labour conditions of minors, and we shall operate under “zero tolerance” principle on child labour.

Kiswire strongly supports the right of voluntary labor, and we strictly prohibit forced labor that compels works through mental or physical coercion not only within the company, but also in all business partners.

Kiswire does not discriminate on the basis of gender, skin color, race, ethnicity, nationality, religion, age, marital status, sexual preference, sexual identity, social status, disability, pregnancy, military status, protected genetic information, or political affiliation in all working conditions such as recruitment, salary, promotion and so forth.

The highest priority is to ensure the health and safety of employees and communities, and Kiswire strictly complies with international standards and related local laws on health & safety and working conditions to provide safe and ideal working conditions.

Based on these commitments, Kiswire have drawn up following policies regarding labour practices;

- Human Rights Policy
- Sustainable Procurement Policy
- Kiswire Code of Conduct – for employees
- Supplier Code of Conduct – for suppliers

The above policies are being shared not only among the employees, but also with external stakeholders as they are easily accessible on our website. (‘Supplier Code of Conduct’ is not available on the website, but is being signed by our suppliers as a part of contracts.)

(link : http://www.kiswire.com/english/company/company_0702.asp)



IV. Labour

- **Principle 3** : *Businesses should uphold freedom of association & effective recognition of the right to collective bargaining*
- **Principle 4** : *The elimination of all forms of forced and compulsory labour*
- **Principle 5** : *The effective abolition of child labour*
- **Principle 6** : *Eliminate discrimination in respect of employment and occupation*

Implementation

Kiswire has active labor unions which regularly engage in collective bargaining, and the collective agreements that cover all operational sites in Korea, is being reflected in relevant company regulations.

Below commitments are clearly stated in Kiswire Code of Conduct which all employees accepts and agrees by signing 'Letter of Ethics Pledge'.

- (1) we comply with local and international standards,
- (2) we operate 'zero tolerance' principle on child labor, and
- (3) we strongly support the right of voluntary labor.

During recruitment process, interviewers are not provided with information that may discriminate interviewees such as gender, religion, political affiliation, physical information (i.e. disabilities), social status (i.e. job of family members etc.) and so on.

Kiswire offers only equal amount of wage on equal value of labour in the same business in the company, and supports employees to develop their career through regular and fair performance assessments as well as individual competency evaluations.



All employees are allowed to have one year of childcare leave regardless of gender and they are to return to the same job as before or to the job of equal salary. Further, Kiswire provides sufficient working environment for female employees who are pregnant and/or have less than 1-year babies.

Kiswire is operating one unique factory, Eonyang Factory, that re-hires retired workers. By re-hiring these retired workers, Kiswire offers secondary opportunities to workers who retired due to mandatory retirement age as most of them have over 30 years of experience, and are valuable experts in manufacturing Kiswire products.

IV. Labour



- **Principle 3** : Businesses should uphold freedom of association & effective recognition of the right to collective bargaining
- **Principle 4** : The elimination of all forms of forced and compulsory labour
- **Principle 5** : The effective abolition of child labour
- **Principle 6** : Eliminate discrimination in respect of employment and occupation

Implementation - continued

All Kiswire manufacturing sites have safety bars and equipment installed by the machines along with personal safety equipment that is provided to all workers as well as visitors.

All employees are subject to mandatory medical checkups every year.

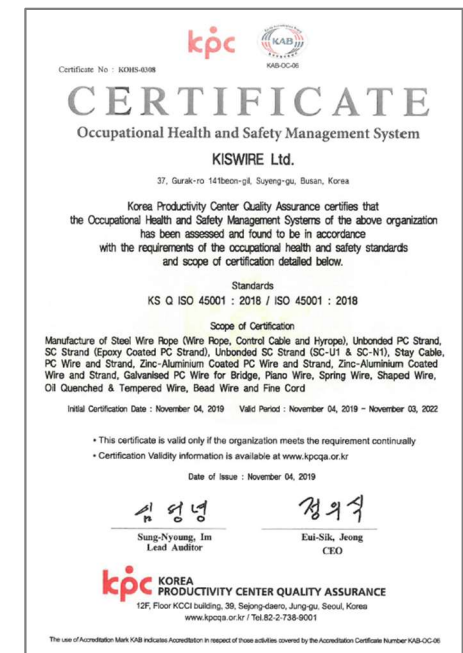
Our operation sites and offices are facilitated with fitness centers, billiard tables etc. for employees' stress relief and health care purpose.

Regular 'Occupational Health and Safety Committee' is being held in order to ensure and enhance health and safety of employees. The committees are in place at all Kiswire site.

All Kiswire suppliers are required to sign 'Supplier Code of Conduct' as an agreement not only to ensure health and safety of its employees, but also to prohibit child/forced labor and discrimination.

In 2019, Kiswire has established whistleblower system and process for its employees and external stakeholders to report any misconducts by the company or its employees on labour, including freedom of association, child/forced labour, discrimination, health and safety, through our website.

All Kiswire factories in Korea was audited for ISO 45001 (formerly known as OSHAS 18001), and was approved for certification in 2019.



- **Principle 3** : *Businesses should uphold freedom of association & effective recognition of the right to collective bargaining*
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Measurement of Outcomes

In 2019, all employees received trainings on occupational health and safety, sexual harassment prevention, disabled persons at work, and harassment at work. These training programs are mandatory by law, and all employees received these trainings regularly every year. Also, all employees have received medical check-up in 2019.

As of end of 2019, total of 525 persons have joined the labor union and this represents 27% of all employees, and 40% of employees that can join are members of the union. The labor union that is in operation has restrictions in joining the union, but this restriction was agreed by the representatives of this specific union and the company. In principle, Kiswire respect and uphold the freedom of association and the right to collective bargaining.

The number of lost time injury events and days lost due to injuries are set as Key Performance Indicators (KPI) with targets of 'zero' events and 'zero' days lost. In 2019, lost time injury frequency rate (LTIFR) was 5.5, down by 2.1 from previous year, and lost time injury severity rate (LTISR) was 433.5 also down by 352.1. (LTIFR = number of lost time injury events x 1,000,000 / total hours worked, LTISR = number of days lost due to injuries x 1,000,000 / total hours worked)

At our Eonyang Factory, one retired worker (over 55 years old) was re-hired in 2019. At the end of the year, the factory has total of 34 workers with average age of 65 years old.

As of end of 2019, there are 1,903 persons working at Kiswire in Korea including executives, office and factory workers. 116 persons are females, which is 6.1% of total number of employees.

In 2019, there were no reported case or any legal proceedings on discrimination or harassment at work on or by Kiswire employees.

All Kiswire factories in Korea were certified with ISO 45001 (Occupational Health and Safety Management System) in 2019. Kiswire will continuously validate ISO 45001.

<Table 1 - Injuries>

Y2018		Y2019	
LTIFR	LTISR	LTIFR	LTISR
7.6	785.6	5.5	433.5

<Table 2 - Eonyang Factory>

Year		2017	2018	2019
New Recruits	Over 55	1	1	1
	Total	1	1	1
Total Employees		49	43	34
Average Age		60	63	65

<Table 3 - # of Employees by Gender>

Gender	2017		2018		2019	
	Persons	%	Persons	%	Persons	%
Male	1,955	93.3%	1,850	93.6%	1,787	93.9%
Female	140	6.7%	127	6.4%	116	6.1%
TOTAL	2,095	100%	1,977	100%	1,903	100%

- **Principle 7** : *Businesses should support a precautionary approach to environmental challenges*
- **Principle 8** : *Undertake initiatives to promote greater environmental responsibility*
- **Principle 9** : *Encourage the development and diffusion of environmentally friendly technologies*

Assessment, Policy and Goals

Kiswire is committed to conserve and preserve environment and ecosystem by establishing effective environment management system based on ISO 14001 and by strengthening ability to handle the environmental risks. Kiswire shares the principle of environment protection as a corporate social responsibility with our business partners, and supports them to comply with relevant laws and regulations.

Kiswire is participating in carbon emission trading scheme in Korea. Kiswire is continuously developing innovative low-carbon technologies that would fundamentally reduce carbon emission that is generated during business activities.

Based on these commitments, Kiswire have drawn up following policies regarding environmental responsibility;

- Environmental Policy
- Sustainable Procurement Policy
- Kiswire Code of Conduct – for employees
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Implementation

All Kiswire employees in Korea receives environmental awareness trainings as a mandatory training designated by the government.

Kiswire annually set environmental targets which are monitored and reported regularly.

Kiswire is continuously developing technologies to reduce carbon emissions, water and chemical usage and wastes, and to enhance the life-time of our products for longer usage by our customers.

Kiswire have installed dust collectors wherever required to prevent air pollution.

Kiswire is planning to minimize the wastewater, and some of the sites already have facilities that purifies and recycles wastewater.

As of 2019, 20 of Kiswire operation sites in Korea have solar panels installed and are producing electricity some of which are being internally used, and others being commercially traded.

All hazardous chemicals are labeled, stored and handled safely based on the company regulations in compliance with relevant laws. Further, regular working environment measurement is being conducted with government-designated local authorities in order to minimize the exposure to hazardous chemicals and noise at our manufacturing sites.

Kiswire is using 'steam' as an heat energy source that is not only an alternative energy source to LNG, but also recycled energy source from local incineration plant.

- **Principle 7** : Businesses should support a precautionary approach to environmental challenges
- **Principle 8** : Undertake initiatives to promote greater environmental responsibility
- **Principle 9** : Encourage the development and diffusion of environmentally friendly technologies

Measurement of Outcomes

Since 2017, energy consumption was reduced, in total by 9.9% and, in per tonne produced by 2.7% in 2019. Further, 7.71% of the energy consumed were sourced from renewable sources, which was 0.61% increase from 2017.

Total water consumption in 2019 was down by 24.1% compared to 2017. Also, in per-tonne-produced perspective, the consumption was reduced by 18.0% in the last two years.

<Table 4 - % of Renewable Energy>

Y2017	Y2018	Y2019
7.09%	7.68%	7.71%

<Table 5 - Solar Energy Production>

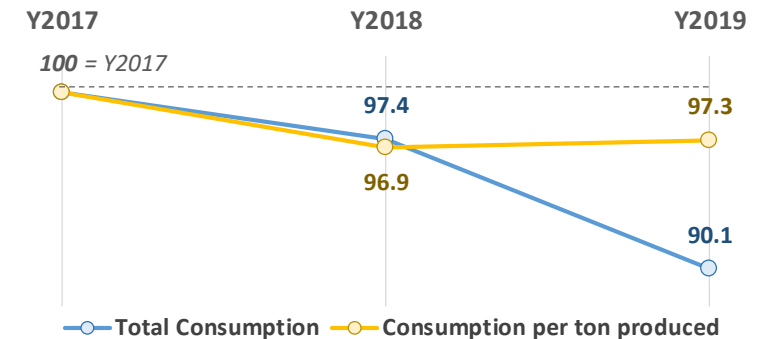
Year	2015	2016	2017	2018	2019
# of Solar Energy Producing Sites	19	19	20	20	21
Capacity (KW)	9,092.87	9,092.87	9,298.79	9,298.79	9,381.67
Solar Energy Produced (MWh)	11,316.43	11,078.64	12,164.97	11,562.00	10,506.78

As of 2019, one additional site had solar panels installed making it 21 solar energy producing sites in Korea. In total, 10,507MWh was produced during the year, which was 9.1% drop from 2018 mainly due to some roof repair works that stopped solar energy production for one month each at 3 sites.



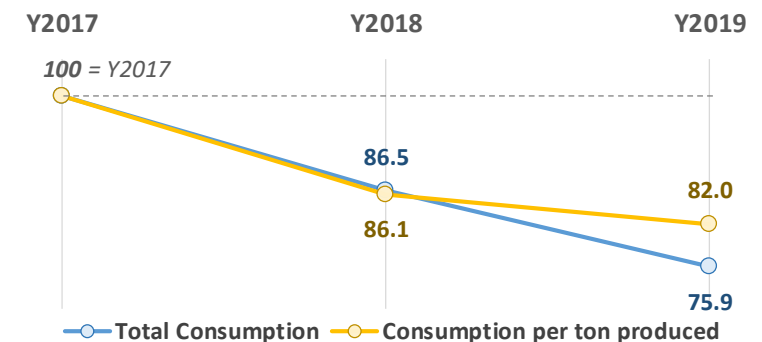
<Chart 1 - Energy Consumption>

*Index : Y2017 = 100



<Chart 2 - Water Consumption>

*Index : Y2017 = 100

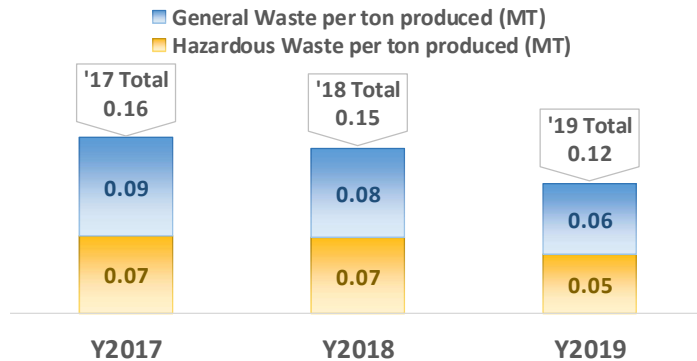


V. Environment

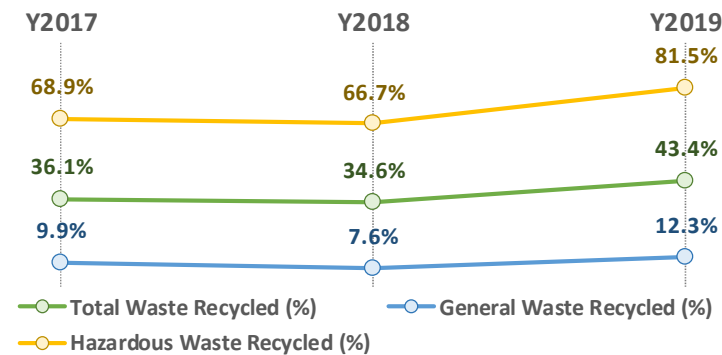
- Principle 7 : Businesses should support a precautionary approach to environmental challenges
- Principle 8 : Undertake initiatives to promote greater environmental responsibility
- Principle 9 : Encourage the development and diffusion of environmentally friendly technologies

Measurement of Outcomes - continued

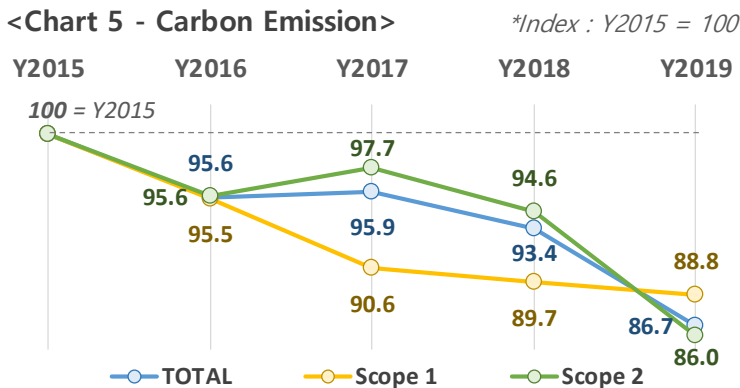
<Chart 3 - Waste per Ton Produced>



<Chart 4 - Waste Recycled (%)>



<Chart 5 - Carbon Emission>



In 2019, 0.12MT of waste was generated per tonne produced - 43.4% of which were recycled. Specifically, 81.5% of hazardous wastes was recycled, up from 66.7% in 2018.

Kiswire has been participated in carbon emission trading scheme since 2015. The company's effort resulted in reducing carbon emission for 5 consecutive years until 2019, when the company's total carbon emission (Scope 1&2) was only 86.7% of 2015 level.

All Kiswire manufacturing sites in Korea had conducted environmental risk assessments, and are certified with ISO 14001 for its environment management system.



VI. Anti-Corruption

- **Principle 10** : *Businesses should work against all forms of corruption, including extortion and bribery*

Assessment, Policy and Goals

Kiswire is committed to fair competition and transaction, transparent financial information, and anti-corruption in all Kiswire's operation activities, and complies with relevant laws and regulations.

Kiswire endeavors to establish ethical corporate culture through righteousness management by being faithful to the basics and complying with the principles.

Based on 'Ethics Policy' and 'Kiswire Code of Conduct', business ethics including anti-corruption principles are being shared among the employees as well as external stakeholders including Kiswire's suppliers.

As a publicly listed company, Kiswire is regularly being audited by external organizations, and financial information is transparently opened to the public.

Kiswire is committed to protect personal information and intellectual properties not only of the company, but also of external stakeholders including customers and business partners.

Based on these commitments, Kiswire have drawn up following policies regarding business ethics;

- Ethics Policy
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VI. Anti-Corruption

- **Principle 10** : *Businesses should work against all forms of corruption, including extortion and bribery*

Implementation

Kiswire internal audit teams conduct regular and occasional audits on the validity and fairness of work as well as on preservation of company's assets, finance, production cost, and many other matter that are specifically suspicious of mistakes, false, and/or corruptions.

All employees are to sign 'Letter of Ethical Pledge' and 'Information Security Pledge' as their acknowledgement of and compliance with 'Kiswire Code of Conduct' and relevant laws and regulations.

Occasional anti-corruption awareness training is in place for all employees, especially when new legislations or acts regarding anti-corruption come into effect.

In order to minimize information security breaches, each employees have authorized individual accounts with restricted access to the company network based on their positions, jobs and departments.

In 2019, we have established whistleblower system and process where Kiswire employees as well as external stakeholders can report any misconducts by the company or its employees on business ethics including corruption, bribery, money laundering, anti-competitive practices and/or information security breaches.

Measurement of Outcomes

There have been no legal cases or complaints made against Kiswire on corruptions and/or any other breaches of business ethics during the period covered in this CoP (Jan 2019 – Dec 2019).

Further, there have been no whistleblowing cases on corruptions and/or any other breaches of business ethics reported during the period covered in this CoP (Jan 2019 – Dec 2019).

Kiswire's financial statements have been reviewed by independent external auditors, and are publically published through DART system that provides financial information of corporations by a government institution, Financial Supervisory Service, in Korea.



VII. Other Activities

F1963 – Regenerative and environment-friendly cultural factory

F1963 - a Wire Factory becomes a Cultural Factory

F1963 was established in 2016 by global wire manufacturer Kiswire.

In its name F1963, the letter “F” stands for factory while “1963” denotes the year that Kiswire built its first factory in Busan’s Suyeong District.

With the hosting of the Busan Biennale 2016 on September 2016, F1963’s first opening event, the factory that had manufactured wire ropes for 45 years from 1963 to 2008 has been reborn as a multicultural complex.

F1963 is an eco-friendly space that brings people, art and culture together.

F1963 is a place where nature and art coexist, and all genre of culture and arts are available 365 days a year.

F1963’s vision is to become not only a cultural hub for all the local communities of Busan, but also a world-class cultural complex.



Julian Opie in Busan
2018. 3. 24 ~ 6. 24



F1963 Square



VII. Other Activities

F1963 – Regenerative and environment-friendly cultural factory

Old intertwined with New : an architectural regeneration project

F1963 is an example of an architectural regeneration that finds an artful balance of old and new.

While the old factory exterior has been preserved, the interior was renovated to give the building a new purpose.

F1963 was conceived through many new structural additions ;

- The center was carved out to build a courtyard which provides ventilation and lighting.
- The front walls were removed and replaced with glass, and blue-hued expanded metal was added to accentuate the expandability of space and create a new image.
- The worn concrete floor that bears the scars of the old factory have been transformed into landscaping rocks and stepping stones, and the wooden truss that once sustained the roof has been restored as a bench for visitors to sit and relax.

Preservation: reuse and recycle

Carving: courtyard, façade

Additions: blue expanded metal

Sharing similar qualities of wire, solid but flexible bamboos form gardens and a mini forest at F1963.



VII. Other Activities

F1963 – Regenerative and environment-friendly cultural factory

A diverse space that excites like a captivating novel

The spatial concept of the architecture is “Three Squares”.

The first center square serves as a multi-purpose space for seminars, parties, concerts and performances. With the bare ground exposed and the roof completely open, it is designed to be a place where earth meets sky.

The second square is a place to unwind. It houses a café, micro-brewery bar/restaurant, and an image library.

The third square is a cultural space featuring an exhibition hall, library and bookstore to provide diverse contents on art and culture.



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VII. Other Activities

F1963 – Regenerative and environment-friendly cultural factory

Notable Events

Piano Concert with Son Yeol Eum

- **Date** : 2016.12.10
- **Note** : All ticket sales were donated to the African culture and art support project.



F2F Campaign by UNICEF Korea

- **Date** : 2017.4.1 – 2
- **Note** : Introducing relief goods and UNICEF activities as well as promoting sponsorship.



The 5th World Humanities Forum 2018

- **Date** : 2018.10.31 – 11.2
- **Note** : Over 100 scholars from 41 countries and 30 scholars from Korea gathered to discuss and debate on culture, history, and philosophy that humankind is currently facing.



"Re_____ " - International Exhibition of Cultural Spaces using Abandoned Industrial Properties

- **Date** : 2018.11.17 – 12.23
- **Note** : Exhibition that focuses on the process of infusing new life into abandoned industrial spaces.



VII. Other Activities

F1963 – Regenerative and environment-friendly cultural factory

Notable Events - continued

Sky-Blue Dust (먼지는 하늘색)

- **Date** : 2019.4.27
- **Note** : Events that includes concerts, lecture, hands-on experiences on environmental issues such as fine dust.



What's it? Eco! (에코 뭐니!) Festival

- **Date** : 2019.5.25 – 26
- **Note** : Festival including lectures, exhibitions and hands-on activities on environmental issues.



Chris Jordan: Intolerable Beauty

- **Date** : 2019.5.25 – 7.14
- **Note** : Exhibition that features 64 of his prominent works that are directly reflective of his ethical and aesthetic perspectives on the environmental issues.



Burning Earth (타는 지구)

- **Date** : 2020.5.30 – 6.21
- **Note** : Exhibition that Featured ways to symbiotic life between the nature and human-beings by looking back on human-oriented view of nature.



VII. Other Activities

Social Contributions

Love Sharing – Regular(Annual) Social Activities



VII. Other Activities

Social Contributions

The 1st Busan Dream Wedding Ceremony

- **Date** : 2017.5.13
- **Note** : Event organized by the Busan Metropolitan City as a part of its project to overcome low birth rate by promoting marriage and childbirth through free wedding ceremonies at unique venues in Busan.
- **Location** : Outdoor Stage at Kiswire Center



Thank You