
Communication On Progress

UN Global Compact Annual COP Report

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01

STATEMENT OF CONTINUED SUPPORT BY CEO

The statement of continued support by the CEO



To our stakeholders,

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

Since 1996, over the last 25 years, Loypos Corporation has offered our best quality products to the multi-national companies of more than 40 nations, including South Korea as the small-medium sized company which manufactures and exports various tapes for power and submarine cable.

In the meantime, we have introduced Corporate Social Responsibility to our internal system, and we do our best for Corporate Sustainability Management whilst fulfilling our duty as corporate citizens through HSE, Family-friendly, Ethical and Human Rights management. We can assure that a series of these corporate activities are not just the paperwork but the action with transparent and fair business activities.

Additionally, we joined the UN Global Compact in 2021 to fulfill corporate social responsibility and its duty whilst supporting the Ten Principles of UN Global compact consisting of Human Rights, Labour, Environment and Anti-Corruption and challenging to achieve 17 Sustainable Development Goals persistently within our limited resources.

Especially 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 sharing this information with our stakeholders using our primary channels of communication.

At last, this report contains our activities on the Ten Principles of UN Global Compact for about 19 months covering **from January 2020 to July 2021**. From now, we do our best that our mission, vision and goals create a strong synergy with UN Global Compact in a positive way.

Sincerely yours,

Jungtae Kang, Founder, Owner and CEO

Loypos Corporation



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Company Introduction

Mission Statement

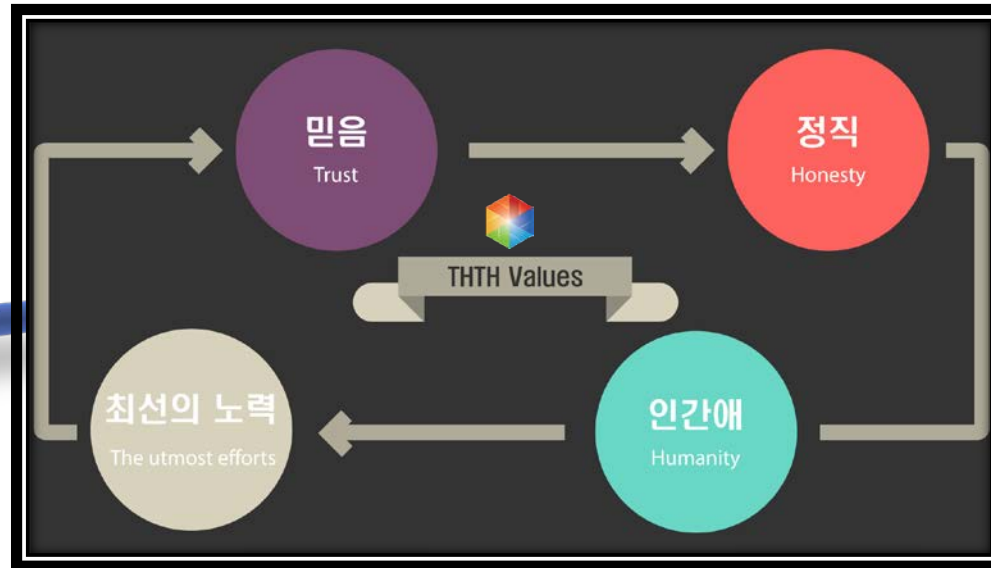
General Information

Business Information

Mission Statement

MISSION

Try to be the company that offers the stage you can show your capabilities



VISION

Try to be the best company in tapes for cable sector around the world

KEY SUCCESS FACTORS

FAMILY

CEO's will to overcome and tremendous drive can cope with any crisis under family-friendly management.

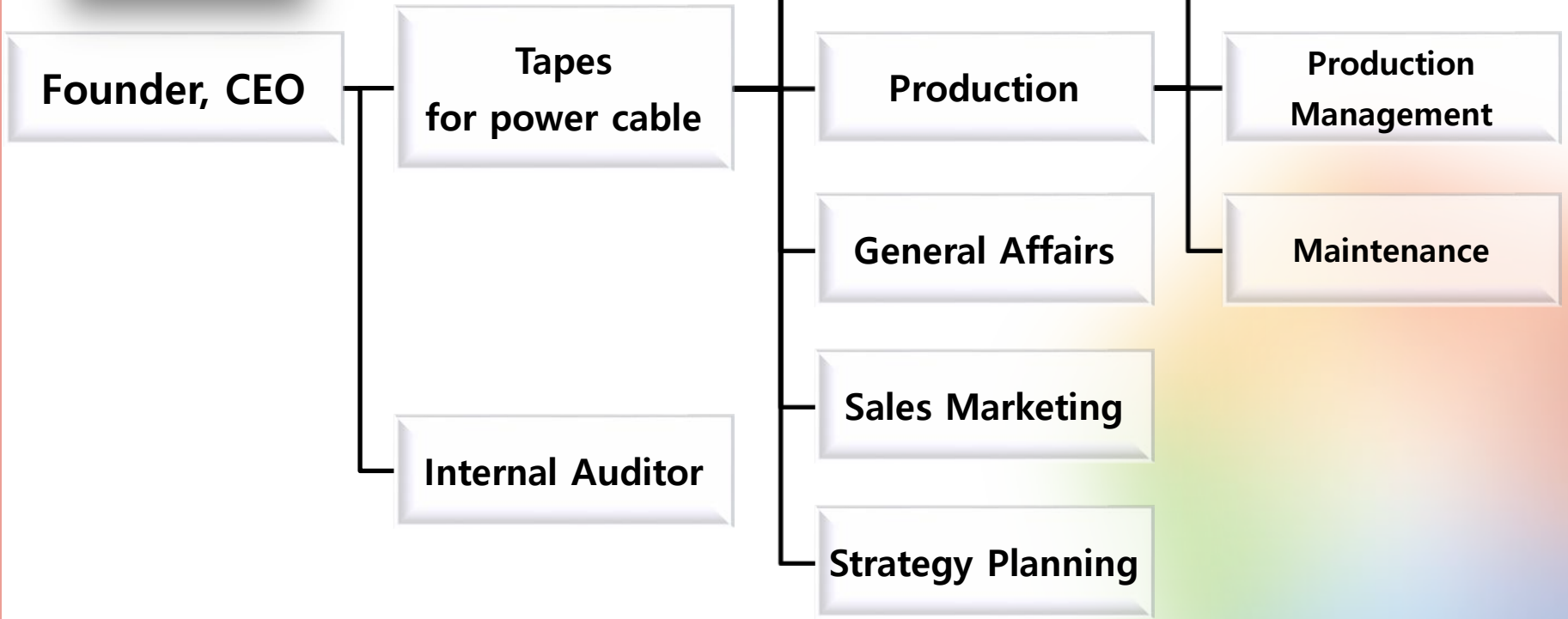
TECH

Superb technology originated from accumulated experiences for a long time enables us to continue creating profit.

TRUST

Mutual trust between individuals links with each team and it eventually connects to the faith between customers and us.

Organization Chart



Milestone – The Road So Far



Motto : **‘Be humble, Be modest’**

Policy : **‘Family-Friendly Management’**

- 1979** ❖ Company established under the name of POLYMER Corp.
- 1996 ❖ Company name was changed to LOYPOS Corp.
- 2000 ❖ Certified ISO 9001 from SGS
- 2005 ❖ Plant was entirely built to expand its capacity
- 2007 ❖ Certified ISO 14001 from SGS
- 2008 ❖ Gold prize among SMS companies from Gyeonggi-do
- 2011 ❖ LS Cable’s Q-Partner certification 3 times
- 2012 ❖ Awarded US\$5,000,000-Exportation Prize
- 2013 ❖ Established the 2nd factory and facility with main office.
❖ Awarded Great Place to Work Korea grand prizes for 3yrs in a row
- 2014 ❖ Korean Presidential Citation from President
❖ Best Family-friendly Management Company
❖ Gyeong-gi Great Working Place Prize
❖ Best Company Prize for the best working condition
❖ Certified OHSAS 18001 from SGS / Introduced HSE Management
- 2016 ❖ Awarded as a promote human resource company
- 2017 ❖ Awarded as a global hidden champion from IBK
- 2021 ❖ Joined UNGC / Launched Ethical · Human Rights Management

Why should we use the products of Loypos?



Help you to ultimately reduce the hidden cost

Protect insulation & Support for cable itself under abnormality

Carry a range of tapes for power cable

SC·NC Woven/ SC·NC Woven WB/ SC Non woven / SC·NC NWWB

Offer total solution

Help to choose tapes & assist maintaining them with expertise



Passion & Efforts for Overseas markets



Düsseldorf Wire & Cable Show



Düsseldorf Wire & Cable Show



Düsseldorf Wire & Cable Show



The Zero Contact Online Meeting

2006

2008

2012

2014

2015

2016

2018

2021

Düsseldorf Wire & Cable Show



Düsseldorf Wire & Cable Show



France JICABLE Conference

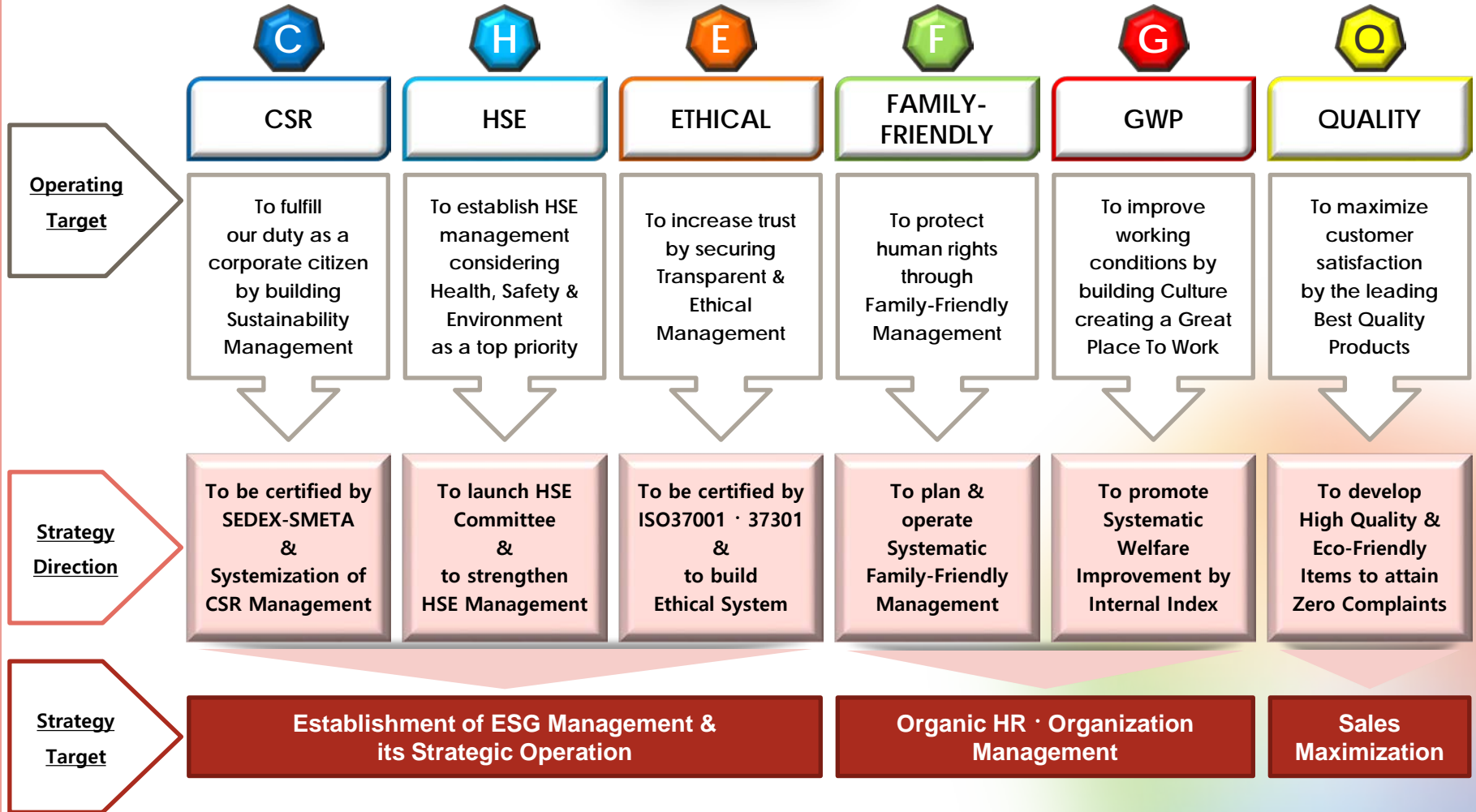


Düsseldorf Wire & Cable Show



In addition, Mumbai Wire & Cable Show,
China · Russia · India · Thailand · Dubai · USA cable exhibition

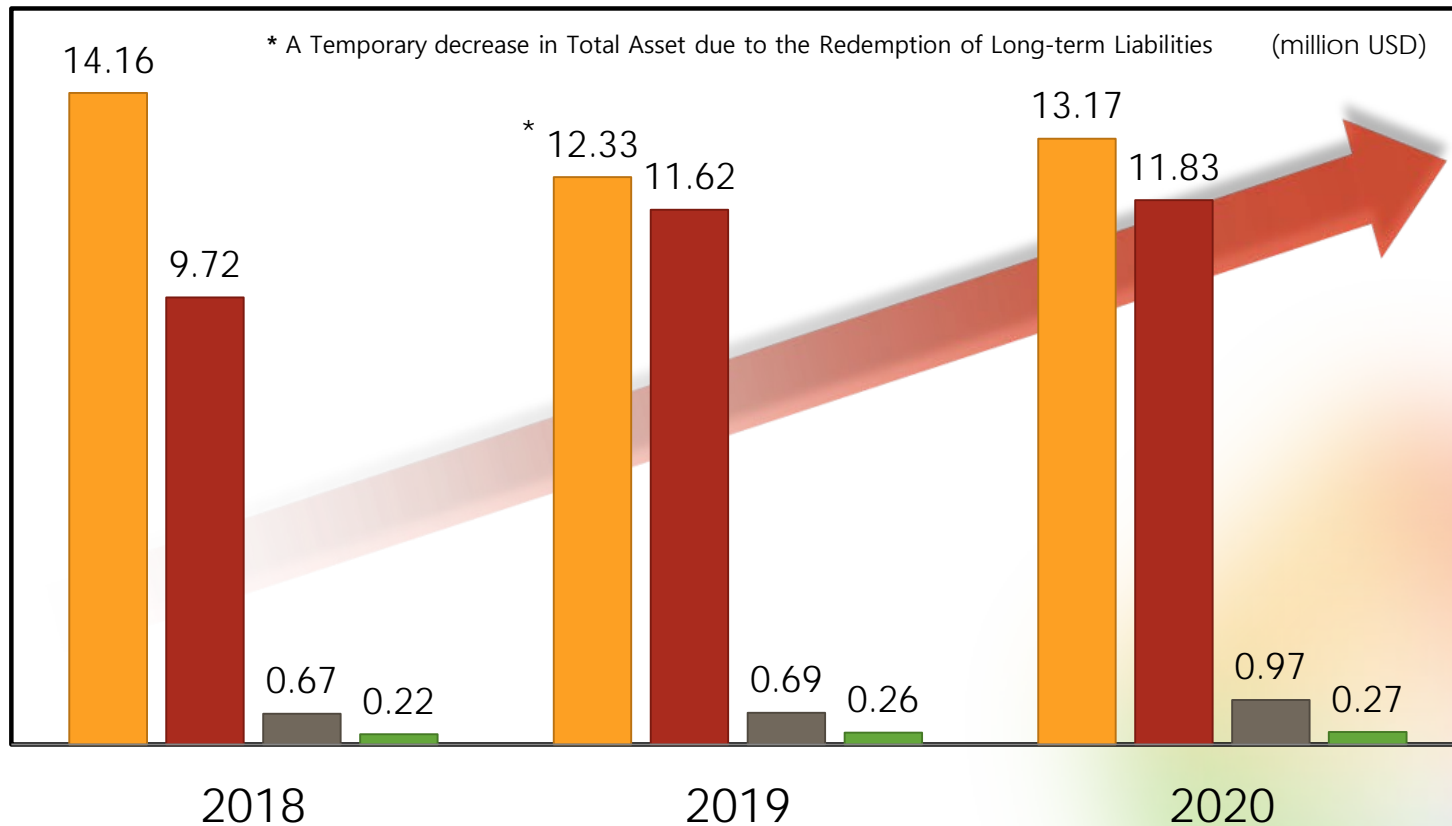
Business Strategies



Financial Information

The 3-year Financial Situation Comparison

■ Asset ■ Sales ■ Operating Income ■ Sales per an employee



03

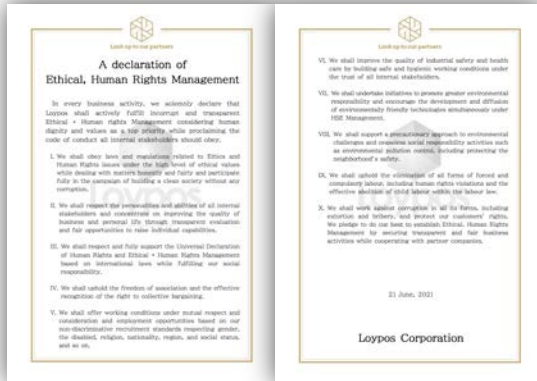
UN Global Compact 10 Principles

- About UNGC 10 Principles Performances · Outcomes -

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights.

The Declaration of Ethical • Human Rights Management
(Declaration Ceremony, Posting banner, Homepage Notification)



A Declaration of Ethical • Human Rights



20210621 Ethical • Human Rights Declaration



Posting banner about the Campaign of Human Rights Protection

Training all employees about protecting human rights
(For managers ▶ Additional education course including Human Rights and Leadership)

For All

- Human Rights Training by CEO (Every week)
- Lecture on Preventing Sexual harassment *
- Lecture on Improving The awareness of disability *
- Lecture on Protecting Personal Information *

* (Over 1 hour / year)

For Managers

- Health & Safety Training *
- Leadership Training – Including Human Rights *
- Human Rights Training for Managers promoted (Additional Education Course)

* (Over 8 hours / year)

For Directors

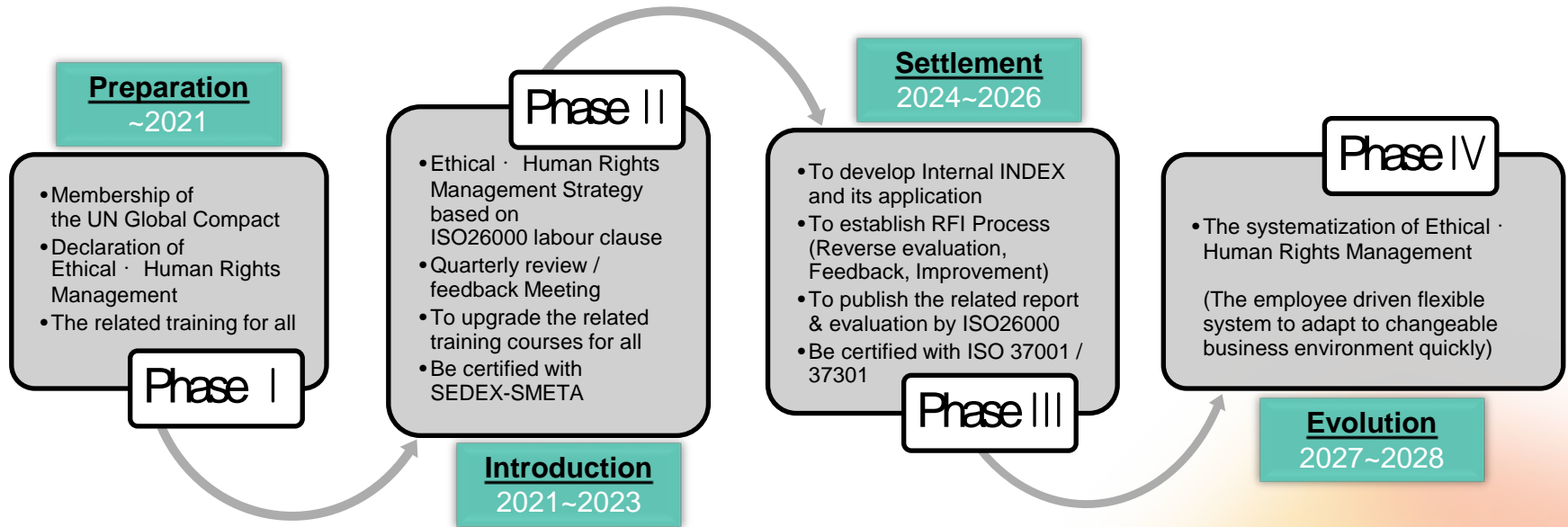
- Human Rights Training by CEO (Every month)
- Post evaluation of protecting Human Rights by CEO (Employees' interview type-Inverse evaluation on the level of awareness of directors and managers about protecting human rights)

Principle 2

Businesses should make sure that they are not complicit in human rights abuses. - 1/2

7-year Project of Ethical · Human Rights Management

(The Launching of 4 stages-project for protecting Human Rights)



Lecture on Human Rights Protection for all



Ethical · Human Rights Management Strategy Meeting



Strategic fusion with Family-friendly Management

Principle 2

Businesses should make sure that they are not complicit in human rights abuses. - 2/2

The Efforts for Human Rights Protection

(Donation/ The Improvement of Human Rights for SME Workers)



Supporting Single Parent Family

- ▣ **2020.7 ~ 2021.1**
 - ▶ USD900 / month
- ▣ **2021.3 ~ (Donation Increased)**
 - ▶ USD1,900 / month

Supporting Unfortunate Youths (The Broken Family)

- ▣ **2011.7 ~ 2021.3**
 - ▶ USD300 / month (Average)
- ▣ **2021.4 ~ (Donation Increased)**
 - ▶ USD700 / month

Supporting Senior Care Facility

- ▣ **2011.10 ~ 2020.12**
 - ▶ USD300 / month



Contribution to Casualties of Ferry Sewol



Supporting Senior Care Facility



Donation for Tsunami Damage in Japan



Korean Presidential Citation



Best Family-Friendly Management Company



Great Place To Work Korea Grand Prizes for 3 years in a row

● Due to the social distancing policy, Some of the related pictures could be replaced with pictures of past activities to help you to understand.

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.



Efforts for Proper Labour-Management Council System

- Building a System for Workers' Rights
 - Establishing LMC & Electing Representative
 - Improving Grievances & Difficulties by LMC
 - Revising Company rulebooks by Labour laws
 - Updating Employment Contracts by LMC
 - Offering Lecture on Labour Laws
 - Offering Lecture on Retirement Pension
 - Encouraging Annual Leave and notice of use
 - Offering Additional Paid Leave by President



Establishment of Firm Trust of Labour and Management

- Let's have a talk TER System
→ An acronym for Transparency + Equity + Rationality ; To Solve problems while Guaranteeing TER
- Proposal System
(46 cases completely processed in 2020)
- Surveys on Worker Satisfaction
- Operating Internal Counsellor System
- Opening Loypos Workshops for Future



Ceaseless Improvements on Labour and Management Relations

- Loypos Family Care Support Fund
 - USD200 / month for a 3-person family
 - USD250 / month for a 4-person family
- Loypos Infant Care Support Fund
 - USD200 / month for 2 years after a birth
- Loypos Installment Savings (Key Workers)
 - Financial Aid of USD13,800 of USD20,400
- Offering Worker's Emergency Loan



Principle 4

Businesses should uphold the elimination of all forms of forced and compulsory labour.



Observe 52 Working Hours
A Week System

- Anticipative Compliance with Labour Standards Law
- Cope actively with Labour Standards Law



Leave at the Regular Time

- Abolish Unnecessary Overtime Work
- Fair & Transparent Commuting Culture



Encourage Annual Leaves
& Notice of Use

- A Perfect Guarantee of Workers' Holidays
- Make Free Use of Annual Leaves by Planning in an Atmosphere of Freedom



Offer Additional Paid
Leaves by President

- Special Paid Leave by President through Recommendation from LMC or its Representative and Internal Counsellors



Maximize Maternity Leaves
& Childcare Leaves

- Maximize Maternity & Childcare Leaves
- Encourage Maternity Leaves for the spouse
- Shorten Working Hours & Enforce Flexitime during a Pregnancy Period

Principle 5

Businesses should uphold the effective abolition of child labour.

▣ The Rules of Employment of Loypos
- Human Rights Provision Chapter 1 Article 4



The Provision of Human Rights Chapter 1 Article 4 (Forced & Compulsory Labour and Child Labour)

1. We strictly adhere to the Labour Standards Act and especially prevent the employment of children and even juveniles under 19. Additionally, we utilize human resources based on Laws The Ministry of Labour legislated. Also, we ban any violation such as forced & compulsory labour.
2. We manage and control the regulations on Forced & Compulsory Labour and Child Labour by reporting directly to CEO through the Internal VOP system and comply fully with ISO26000 about the related issues as stated above.

▣ Human Resources Distribution Charts based on Age

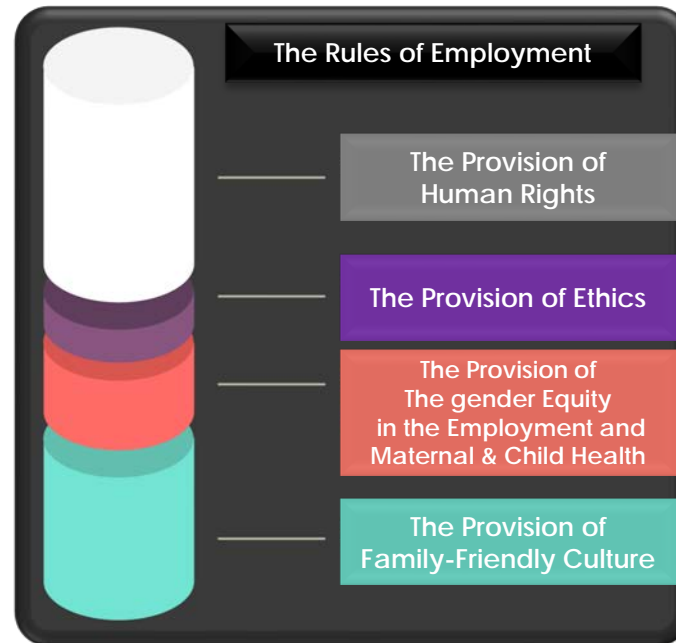
『We abide scrupulously by ETI Base Code ‘4. Child labour shall not be used.’ based on ILO Conventions and inform you that there is no violation case until now.』

	20s	30s	40s	50s	60s	TOTAL
Number of Employees	2	10	8	17	9	46
%	4.4%	21.7%	17.4%	37.0%	19.5%	100%

(2021.7.31)

Principle 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation



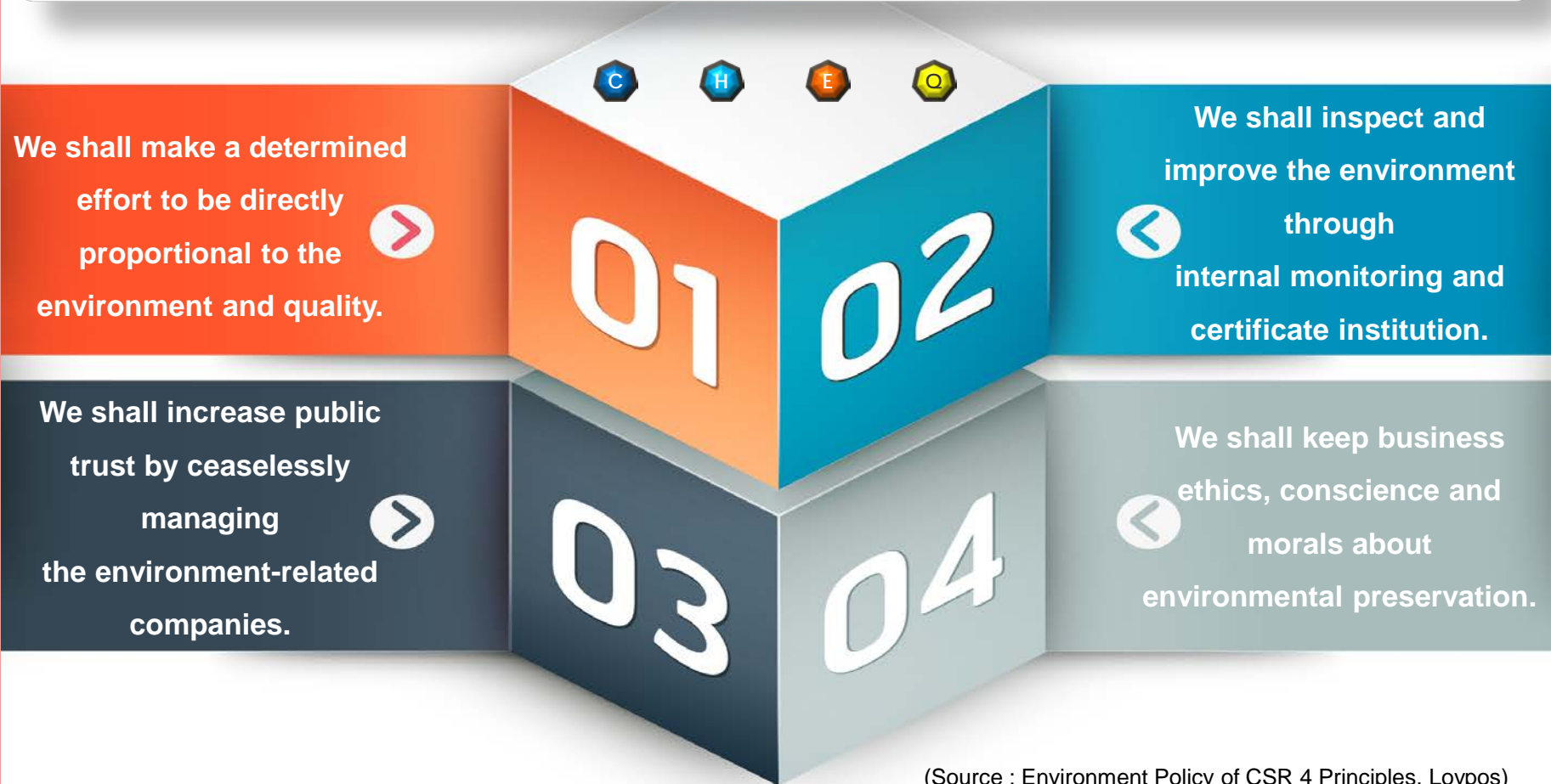
The Observance of ETI Base Code '7. No discrimination is practiced.'

We actively recruit local high school graduates and regional human resources by working in cooperation with local institutions and schools to take the initiative and set an example of how we could practice no discrimination.

Principle 7

Businesses should support ad precautionary approach to environmental challenges. - 1/2

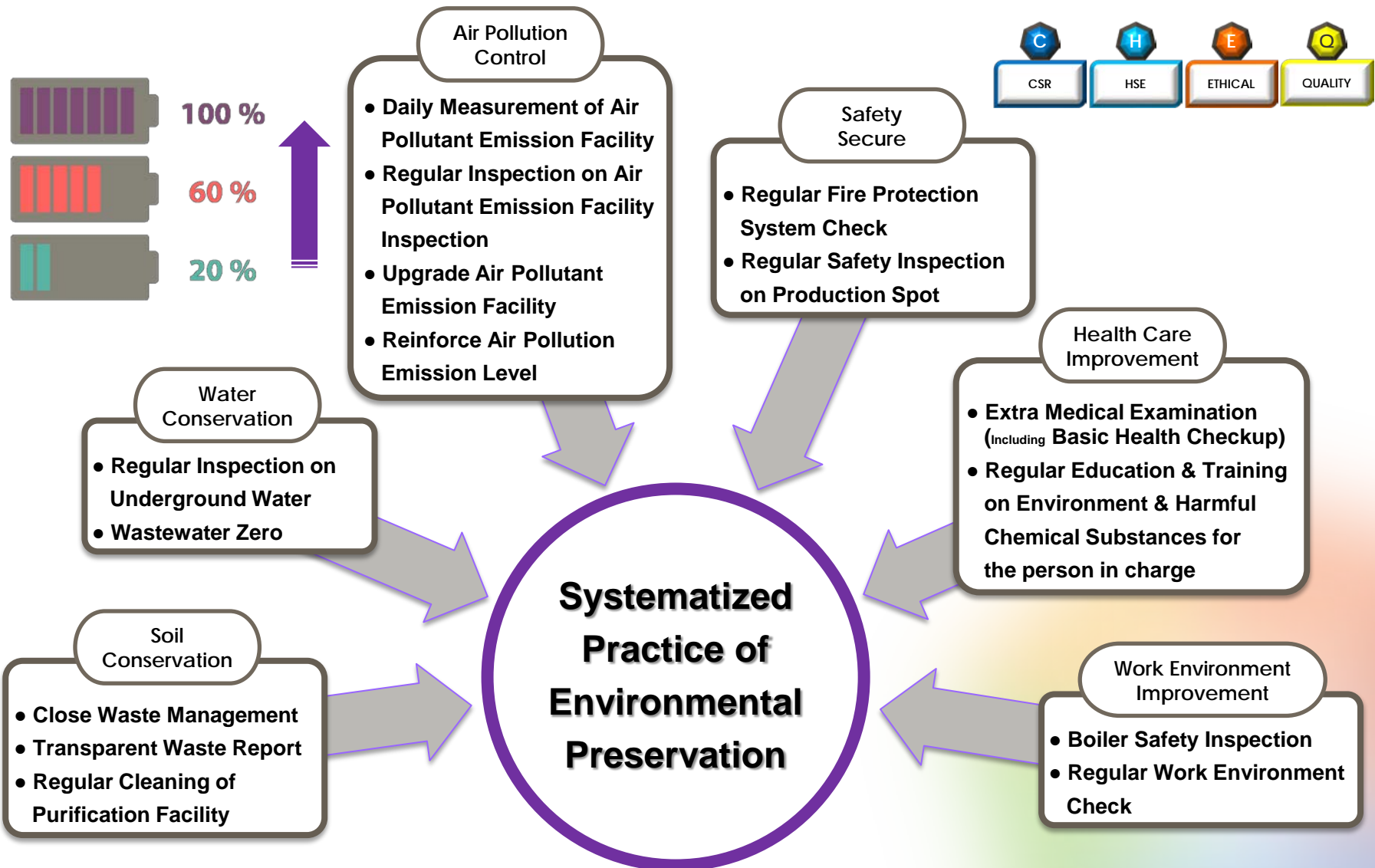
We shall declare the environment policy as below and put into action this that we should protect the environment for our local society enabling us to set up a business base and for our customers using our products.



(Source : Environment Policy of CSR 4 Principles, Loypos)

Principle 7

Businesses should support ad precautionary approach to environmental challenges. - 2/2



Principle 8

Businesses should undertake initiatives to promote greater environmental responsibility. - 1/2

▣ The Plan for Environment (ES; The abbreviation of Environment Section)



Code	Issues	Tasks	Goals
ES-1	Education on Environment for All Internal Stakeholders	<ul style="list-style-type: none"> The Expansion of Regular Education / Training Support Advanced Lectures by Experts Offer Higher Education / Training for Executives 	<ul style="list-style-type: none"> ➤ Over 3 times / year ➤ Over 3 times / year ➤ Over 2 times / year
ES-2	Environment Management Of All Internal Stakeholders	<ul style="list-style-type: none"> The Campaign for Environment Preservation Launch Environment Preservation Programme Daily Report by a person in charge Regular Audit by HSE Committee 	<ul style="list-style-type: none"> ➤ Over 3 times / year ➤ Over 3 times / year ➤ Daily ➤ Quarterly
ES-3	Build the Integrated Environment Management System	<ul style="list-style-type: none"> Soil Conservation Management System Water Conservation Management System Air Pollution Control Management System Noise Measurement Management System 	<ul style="list-style-type: none"> ➤ 2007~ On Progress
ES-4	Increase the Investment on Environment Preservation	<ul style="list-style-type: none"> Investment on Climate Change Mitigation Investment & Utilization of Harmless Resources Outsource and Manage Specialized Companies Investment on Upgraded Measuring Equipment 	<ul style="list-style-type: none"> ➤ 2007~ On Progress



A Leading Company of The Paving Project



The Improvements on Accessibility & Road Safety



Principle 8

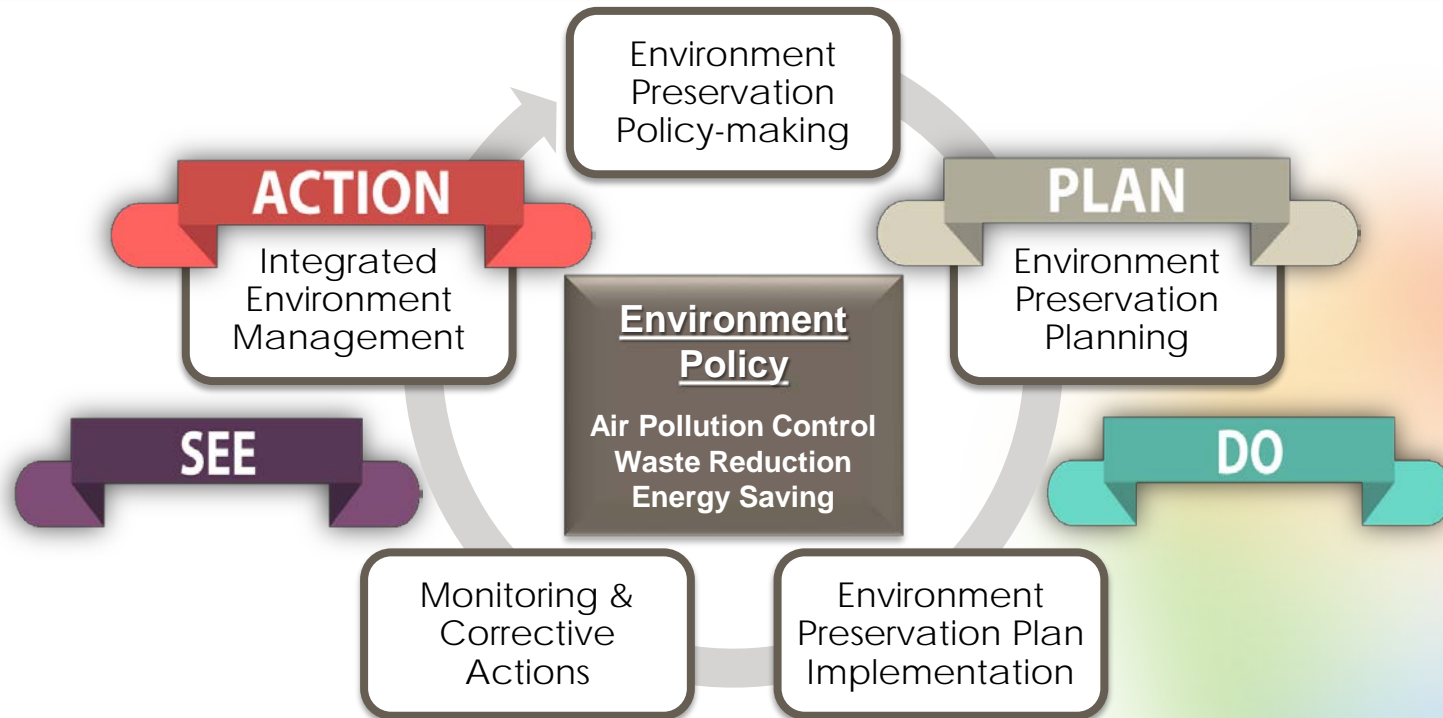
Businesses should undertake initiatives to promote greater environmental responsibility. - 2/2



ISO 14001 (SGS)



- Since the first acquisition in 2007, a full audit is strictly performed each year by SGS, and we have improved its environmental-related system by 3 Teams' Cooperation (QA – Production – Sales).
- We established HSE Manual with ISO 14001 · ISO 9001 · ISO 45001 and we comply with International Environmental Standards while taking a preemptive step by the advanced system.



Principle 9

Businesses should encourage the development and diffusion of environmentally friendly technologies

CTO/ RCO Installation



CTO

(Catalyst Thermal Oxidizer)

RCO

(Regenerative Catalytic Oxidizer)

CTO and RCO Facilities enable us to change the foul smell and hazardous substances of the gas generated from a manufacturing process into innocuous and clean air by combustion and deodorization processing and, also we can save much energy by recycling.

Max 99% Processing Efficiency
Max 95% Heat Recovery

Wastewater Zero



According to

Clean Air Conservation Act Article 2 Enforcement Regulations 6,

We closed down the wet scrubber and newly introduced the advanced facility using a catalytic reaction to improve the prevention effect, and we accomplished the project of wastewater zero.

Achieve One of the Goals
'Wastewater Zero'

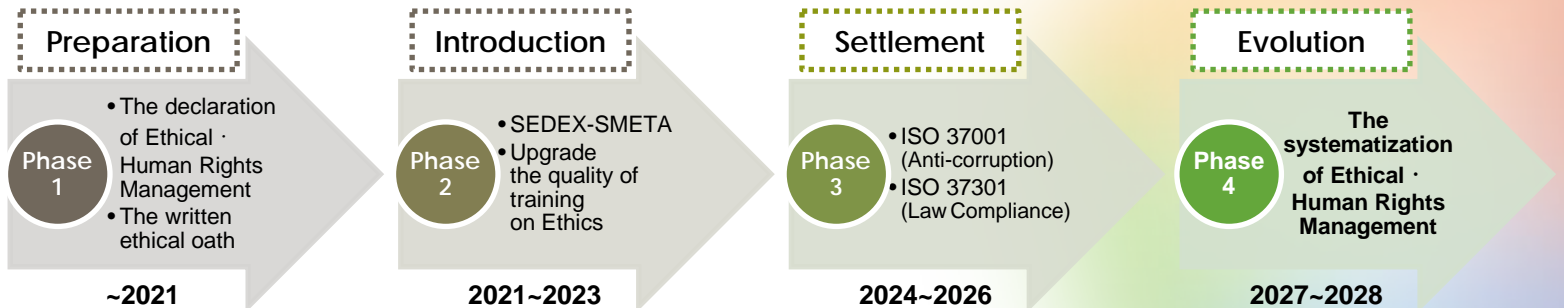
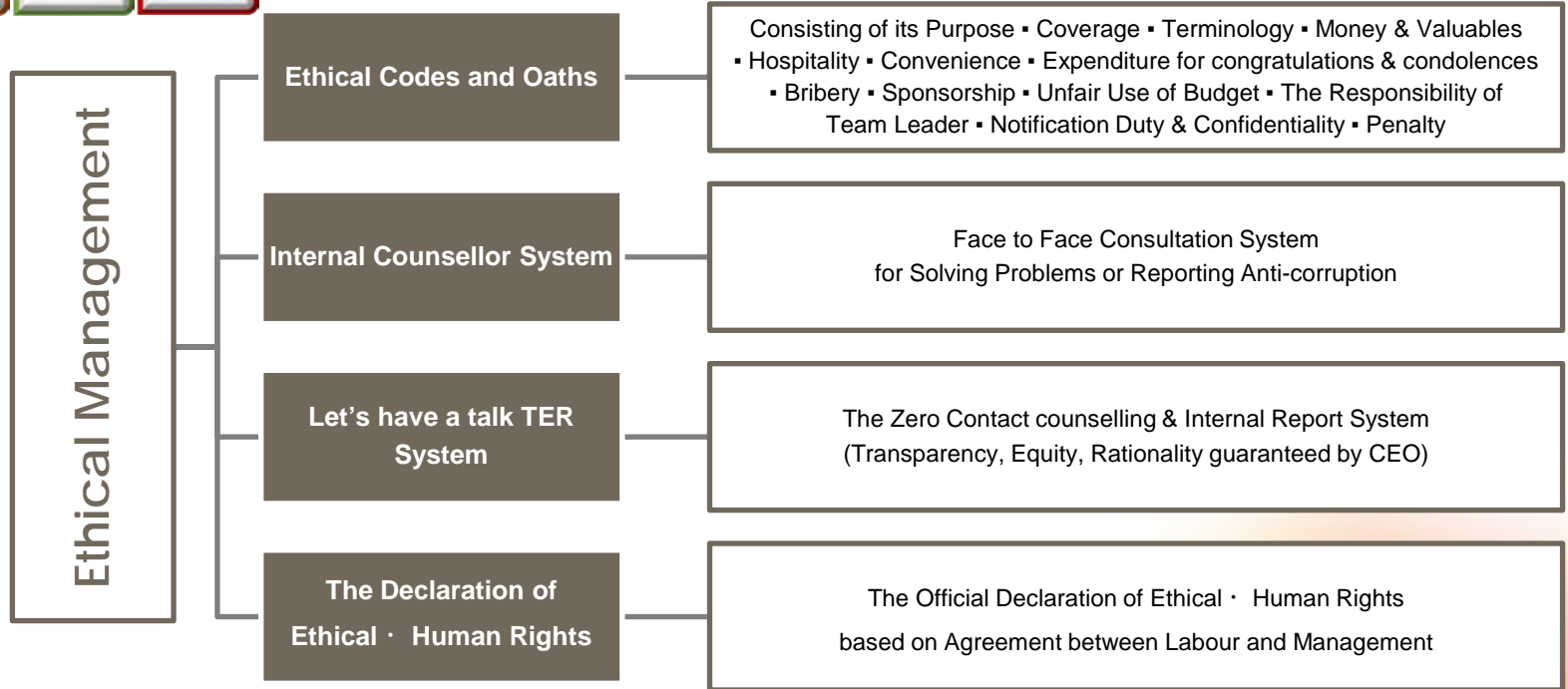
REACH/ RoHS Certification



Not just our production facilities, We have offered every product with official material certification through the inspection of detection based on 211 SVHC List (A substance of very high concern) of **REACH** (Chemical Substance Management Regulation) and Harmful substances such as lead, mercury, and cadmium of **RoHS** (Hazardous Substances Directive) to our invaluable customers.

The Sustainable Development of
Eco-Friendly Products

Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.



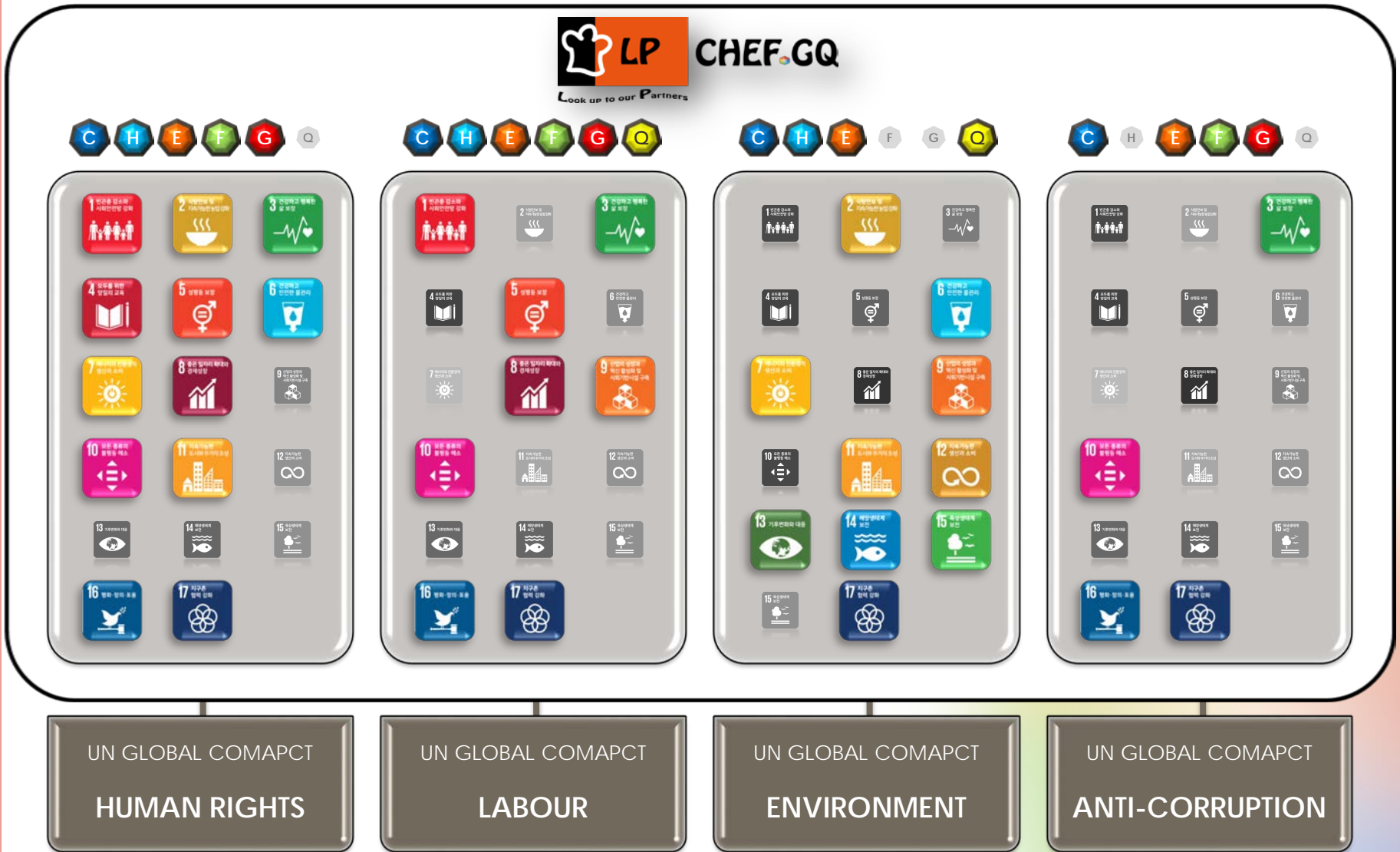
Appendix

Principles Interconnection

- The Consolidation of UNGC 10 Principles ▪ 17 SDGs & CHEF.GO -

Appendix

The Consolidation of UNGC 10 Principles - 17 SDGs & CHEF.GQ



Thank you for your time

「 We, Loypos, fully comply with the Ten Principles of the United Nations Global Compact through the management without lies and deceit, and we will fulfill the promises and goals we established. Additionally, every effort to achieve is based on our company motto 'Be humble, Be modest' as our driving force. 」

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