

EH&S & Sustainability

Meeting our sustainability obligations

As an integral part of SONGWON's culture, sustainability is embedded in all aspects of our business and essential to the way we operate. For us, sustainability means meeting the needs of today without compromising the world of tomorrow. At SONGWON, we have always believed that how we go about our day-to-day business is as equally important as the results we achieve. For this reason, we focus on sustainably aligning all of SONGWON's businesses, structures, processes and systems. By responsibly managing our innovation, operations and our business activities, we also strive to meet the ever-changing demands of our markets, shareholders and the communities we serve.

We understand that sustainability requires collaboration. Therefore, we engage in a continuous dialogue and share our expertise with both our internal and external stakeholders. Working closely together with SONGWON's customers also enables us to develop sustainable products, applications and solutions that meet their sustainability requirements and help them to address a wide range of environmental issues. With our continuous efforts and focus on the optimization of SONGWON's manufacturing processes, and in the development of more innovations that bring savings in energy and resources, we are able to add value.

Our commitment to sustainability drives us to consider the economic, social and environmental impact of everything we do. Our strategic objective is to be an organization that uses the resources available to us as efficiently and sustainably as possible, while generating profitable growth for our investors, remaining aligned with our customers' needs and adding value for society and future generations.

Committed to EH&S

We understand that to be a sustainable organization able to create stakeholder value, we require not only environmental stewardship but also a safe, injury-free, healthy working environment. Safety, health and environmental protection lie at the center of our responsibility to our employees, customers and suppliers but also to the communities we serve.

In all of SONGWON's facilities, we have established environment, health and safety policies, procedures and performance standards that encompass much more than the minimum necessary for complying with laws and regulations. We make sure that they are proactively implemented which highlights SONGWON's commitment to sustainability leadership.

Our goal is to make constant progress in the areas of environmental protection, safety and health. Over the past decade, we have made significant headway in these areas and we look forward to continuing to build on this – worldwide. For us, this is a vitally important part of our overall sustainability strategy.

With our dedication to the long-term health and safety of everyone in our organization and protecting the environment in which we operate, we have driven tremendous improvement and increased the importance of EHS awareness across our entire global organization. All SONGWON employees are engaged and actively participating in identifying and managing risks, and continually seek ways to protect the environment and improve the health and safety of our operations.

We take our obligation to providing safe and healthy work environments for all of our stakeholders (employees, contractors, neighbors) seriously. In line with this, in 2016 we also made sure that it was a priority in our new manufacturing sites — in our OPS plant in Abu Dhabi and in our new state-of-the-art facility in Qingdao, Eastern China. We also focused on ensuring that our EH&S indicators were implemented. Being seen as a trustworthy organization with a high level of safety awareness and clear safety processes is of great importance to us. It remains a top priority and is a non-negotiable.

Achieving zero accidents

Accident-free manufacturing is only achievable when dedicated, safety-aware employees work in healthy and safe facilities. At SONGWON, we inherently believe that all accidents are preventable and that hazards can be safeguarded either physically or through safe working procedures. For us, achieving efficient production and preventing injuries belong together.

At SONGWON, every employee looks out for anything that could possibly threaten anyone's health, safety or wellbeing. Our people also focus their efforts on eliminating or controlling risks. It is our firm belief that world-class safety is achieved through a combination of having the right attitude, making the right decisions and carrying out the right actions. We place a high priority on addressing the root causes of workplace injuries, such as handling equipment incorrectly and encouraging safer behaviors such as following appropriate safety procedures and best practices.

In 2016, we carried out a complete assessment across all of our chemical manufacturing facilities, of potential worst case scenarios, as well as their consequent impacts and implications. Using the information, we then defined the appropriate risk reduction and mitigation actions.

This year, we also forged ahead with our efforts to raise EH&S awareness among all of our employees. We ensure that all of our staff receives proper training and extensive guidance on issues relating to health, safety and the environment. Every month in each of our plants, we conduct safety trainings, as well as give online lectures on safety relating to hazardous chemical management. We also make use of relevant chemical accident videos and EH&S materials created both internally and externally by official authorities.

Through these regular and intensive EH&S trainings and education, we aim not only to increase awareness of these critical issues among all the levels of our global organization, but we want to encourage a sense of responsible care and proactiveness throughout the company. Furthermore, all of SONGWON's managers continually emphasize EH&S awareness and responsibility as a top priority and this is also supported and stressed by SONGWON's top management.

To continuously investigate and assess all possible risks within SONGWON and to improve our existing operating procedures, we have stringent procedures in place.

Once again this year, we looked closely at and analyzed possible emergency scenarios with the aim of minimizing the risk, or at least reducing their potential impact. We have also continued our ongoing monthly simulations carried out by our internal fire brigade who are led by full time dedicated fire marshals. It is one of our most fundamental and effective risk minimizing tools.

In order to support our efforts, we invested in containment basins, remote controllable foam fire hydrants for potentially hazardous areas and special toxic and flame detectors to be placed not just in the tank farms but also in the control rooms and process lines.

Accident reporting

Any accidents occurring at SONGWON must be reported. We compile the accident report data in our global database and carefully classify any injuries that may have occurred according to the local laws and record-keeping criteria. Accident report data include all SONGWON Industrial Co., Ltd. employees, as well as any contractors operating in our plants.

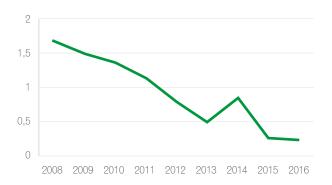
As a result of our plant operators' increased awareness and heightened focus on safe operations, the total recordable accidents steadily decreased over the past few years. In 2016, across all of SONGWON's manufacturing sites and including all SONGWON employees and contractors, we had 3 recordable accidents.

In 2016, we successfully concluded the large capital EH&S investments in two of SONGWON's main chemical sites in Korea (Ulsan and Maeam). The investments were made to support the achievement of state-of-the-art technical improvements in health, environmental, safety care and risk management optimization. We will continue the same efforts throughout the coming year in two of SONGWON's other plants, one in Korea (Suwon) and one in India (Panoli) and aim to achieve the same results sometime in 2018.

Additionally, we also continued our investigations and testing of possible optimized technical solutions for reducing any of the manual operations at SONGWON that could potentially still expose our operators to accidents or incidents. We've focused primarily on the operational areas: filter discharge, manual bagging, solid material unloading operations and have continued making started tangible improvements.

TRCR: Total Recordable Case Rate

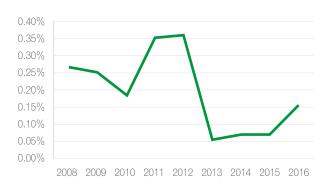
Recordable accidents *200.000 / total working hours



The Total Recordable Case Rate (TRCR) reached 0.24 in 2016 and we registered a 0.16% Total Lost Day Rate (LDR). There were no fatalities and we achieved, for the sixth continuous year, a zero Occupational Diseases Rate (ODR) and zero Absentee Rate (AR).

LDR: Lost Day Rate

total lost days/total worked hours



Environmental awareness

At SONGWON, we are dedicated to continually reducing the environmental impact of SONGWON's business activities. SONGWON's leadership team strives to ensure that we meet our long-standing commitment to contributing to a better world by supporting the development of processes that reduce SONGWON's overall carbon footprint, save energy and reduce emissions.

We have an established, rigorous program in place aimed at improving processes and increasing our competitiveness by lowering costs, as well as significantly reducing energy consumption, waste production and CO_o emissions. In 2016, we directed our efforts to reducing our manufacturing technologies' pollution impact by significantly reducing the organic content in our wastewater and solid salts.

Pursuing our on-going EH&S performance improvement strategy, we have begun implementing the necessary technical improvements, in order to ensure that by 2019 SONGWON is in compliance with the recently introduced Korean EH&S rules.

In 2016, SONGWON received the ISO 14001 certification renewal for both the Ulsan and Maeam plant. ISO 14001 provides organizations with the framework for an effective environmental management system (EMS). It is an important certification for us because it proves that our EMS has been measured against a best practice standard and found to be compliant. It also shows customers and stakeholders that we are actively minimizing the environmental impacts of our organization's processes, products, and services.

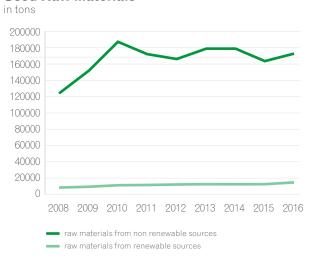
Local authorities in Korea have also accepted our updated PSM (process safety management) upgrade level in our Maeam plant.

Materials

Raw materials

Although we always look for every opportunity to use raw materials from renewable sources, unfortunately only a few of the key raw materials SONGWON uses are available for sourcing in this way. The majority of the raw materials we require are oil derivatives or metals. The only raw materials available from renewable sources are stearic acid and stearyl alcohol. Both are derived from palm kernel oil and represent almost 8% of the total raw materials we use.

Used Raw Materials



Recycled materials

By applying a reverse reaction, we have successfully consolidated the technology to recover the raw materials that were previously disposed of as a final product in the organic wastes. Where the technology has been successful, we have achieved the double benefit of reducing the environmental impact and recycling ca. 8% of the material, which corresponds to approximately 3500 t/y, of the raw material that was used in the production.

Energy

On January 1, 2015, Korea launched its national ETS (KETS, Korea Emission Trading System) – a cap-and-trade program. For operating companies, this type of ETS is mandatory (threshold: company > 125,000 tCO $_2$ /year, installation > 25,000 tCO $_2$ /year) with voluntary opt in. For SONGWON, participation is mandatory.

SONGWON's initiatives

Here is an overview of the initiatives that have resulted in providing energy-efficient or renewable energybased products and services, as well as reducing our energy needs.

SONGWON engages in an energy consumption reduction program and this year one of the actions was incinerating all volatile organic compounds (VOC) produced in the plants. By doing this we are able to generate all the steam we need for our production process. This action reduces SONGWON's overall energy consumption and contributes to a cleaner, safer environment because it enables us to generate all the steam we need in the production process. Since 2012, we have had 3 incinerators in operation in 2013, we a new efficient steam generator based on the LNG use in our Maeam plant.

SONGWON also has several energy consumption reduction initiatives in place to improve the long-term efficiency of our operations and products. In 2016, the following initiatives enabled us to reduce SONGWON's total annual energy consumption for generating power by 29953 GJ (3%) compared to 2015:



optimizing the use of steam during the distillation step



partial recycling of washing solvents and mother liquors after the crystallization step



reusing the steam condensate for boiler feeder water



installing solar panels on the warehouse roof



using an inverter for saving electricity



direct recycling in crystallization of the solvents recovered from the final product drying step

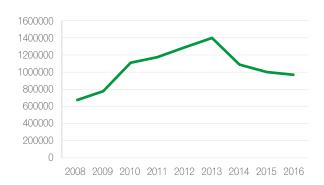
Corporate Responsibility

Direct energy consumption

SONGWON's direct energy consumption of almost 100% is in the form of natural gas. The majority is used for generating steam and heating oil and in 2016, we used 967517 GJ (gigajoules), which is in line with what we used in 2015.

Direct Energy Consumption

In GJ (gigajoules)

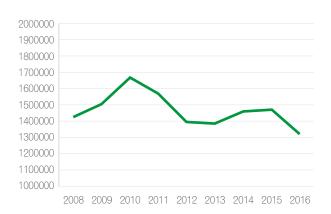


Indirect energy consumption

SONGWON also purchases electricity and steam (almost 70%) for our plants. Traditionally we purchase these from the local utility companies who are using renewable energy sources.

Indirect Energy Consumption

In GJ (gigajoules)



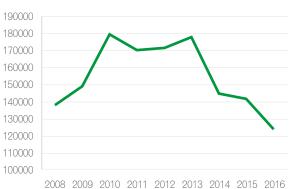
Emissions

Individual energy reduction measuring activities are not calculated singly and separate from each other in Korea but as follows:

Emission reduction = Emission allowance - Actual Emission (Unit: tCO₂eq/year)

Total GHG Emissions

in tCO,eq/year



Actual emissions are measured according to the "Guideline for the Greenhouse Gas Target Management System" and "The Allocation and Trade of Emission Allowance of Greenhouse Gas Act" under Korean law.

This is applied as follows:

Emission = Fuel consumption \times NCV \times EF \times GWP, where:

- NCV = Net Calorific Value
- EF = Emission Factor
- GVP = Global Warming Potential

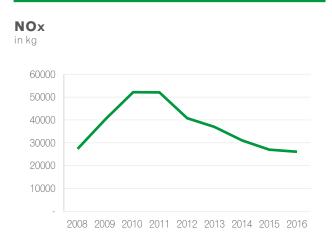
Direct & indirect greenhouse gas emissions

SONGWON's overall objective is to work progressively towards a reduction in carbon emissions and we have confirmed our commitment in 2016 by reducing the general greenhouse gas (GHG) by 13% compared to 2015. Once again, it is another good achievement which was made possible thanks to the purchase of steam generated from renewable energy and waste heat via an exothermic chemical reaction.

The data reported does include the direct emissions and the indirect emissions from our electricity and steam purchasing. However, there are no other indirect emissions to be recorded.

Significant air emissions

Nitrogen oxide (NOx), sulfur oxide (SOx) and particulate matter (PM) emissions are measured automatically by in-line analyzers in SONGWON's plants, and the values are sent in real-time to the relevant government agencies.



SOx and Particulate Matter

6000 5000 4000 3000 2000 1000 2008 2009 2010 2011 2012 2013 2014 2015 2016 — SOx (kg) — PM (kg)

PM, NOx and SOx are generated by liquid waste incinerators. So, in 2015, we already slightly reduced the amount of liquid wastes through our production process development. In 2016, in response to the fact that most PM emissions occur from the dust collectors in the product packaging process, we shortened the bag filters replacement cycle. These actions enabled us to successfully achieve a very positive emissions reduction this year of (5% for NOx, 8% for SOx, 27% for PM).

Water

Total water withdrawn by source

For SONGWON's Ulsan, Maeam and Panoli plants, we purchase the water from the local municipality and suppliers. In the Suwon plant, the water is sourced from underground.

Water Withdrawn

ın m



"We dedicate all of our efforts to making SONGWON a first choice, responsible and sustainable supplier to our customers.

Achieving this excellent rating from EcoVadis is a good sign that we are on the right track and moving in the right direction."

Olivier Keiser, Leader Procurement / International Supply

According to direct measurements made onsite, SONGWON total water consumption increased in 2016 by 11% compared to 2015. This was due to the production volume increase of DBTO DF which requires a greater amount of water to wash out the NaCl.

Furthermore, the exceptionally higher amount of NaCl content last year required more water usage than previously.

At the current time, the total volume of water that is recycled and reused at SONGWON's plants is almost 14% (102603 tons of water). This very positive achievement was the result of the Ulsan plant's incinerators producing 172187 tons of steam in 2016, as well as 102603 tons of water supplied via the high pressure steam condensate from the pumping trap of both the dialkyl phenol and the Maeam plant.

SONGWON receives excellent CSR recognition from EcoVadis

In March 2016, SONGWON achieved an EcoVadis gold recognition level for Corporate Social Responsibility (CSR). EcoVadis is an independent rating agency which is highly regarded around the world. Their evaluations are made using a methodology built on international CSR standards, including the Global Reporting Initiative, United Nations Global Compact and ISO 26000. To achieve such a high EcoVadis rating, is a valuable indicator of SONGWON's commitment to CSR, and highlights to the industry that we are a top performing supplier with regards to the Environment, Labor Practices, Fair Business Practices, and Responsible and Sustainable Procurement.

For more information, see: www.ecovadis.com

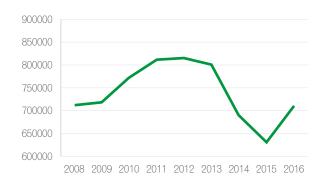
Effluents and Wastes

Total water discharged

All the water discharged by SONGWON's plants is conveyed to the central water treatment plant in their municipalities after being internally treated. It is there that the organic content reduced further and then released into the sea or discharged to a regional water treatment facility (e.g. as it is done in Panoli, India).

Total Water Discharged

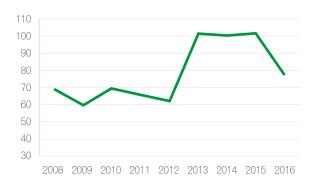
in m³



We greatly improved the quality of the water discharged in 2016 and thereby reduced the average COD (chemical oxygen demand) of SONGWON's manufacturing sites from 101 to 77 ppm. This decrease was achieved as a result of the outstanding 45% improvement of the average quality of the discharged water from our Panoli site in India.

Discharged Water Quality

COD (ppm)



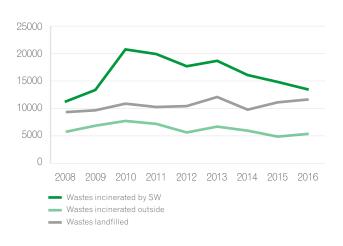
Other wastes

In 2016, SONGWON'S operations generated 23385 tons of hazardous wastes.

Approximately half of the liquid organic wastes are currently incinerated on site and the other half is incinerated offsite. Solid wastes are all disposed of offsite via landfilling.

Wastes Disposed Outside of SONGWON

in tons



Significant spills

Since 2008, SONGWON has had no spills to record or report, and also none in 2016.

Biodiversity

SONGWON does not own, lease or manage anything that is in or near protected areas or areas of high biodiversity. Also, to the best of our knowledge, none of SONGOWN's activities, products or services significantly impact biodiversity.

Non-compliance

In 2016, we have been in full compliance with all environmental rules and regulations and SONGWON received no fines.

Global Reporting Initiative Guidelines (GRI)

Reporting method

The Board members, the Executive Committee members and the Senior Management are all in agreement that the topic of sustainability needs to be communicated not only internally, but also externally.

We want to send a clear signal and make our contribution to sustainable development in our industry. For this reason, we have decided to publish a sustainability report annually in accordance with the standards of the international Global Reporting Initiative (GRI). The current report follows the GRI's G4 Guidelines, 'in accordance' Core option (SONGWON's 2015 Annual Report followed GRI's G4 Guidelines, 'in accordance' Core option). This will make it possible to compile comparable values and continuously improve upon them.

The GRI G4 Content Index lists information on GRI indicators and topics relevant for SONGWON.

General standard disclosures.

The general standard disclosures offer a general strategic overview of the organization's sustainability. They are divided up into seven parts: strategy and analysis, organizational profile, identified material aspects and boundaries, stakeholder engagement, report profile, governance, and ethics and integrity.

Specific standard disclosures

The guidelines organize specific standard disclosures into three categories: economic, environmental and social. Within the specific standard disclosures, each indicator is allocated to the material topics.

Prior to selecting the relevant indictors, we looked at SONGWON's stakeholders, their requirements and their expectations of us as a globally operating company. In our selection of the relevant indicators, our assessment of the individual aspects was carried out from two separate perspectives. We divided the identified stakeholders into groups based on whether they were directly or indirectly influenced by SONGWON's activities. We also raised questions in relation to our organization with respect to identifying the goals that promise SONGWON sustainable success.

Our management discussed each GRI indicator individually and evaluated it using a point system. It was a process that included various stages, and which ultimately resulted in defining the aspects and indicators most relevant for SONGWON as an organization and for all of our stakeholders.

Fundamentally important for this step was the comprehensive expertise of our managing executives combined with SONGWON's years of experience interacting with a wide spectrum of different stakeholder groups. An overview of all the GRI indicators (incl. the UN Global Compact principles) and the relevant text sections can be found in the GRI G4 Content Index.

Materiality analysis

This analysis shows a condensed summary of all of the individually assessed indicators. The number of indicators per category is reflected in the size of the circles in the graph on the following page. The x-axis shows the significance of the respective category in relation to its economic, environmental and social impacts, while the evaluated impact of this specific category on the assessment performed by our stakeholders is indicated by the y-axis. The average value for the individually assessed indicators in the categories determines the x and y values. From SONGWON's perspective, the economic, environmental, social categories appear to be of particularly high relevance to our stakeholders.

At SONGWON, we understand that our commitment to sustainability should not be restricted solely to our organization because true sustainability is only possible when all those involved work together. For this reason, we encourage our suppliers and partners to launch their own initiatives that highlight their commitment to the environment and resources protection, while upholding human rights and complying with labor laws just as we do.

Operating internationally, we see it as our utmost obligation to act sustainably at both a global and local level. This is the reason that this report covers the entire SONGWON Industrial Group, unless indicated otherwise.

The scope of application is indicated in the respective chapters. Furthermore, we would like to emphasize that we have used gender-neutral terms and pronouns wherever possible for the sake of simplicity, but these should be understood to refer to both males and females alike without discrimination.

SONGWON's categories/aspects/indicators:



Significance for economical, environmental and social aspects

Category: Economic

Through all of SONGWON's operations, we aim to secure the organization's financial success and thus long-term value creation for our stakeholders. We know this can be achieved through implementing our long-term strategy, recognizing and managing risks and opportunities, as well as providing transparent information to our stakeholders.

Our strategy has four key focus areas: business focus, growth, geographical focus, and innovation.

SONGWON provides expertise and high-quality products to different industries, for a myriad of important applications. We are dedicated to creating long-term value, providing sustainable solutions, and strengthening the competitive position of our customers.

At SONGWON, we are focused on building a balanced product portfolio in order to support targeted growth and we are continuing with our expansion strategy to strengthen our presence in emerging markets and consolidating our position in existing ones.

Aspect: Economic performance

G4-EC1

Direct economic value generated and distributed

G4-EC2

Financial implications and other risks and opportunities for the organization's activities due to climate change

G4-FC3

Overage of the organization's defined benefit plan obligations

Category: Environmental

Our sustainability strategy supports SONGWON's business goals and enables us to continuously reduce our environmental footprint. At the same time we are working to ensure that we give something back to both our employees and society as a whole. Our global sustainability commitment is directly managed by our Executive Committee. The committee is also responsible for overseeing the execution of all activities relating to achieving our sustainability goals.

All of SONGWON's initiatives are designed to ensure that we focus on those areas where we, as a company, have the greatest impact. They also provide us with a clear direction that enables us to strive for a better performance.

Aspect: Materials

G4-EN1

Materials used by weight or volume

G4-EN2

Percentage of materials used that are recycled input materials

Aspect: Energy

G4-EN3

Energy consumption within the organization

G4-EN4

Energy consumption outside of the organization

G4-EN6

Reduction of energy consumption

Aspect: Water

G4-EN8

Total water withdrawal by source

G4-EN10

Percentage and total volume of water recycled and reused

Corporate Responsibility

Aspect: Biodiversity

G4-EN11

Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Aspect: Emissions

G4-EN15

Direct greenhouse gas (GHG) emissions (Scope 1)

G4-EN16

Energy indirect greenhouse gas (GHG) emissions (Scope 2)

G4-EN19

Reduction of greenhouse gas (GHG) emissions

G4-EN21

NOx, SOx, and other significant air emissions

Aspect: Effluents and waste

G4-EN22

Total water discharge by quality and destination

G4-EN23

Total weight of waste by type and disposal method

G4-EN24

Total number and volume of significant spills

Aspect: Compliance

G4-EN29

Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

Category: Social

At SONGWON, we emphasize the importance of our people for the company's long-term success: they manage strong brands, develop innovative products and support our customers around the world. Building and sustaining long-term, trustful relationships with our employees and all those who work for or with SONGWON is essential to our organizational success.

Sub-category: Labor practices and

decent work

Aspect: Employment

G4-LA1

Total number and rates of new employee hires and employee turnover by age group, gender and region

G4-LA3

Return to work and retention rates after parental leave, by gender

Aspect: Occupational health and safety

G4-LA6

Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender

Aspect: Training and education

G4-LA10

Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings

Aspect: Diversity and equal opportunity

G4-LA12

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

Sub-category: Human rights

Aspect: Non-discrimination

G4-HR3

Total number of incidents of discrimination and corrective actions taken

Sub-category: Society

Aspect: Anti-corruption

G4-SO4

Communication and training on anti-corruption policies and procedures

G4-SO5

Confirmed incidents of corruption and actions taken

Aspect: Anti-competitive behavior

G4-S07

Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes

Aspect: Compliance

G4-SO8

Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations

Sub-category: Product responsibility

Aspect: Product and service labelling

G4-PR3

Type of product and service and service information is required by the organization's procedures for product and service information and labeling

Aspect: Compliance

G4-PR9

Total monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services



SONGWON Annual Report 2016

SONGWON's GRI G4 Content Index – 'in accordance' Core

This GRI G4 Content Index provides an overview of the G4 Standard Disclosures based on the selections made.



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Specific standard disclosures

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DMA and Indicators

Category: Economic

G4-DMA

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