

## **Sustainability Policy of LS Cable & System USA**

### **Purpose**

At LS Cable & System USA, we play a pivotal role in shaping a sustainable future as a global leader in manufacturing low- and medium-voltage electrical cable. This Sustainability Policy reflects our commitment to responsible corporate citizenship, ethical business practices, environmental stewardship, and the well-being of all stakeholders. Our vision is to deliver a healthy return for our shareholders while minimizing environmental impacts and cultivating a culture of responsibility and inclusiveness through innovation and continual improvement.

### **1. Company Governance**

LS Cable & System USA is dedicated to maintaining transparent, accountable, and responsible corporate governance. Our leadership fosters a culture of ethical decision-making at every level of the organization. Sustainability considerations are embedded in our corporate strategy, decision-making processes, and performance goals.

- Sustainability Leadership Committee, led by senior executives and key departmental representatives, is responsible for setting and executing LS Cable & System USA's sustainability strategy. This team provides managerial oversight of sustainability initiatives, ensuring alignment with corporate values and long-term objectives.
- Regular reporting and performance tracking to ensure continual improvement

### **2. Ethical Business Practices**

LS Cable & System USA is committed to conducting business with the highest ethical standards and integrity. We adhere to all applicable laws and regulations while promoting ethical behavior across our operations.

- Adherence to the LS Cable & System Code of Ethics, and implementation of training and reporting mechanisms
- Zero tolerance for corruption, bribery, or anti-competitive behavior

### **3. Conflict Minerals**

As part of our commitment to responsible sourcing, LS Cable & System USA actively works to eliminate the use of conflict minerals—such as tin, tungsten, tantalum, and gold—that may contribute to global human rights abuses. We ensure all minerals used in our products are sourced from conflict-free regions, adhering to international frameworks through rigorous due diligence.

- Adherence to the LS Cable and System USA Conflict Materials Policy

- Collaboration with suppliers to trace material origins
- Regular audits to ensure conflict-free sourcing practices

#### **4. Carbon Emissions**

LS Cable & System USA is committed to reducing our carbon footprint through sustainable practices. Our carbon management strategy includes both direct and indirect emission reductions across our operations, production processes, and supply chains.

- Establish baseline carbon footprint and explore science-based targets for carbon reduction
- Explore carbon emissions reduction opportunities such as renewable energy deployment, energy efficiency improvements, and low-carbon technologies
- Report our progress annually in line with globally accepted standards

#### **5. Environmental Impact**

LS Cable & System USA aims to minimize our environmental footprint by reducing waste, conserving resources, and managing water and air emissions responsibly in every aspect of our manufacturing process.

- Implement environmental management systems (EMS) across facilities
- Develop innovative products that contribute to global environmental sustainability, such as cable that supports renewable energy infrastructure
- Strive for zero waste to landfill and enhanced resource efficiency

#### **6. Sustainable and Ethical Supply Chain**

LS Cable & System USA ensures that our entire supply chain upholds our sustainability standards. This involves collaborating with suppliers who share our values in ethical practices, labor rights, and environmental protection.

- Collaborative supplier engagement initiatives to advance sustainability and ethical practices
- Audits and compliance checks to ensure responsible sourcing
- Encourage suppliers to set sustainability targets

#### **7. Standards Compliance**

LS Cable & System USA is committed to upholding the highest standards in manufacturing and corporate responsibility. We adhere to internationally recognized standards to ensure safety, environmental performance, and sustainability throughout the product life cycle.



- Compliance with ISO 14001 (Environmental Management Systems) and ISO 45001 (Occupational Health and Safety), with certification by 2026
- Alignment with global sustainability frameworks

### **8. Employee Wellbeing and Safety**

LS Cable & System USA employees are our greatest asset, and their safety and well-being are our top priorities. We foster a workplace culture that promotes health and safety through rigorous training, fair labor practices, and workplace safety measures.

- Continual improvement of occupational health and safety standards
- Regular health and safety training for employees
- Promotion of work-life balance and mental health support programs

### **9. Opportunity Equality**

At LS Cable & System USA, we ensure every individual has access to equal opportunities for growth, development, and success. We believe a fair and supportive work environment fosters innovation and drives collective achievement. Our commitment to opportunity equality means removing barriers, creating pathways for career advancement, and ensuring fair treatment for all employees, regardless of their background or personal circumstances.

- Commitment to equitable hiring practices and ensuring fair pay across all roles and levels
- Proactively support professional development, mentoring, and leadership opportunities for individuals from all walks of life
- Cultivate an inclusive workplace culture that values diverse perspectives, promotes collaboration, and ensures that all employees have the resources and support needed to succeed

### **Conclusion**

LS Cable & System USA pledges to be a leader in sustainable innovation, advancing both environmental and social responsibility. We contribute to a resilient and equitable global community by creating a safer, more sustainable future through ethical practices, environmentally responsible products, and inclusive governance.

