Assurance Report

CTR Co.,Ltd.

Assurance dates	09/07/2024 to 09/07/2024 (Please refer to Appendix for details)
Assurance Location(s)	Gyeongsangnam-do (000)
Report author	Jungwoo Lee
Assurance Standard(s)	ISO 26000:2012 (Guidance)

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Executive summary

검증팀은 ISO 26000 Guidance 를 기반으로 한 씨티알의 CSR Management Framework 의 타당성 평가를 수행하였으며, 주관부서의 지속가능성 맥락 차원의 중장기 전략과 방향을 기반으로, Framework 의 지속적 개선에 대한 의지를 확인하였습니다.

씨티알의 CSR Management Framework 의 지속적인 개선과 발전을 위하여 보고서 내용을 참조하여 주시기 바라며, 심사 시 발견한 다음의 장점과 약점을 참조하여 주시기 바랍니다.

강점;
- 지속가능성 이슈 차원의 이해관계자 대응 및 Framework 운영 및 지속적 개선에 대한 담당부서의 실천 의지
- 품질, 안전, 환경 등 타 경영시스템 운영부서의 Operation 부문 및 CSR Framework 에 대한 적극적인 Engagement 및 실천 의지
약점; 각 Section 별 보고서 참조

The Auditor conducted a feasibility assessment of CTR's CSR Management Framework based on ISO 26000 Guidance and confirmed its commitment to continuous improvement of the framework based on the sustainability mid- to long-term strategies of the department in charge.

For the continuous improvement and development of CTR's CSR Management Framework, please refer to the following strengths and weaknesses.

Strength point;
-The willingness of the department in charge of responding to stakeholders in terms of sustainability issues and implementing the framework operation and continuous improvement.
-The engagement and commitment to the operation sector and CSR framework of other management system operating departments, such as quality, safety, and environmental.
Weaknesses point;
-Please refer to section of the report.

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Changes in the organization since last assessment

There is no significant change of the organization structure and key personnel involved in the audited management system.

No change in relation to the audited organization's activities, products or services covered by the scope of certification was identified.

There was no change to the reference or normative documents which is related to the scope of certification.

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NCR summary graphs

Which standard(s) BSI recorded findings against

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bsi.

Where BSI recorded findings

Chart showing findings by location. The vertical axis is labeled FINDINGS (scale 0 to 5), and the horizontal axis is labeled Locations with a single location "Gyeongsangnam-do" showing a teal bar reaching a value of 4.

Legend: Major nonconformity | Minor nonconformity | Opportunity for improvement | Observation

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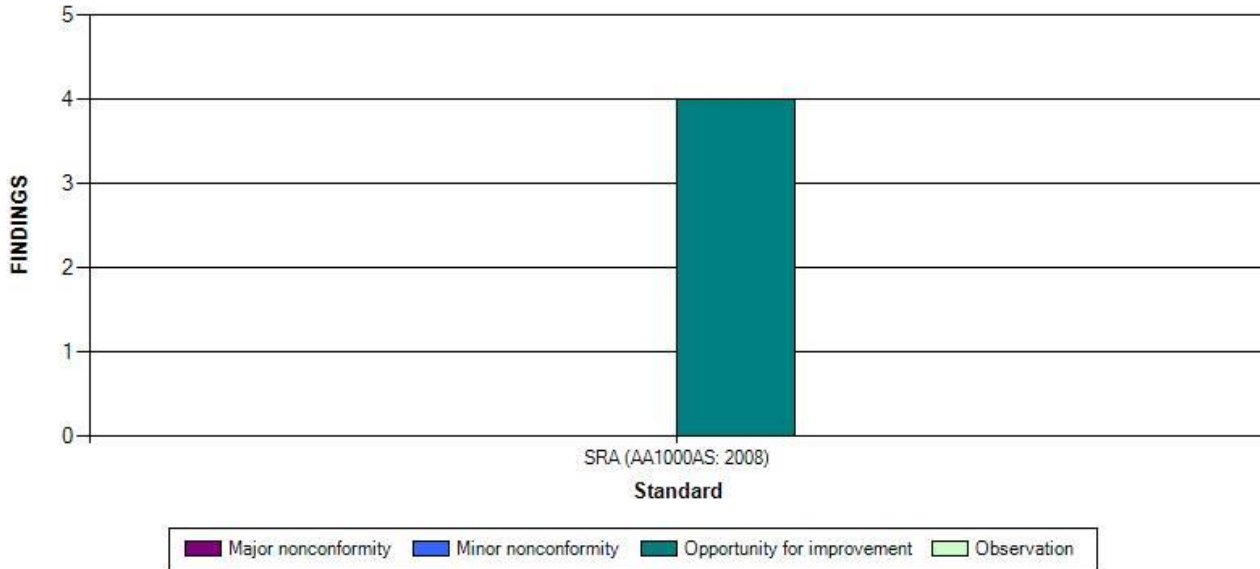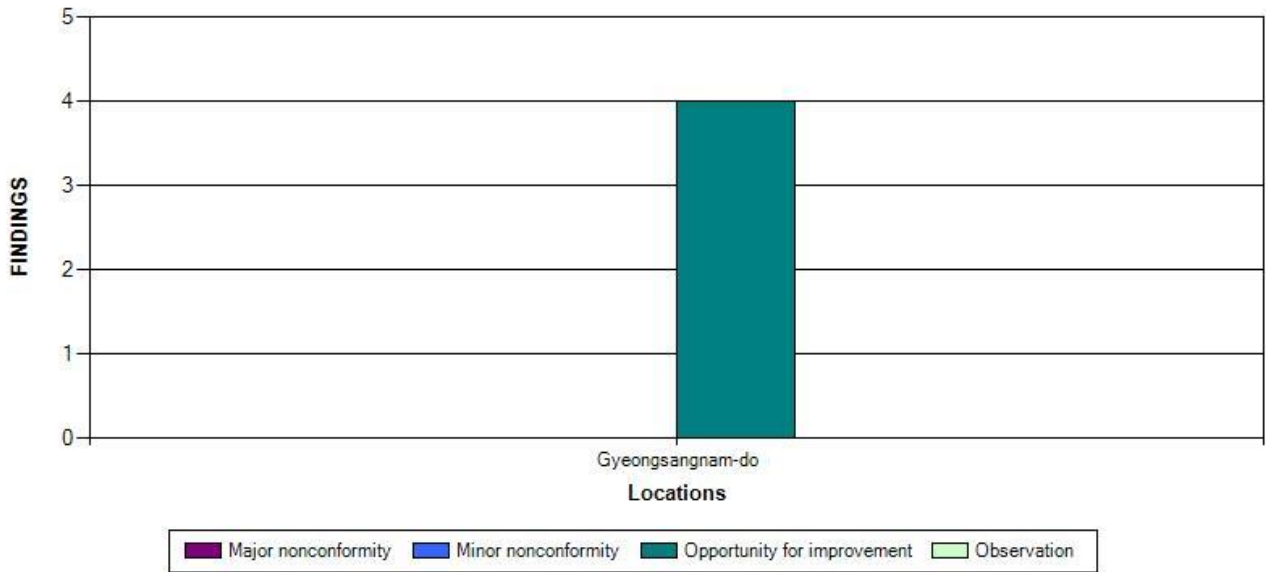
Your next steps

NCR close out process

No new nonconformities were identified during the assessment. Enhanced detail relating to the overall assessment findings is contained within subsequent sections of the report.

Please refer to Assessment Conclusion and Recommendation section for the required submission and the defined timeline.

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Assessment objective, scope and criteria

The objective of the assessment is to conduct a feasibility assessment to ensure the elements of the proposed scope of registration and the requirements of the guidance are effectively addressed by the organization's management system and to confirm the forward strategic plan.

The scope of the assessment is the documented management system with relation to the requirements of ISO 26000:2012(Guidance) and the defined assessment plan provided in terms of locations and areas of the system and organization to be assessed.

ISO 26000:2012(Guidance)

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Assessment participants

Name	Position	Opening meeting	Closing meeting	Interviewed (processes)
조성영	경영지원팀/팀장	X	X	X
강민승	경영지원팀/책임	X	X	X
최재호	경영지원팀/책임			X
이진석	경영기획팀/책임			X
유건영	상생협력팀/매니저			X
김광윤	인재경영팀/책임			X
황준하	EHS 팀/책임			X
이정헌	EHS 팀/책임			X
손휘웅	설비개선팀/책임			X
박민욱	SCM 기획팀/책임			X
이근식	품질보증팀/팀장			X
정병주	품질기획팀/책임			X
김동한	품질관리팀/책임			X
최향민	영업 3 팀/책임			X
송준기	연구기획팀/연구원			X
정승우	구매기획팀/책임			X
신명식	구매팀/책임			X
김시훈	SQ 팀/책임			X

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Assessment conclusion

BSI assessment team

Name	Position
JungWoo Lee	Team Leader

Assessment conclusion and recommendation

The audit objectives have been achieved and the certificate scope remains appropriate. The audit team concludes based on the results of this audit that the organization does fulfil the standards and audit criteria identified within the audit report and it is deemed that the management system continues to achieve its intended outcomes.

Based on the outcome of this Stage 1 Assessment, the Assessment Team / Auditor recommends proceed to Stage 2 Assessment – resolution for the findings is subject to review during Stage 2 Assessment.

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Findings from this assessment

[경영지원팀/경영기획팀] CSR Guidance Framework (이해관계자 참여, 조직거버넌스) Stakeholder Engagement/Governance:

1. Interviews with process owner for process definition, operation and KPIs
CTR 전사 CSR Framework 에 대한 CSR Management 운영
Operation of CSR Management for CTR company-wide CSR Framework

2. Documents for criteria and methods of process operation and control
- 씨티알 사회책임경영매뉴얼_2024.06
- 사회책임경영방침_2024
- 사회책임경영원칙_2024
- 조직거버넌스 경영지표_2024
- ESG KPI Tool_2024
- CTR Social Responsibility Management Manual_2024.06
- Social Responsibility Management Policy_2024
- Social Responsibility Management Principles_2024
- Organizational Governance Management Indicator_2024
- ESG KPI Tool_2024

3. Documents for process implementation results
- 씨티알 ESG 중대성평가 결과보고_2024.06
- 이해관계자 식별: 핵심 Core, 전략 Strategic, 일반 Enviro 등 이해관계자 그룹별 구분 (임직원, 주주, 협력사, 정부/지자체, 고객, 계열사, 노동조합, 연구기관, 비정규직/인턴, 미디어)
- CSR Framework 관리: 주요 종속대상 해외법인(중국, 멕시코 등)을 포함하여 관리 범주 확장
- 외부 평가: Ecovadis, CDP, RBA 등 주요 ESG 평가 Framework 대응
- 해외법인 관리체계 구축: 환경 및 사회성과지표 관리 지표 체계 구축, Scope 3/LCA 등 환경성과 지표 체계 등
- ESG KPI 관리: 2024 년 공장별, 사업부별 ESG KPI 관리시스템 구축 (온실가스, 에너지, 폐기물, 용수 등 환경 성과 및 건강검진율, 산재율, 무재해달성률 등 사회성과, 보안교육, 사외이사비율, 윤리규범위반, 준법교육률 등 지배구조성과 등)
- 이사회: 비상장사 전자공고 의무사항 홈페이지 공시 이행, 이사회 구성(사내이사 3 명, 사외이사 1 명, 감사 1 명), 25 년 IPO 계획, 사외이사 확충 등 상법 상 요구사항 이행 예정
- 위원회: ESG 위원회 24 년 운영 현황 (ESG 트렌드, 환경/사회 등 주요 ESG 성과보고 등)
- CTR ESG materiality assessment result report_2024.06

- Stakeholder identification: Group of stakeholders such as core core, strategic strategy, general environment (employees, shareholders, partners, government/local government, customers, affiliates, labor unions, research institutes, non-regular workers/interns, media)

- CSR Framework Management: Expansion of management categories, including major subsidiary foreign corporations (China, Mexico, etc.)

- External Assessment: Responding to Major ESG Assessment Framework such as Ecovadis, CDP, RBA

- Establishment of management system for overseas corporations: Establishment of environmental and social performance indicators, environmental performance indicators such as Scope 3/LCA, etc

- ESG KPI management: Establishment of ESG KPI management system by factory and business unit in 2024 (environmental performance such as greenhouse gas, energy, waste, water, etc., social performance such as health examination rate, industrial accident rate, accident-free achievement rate,

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security education, ratio of outside directors, violation of ethical standards, compliance education rate, etc.)

- Board of Directors: Implementation of mandatory disclosure of electronic disclosure of unlisted companies, composition of the board of directors (3 inside directors, 1 outside director, 1 internal audit director), 25-year IPO plan, expansion of outside directors, etc. will be implemented

- Committee: ESG Committee's Y2024 operational status (ESG trend, major ESG performance such as environmental/social, etc.)

4. Process effectiveness and evidence including related performance indicators
- 목표 및 추진방향: 공정비즈니스 관행, 인권노동, 환경, 지속가능한공급망 등 영역별 KPI 수립, 22년 및 23년 목표, 성과 및 달성률 연도별 모니터링, 24년 목표 및 중장기 영역별 목표 수립하여 관리수행
=> 일부 개선의 기회가 있으나, 계획한 CSR 목표가 달성되고 있음

- Goals and direction of implementation: Establishing KPIs for each area, such as fair business practices, human rights labor, environment, sustainable supplychain, etc., monitoring by year, performance and achievement rates, establishing and managing Y2024 goals and mid- to long-term goals

=> There are some opportunities for improvement, but the planned CSR goals are being achieved

Finding Reference	2520161-202407-I1	Certificate Reference	SRA 812968
Certificate Standard	ISO 26000:2012 (Guidance)	Clause	-
Location reference	0047958762-000		
Assessment Number	30223107		
Category	Opportunity for Improvement		
Area/process:	[경영지원팀/경영기획팀] CSR Guidance Framework (이해관계자 참여, 조직거버넌스)		
Details	1) ISO 26000 Framework 내에 품질, 환경, 안전 등 실행부서 주관의 운영 중인 경영시스템을 통합하여 운영하는 것이 효과적일 수 있습니다. 2) 주요한 지속가능성 성과지표 대상의 산정 가이드라인 및 체계를 구축하고, 내부통제시스템을 통해 해당 성과지표의 신뢰성, 정확성을 강화하는 것이 효과적일 수 있습니다. 3) 기후변화 대응, 친환경제품 생산 등 씨티알의 주요 이해관계자 요구사항 및 비즈니스 특성을 고려하여, 중대한 지속가능성 이슈와 관련된 거버넌스 역할과 책임을 구체화하고, ISO 26000 영역별 중장기 전략과 목표의 달성 여부를 거버넌스 KPI 내에 포함하는 것이 효과적일 수 있습니다. 1) It may be effective to integrate and operate an operating management system under the supervision of the execution department, such as quality, environment, and safety, within the ISO 26000 Framework. 2) It may be effective to establish calculation guidelines and systems for key sustainability performance indicators and to strengthen their reliability and accuracy through an internal control system. 3) Considering CTR's key stakeholder requirements and business characteristics, such as climate change response and production of eco-friendly products, it may be effective to specify governance roles and		

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> responsibilities related to critical sustainability issues and to include in the governance KPI the achievement of mid- to long-term ISO 26000 strategy and objectives.

[경영진단실] 윤리경영/Ethical Management:

1. Interviews with process owner for process definition, operation and KPIs
CTR 전사 윤리경영에 대한 CSR Management 운영

CSR management operation for CTR company-wide ethical management

2. Documents for criteria and methods of process operation and control
- 씨티알 사회책임경영매뉴얼_2024.06
- 사회책임경영방침_2024
- 사회책임경영원칙_2024
- 조직거버넌스 경영지표_2024
- ESG KPI Tool_2024
- 윤리규정_2024

- CTR Social Responsibility Management Manual_2024.06

- Social Responsibility Management Policy_2024

- Social Responsibility Management Principles_2024

- Organizational Governance Management Indicator_2024

- ESG KPI Tool_2024

- Ethics Policy_2024

3. Documents for process implementation results
- 씨티알 ESG 중대성평가 결과보고_2024.05
- 2024 년 진단계획 및 결과_부적합품 관리프로세스, 원가관리
- 2023, 2024 온라인 제보 접수 내역
- 2023, 2024 윤리교육 실시공지 및 교육 양식
- 윤리정책 공지

- CTR ESG materiality assessment results report_2024.05

- 2024 Diagnostic Plan and Results_Non-conforming Product Management Process, Cost Management

- 2023 and 2024 Online Report Receipt Details

- 2023, 2024 Ethics Education Notice and Training Form

- Ethics Policy Notice

4. Process effectiveness and evidence including related performance indicators
- 목표 및 추진방향: 공정비즈니스 관행, 인권노동, 환경, 지속가능한공급망 등 영역별 KPI 수립, 22 년 및 23 년 목표, 성과 및 달성률 연도별 모니터링, 24 년 목표 및 중장기 영역별 목표 수립하여 관리수행
=> 계획한 CSR 목표가 달성되고 있음

- - Goals and direction of implementation: Establishing KPIs for each area, such as fair business practices, human rights labor, environment, sustainable supplychain, etc., monitoring by year, performance and achievement rates, establishing and managing Y2024 goals and mid- to long-term goals
=> The planned CSR goals are being achieved

[상생협력팀/인재경영팀] 인권 및 노동관행/Human Right and Labor Practices:

1. Interviews with process owner for process definition, operation and KPIs
CTR 전사 인권/노동관행에 대한 CSR Management 운영
Operation of CSR management for CTR company-wide human rights/labor practices

2. Documents for criteria and methods of process operation and control
- 씨티알 사회책임경영매뉴얼_2024.06
- 사회책임경영방침_2024
- 사회책임경영원칙_2024
- 조직거버넌스 경영지표_2024
- ESG KPI Tool_2024
- 노사협의회 규정
- 단체협약 합의서
- 인권경영지침_2023
- 사내협력사 평가 운영_2024
- 고충처리운영지침_2019
- 성희롱 예방 및 처리 지침_2019
- 성희롱 사건처리 매뉴얼_2021
- 징계규정_2023
- CTR Social Responsibility Management Manual_2024.06
- Social Responsibility Management Policy_2024
- Social Responsibility Management Principles_2024
- Organizational Governance Management Indicator_2024
- ESG KPI Tool_2024
- Labor-management council Regulations
- Collective Bargaining Agreement
- Human Rights Management Guidelines_2023
- In-house Partner Evaluation Operation_2024
- Operation of Complaint Handling Guidelines_2019
- Prevention and Treatment of Sexual Harassment Guidelines_2019
- Manual for handling sexual harassment cases_2021
- Disciplinary Regulations_2023

3. Documents for process implementation results
- 근로자: 국내 관리직, 생산직 포함 전체 인원 560 여명 / 해외포함 1,300 여명 내외
- 노사협의회 규정_2022 년: OEM 사업부 생산직 노조, 전체 인원 대비 16% 내외 가입
- 단체협약 합의서_2022 년, 2023 년
- 관리직/생산직 대상 아이피플 (e-HR 시스템) 내 근로시간 기록 유지: 일근태/월근태 기록 유지 수행
- OEM 사업부 생산직: 창원공장 직고용 근로자 대상 노동조합 등 노동관행 절차 운영, 기타 OEM 생산직 도급업체 활용
- AM 사업부 생산직 도급업체: 포장 도급업체 4 개 활용, 140~150 여명 유지
- 사내협력사 대상 교육: 상생협력팀 주관 월 1 회 노무관련 동향, 근로기준법 등 관련 법규 기반 요구사항 교육 수행
- 사내협력사 평가: 24 년 분기 1 회 사내 협력사 (EHS, 품질 등 공장별 생산운영 및 경영운영부문 평가결과 취합)
- 법정교육 (성희롱예방, 직장 내 괴롭힘 등): 인재경영팀 주관 품의 등 기록 유지

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- ESG/인권경영교육: 경영지원팀 주관 24 년 6 월 수행, 인권경영지침 이해 교육 수행
- 채용: 정규직, 계약직
- 성과평가: 관리직 대상 진행, 특정 직군 등 성과평가 기준 별도 수립
- 사내 비위 및 부조리 근절과 예방을 위한 설문조사 (2023.09.07)
- 사내 비위 및 부조리 자진신고 및 특별제보진행 (2023.10.17)
- 재택근무/유연근무 신청기록: 부서별 유연근무, 재택근무 사용 승인 내역 기록 유지

- Workers: 560 total number of employees including domestic management and production workers / 1,300 including overseas workers

- Labor-Management Council Regulations_2022: Production Workers' Union of OEM plant Joins Around 16% of Total Personnel

- Collective Agreement Agreement_2022, 2023

- Maintaining records of working hours within the I-People (e-HR system) for management/production workers: Maintain daily/monthly attendance records

- Permanent Workers in OEM plant: Operation of labor practice procedures, such as labor unions, for directly employed workers at Changwon plants, and utilization of other OEM production contractors

- Contractors for production workers in AM plant: Using 4 packaging contractors, maintaining 140-150 employees

- Training for in-house partners: Conduct training on related laws and regulations, such as labor-related trends and the Labor Standards Act, once a month organized by the Win-Win Cooperation Team

- Evaluation for In-house partner: In-house partner once in a quarter of 24 (collected the results of production operation and management operation division evaluation by factory, such as EHS and quality)

- Legal education (prevention of sexual harassment, harassment in the workplace, etc): Maintaining records on the subject matter of the Human Resources Management Team

- ESG/human rights management education: Conducted in June 24 under the supervision of the management support team, and conducted training to understand human rights management guidelines

- Recruitment: Permanent or contract worker

- Performance evaluation: Conducting management positions and establishing separate performance evaluation criteria, such as specific occupations, etc

- Survey to eradicate and prevent in-house irregularities and irregularities (2023.09.07)

- Voluntary reporting and special reporting of irregularities and irregularities in the company (2023.10.17)

- Record of application for telecommuting/flexible work: Record of flexible work by department and approval of telecommuting use

4. Process effectiveness and evidence including related performance indicators
- 목표 및 추진방향: 공정비즈니스 관행, 인권노동, 환경, 지속가능한공급망 등 영역별 KPI 수립, 22 년 및 23 년 목표, 성과 및 달성률 연도별 모니터링, 24 년 목표 및 중장기 영역별 목표 수립하여 관리수행
=> 일부 개선의 기회가 있으나, 계획한 CSR 목표가 달성되고 있음

- - Goals and direction of implementation: Establishing KPIs for each area, such as fair business practices, human rights labor, environment, sustainable supplychain, etc., monitoring by year, performance and achievement rates, establishing and managing Y2024 goals and mid- to long-term goals
=> There are some opportunities for improvement, but the planned CSR goals are being achieved

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Finding Reference	2520161-202407-I2	Certificate Reference	SRA 812968
Certificate Standard	ISO 26000:2012 (Guidance)	Clause	-
Location reference	0047958762-000		
Assessment Number	30223107		
Category	Opportunity for Improvement		
Area/process:	[상생협력팀/인재경영팀] 인권 및 노동관행		
Details	지속가능성 평가/공시 표준의 요구사항에 따라, 주요한 인권, 노동관행 규정 및 사규의 적용 범주 내에 해외 사업장 등 주요 연결기준 종속회사를 포함하는 것이 도움이 될 수 있습니다. Depending on the requirements of the Sustainability Assessment/Disclosure Standards, it may be helpful to include major consolidation-based subsidiaries, such as overseas workplaces, within the scope of application of major human rights, labor practice regulations and regulations.		

[경영지원팀/인재경영팀] 지역사회 참여 및 발전/Local Community engagement/development:

1. Interviews with process owner for process definition, operation and KPIs
CTR 전사 지역사회 참여/발전에 대한 CSR Management 운영

Operation of CSR Management for CTR company-wide Local community engagement/development

2. Documents for criteria and methods of process operation and control
- 씨티알 사회책임경영매뉴얼_2024.06
- 사회책임경영방침_2024
- 사회책임경영원칙_2024
- 조직거버넌스 경영지표_2024
- ESG KPI Tool_2024

- CTR Social Responsibility Management Manual_2024.06

- Social Responsibility Management Policy_2024

- Social Responsibility Management Principles_2024

- Organizational Governance Management Indicator_2024

- ESG KPI Tool_2024

3. Documents for process implementation results
- 씨티알 ESG 중대성평가 결과보고_2024.05
- 씨티알 사회공헌계획안_2024
- 씨티알 사회공헌실적_2024
- 기부금 및 봉사활동 증빙내역

- CTR ESG materiality assessment results report_2024.05

- CTR Social Contribution Plan_2024

- CTR Social Contribution Performance_2024

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- Details of donations and volunteer activities

4. Process effectiveness and evidence including related performance indicators
- 목표 및 추진방향: 공정비즈니스 관행, 인권노동, 환경, 지속가능한공급망 등 영역별 KPI 수립, 22년 및 23년 목표, 성과 및 달성률 연도별 모니터링, 24년 목표 및 중장기 영역별 목표 수립하여 관리수행
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- - Goals and direction of implementation: Establishing KPIs for each area, such as fair business practices, human rights labor, environment, sustainable supplychain, etc., monitoring by year, performance and achievement rates, establishing and managing Y2024 goals and mid- to long-term goals

=> There are some opportunities for improvement, but the planned CSR goals are being achieved

Finding Reference	2520161-202407-I3	Certificate Reference	SRA 812968
Certificate Standard	ISO 26000:2012 (Guidance)	Clause	-
Location reference	0047958762-000		
Assessment Number	30223107		
Category	Opportunity for Improvement		
Area/process:	[경영지원팀/인재경영팀] 지역사회 참여 및 발전		
Details	지역사회 참여(Engagement) 프로세스내에는 사회공헌 이외에도 다양한 Activity를 식별할 필요가 있으며, 사회공헌을 포함한 사업장 지역사회 참여 activity를 식별하고, 해당 지역사회 참여(Engagement) 프로세스의 실행 증적 및 괸리체계를 고도화하는 것이 효과적일 수 있습니다.		
	In addition to social contribution, various activities need to be identified within the community engagement process, and it can be effective to identify workplace community engagement activities, including social contribution, and to advance the implementation and organization of the community engagement process.		

[EHS 팀/SCM 기획팀/설비개선팀] 환경/안전보건 EHS:

1. Interviews with process owner for process definition, operation and KPIs
CTR 전사 EHS에 대한 CSR Management 운영

Operation of CSR Management for CTR company-wide EHS

2. Documents for criteria and methods of process operation and control
- 씨티알 사회책임경영매뉴얼_2024.06
- 사회책임경영방침_2024
- 사회책임경영원칙_2024
- 조직거버넌스 경영지표_2024
- ESG KPI Tool_2024
- CTR Social Responsibility Management Manual_2024.06
- Social Responsibility Management Policy_2024
- Social Responsibility Management Principles_2024

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- Organizational Governance Management Indicator_2024
- ESG KPI Tool_2024

3. Documents for process implementation results
- 씨티알 ESG 중대성평가 결과보고_2024.05
- 환경관련 인허가: 대기, 수질, 악취, 폐기물 등 사업장별 환경인허가 보유, 유지
- 온실가스 인벤토리: SCM 기획팀 주관 관리 유지
- 용수, 폐기물 인벤토리: EHS 팀 주관 공장별 인벤토리 기록 유지 / 용수 사용량 생활용수 외 기타 특이사항 없으며, 지정 폐기물 고상, 액상 등 공정 특성 상 발생하는 절삭유, 기타 소모품 기인 폐기물 발생, 별도 폐수시설/폐기물처리시설 미운영 및 전량 위탁 처리
- 재생에너지: 창원, 마산, 영산, 대합 등 주요 사업장 내 씨티알에너지 계열사 주관 태양광패널 자가발전 및 전량 외부 판매 진행 중, 해당 태양광 재생에너지 발전원 사업장 내 자체 소비 여부 검토 중에 있음. REC 구매 혹은 녹색프리미엄요금제 사용 등 다방면 검토 중
- 전력사용량 절감: 컴프레셔 등 주요 공정 상 전기사용량 평균 38% 감소
- 산업안전보건: 2021~23 년 산업재해 확인서 기준 재해건수 0 건
- 중대재해처벌법 이행점검: 2024 년 7 월 진행 예정
- 작업환경측정: 씨티알 창원 2024 년 6 월 상반기 진행
- 비상사태 훈련 결과보고서_2023 년
- 제품 탄소발자국: 주요품목 대상 전과정평가 LCA 수행, 제품 내 탄소발자국 분석 수행

- CTR ESG materiality assessment results report_2024.05

- Environmental permit: Possession and maintenance of environmental permit for each business place, such as air, water quality, odor, waste, etc

- Greenhouse Gas Inventory: Maintaining supervised management of SCM Planning Team

- Water, waste inventory: Maintaining inventory records for each factory organized by the EHS team / Water use, no other special matters other than domestic water, waste generation from cutting oil and other consumables generated by the process characteristics such as solid and liquid, separately not operating wastewater facilities/waste treatment facilities, and all consignment treatment

- Renewable energy: Self-power generation of solar panels organized by CTR Energy affiliates in major workplaces such as Changwon, Masan, Yeongsan, and Daehap are underway, and all of them are sold. being considered for self-consumption at the relevant solar renewable energy power generation site. Various reviews such as purchasing REC or using green premium plan are under consideration

- Reduce power usage: average 38% reduction in electricity usage due to major processes such as compressor

- Occupational Safety and Health: 0 number of accidents based on industrial accident certificates from 2021 to 2023

- Inspection of the implementation of the Serious Accident Punishment Act: Scheduled to take place in July 2024

- Work environment measurement: CTR Changwon will be held in the first half of June 2024

- Emergency training results report_2023

- Product Carbon Footprint: Conduct LCA for all major items and analyze carbon footprints in the product

4. Process effectiveness and evidence including related performance indicators
- 목표 및 추진방향: 공정비즈니스 관행, 인권노동, 환경, 지속가능한공급망 등 영역별 KPI 수립, 22 년 및 23 년 목표, 성과 및 달성률 연도별 모니터링, 24 년 목표 및 중장기 영역별 목표 수립하여 관리수행
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- Goals and direction of implementation: Establishing KPIs for each area, such as fair business practices, human rights labor, environment, sustainable supplychain, etc., monitoring by year, performance and achievement rates, establishing and managing Y2024 goals and mid- to long-term goals
=> There are some opportunities for improvement, but the planned CSR goals are being achieved

Finding Reference	2520161-202407-I4	Certificate Reference	SRA 812968
Certificate Standard	ISO 26000:2012 (Guidance)	Clause	-
Location reference	0047958762-000		
Assessment Number	30223107		
Category	Opportunity for Improvement		
Area/process:	[EHS 팀/SCM 기획팀] 환경/안전보건		
Details	1) EMS, OHS 등 별도로 운영되는 경영시스템 내의 KPI 와 ESG KPI 를 통합하여 관리하는 것이 효과적일 수 있습니다. 2) 주요 이해관계자 요구사항 기반의 재생에너지 사용량, 사용비율과 관련된 중장기 전략과 목표를 구체화하는 것이 도움이 될 수 있습니다. 3) 용수사용량, 폐기물발생량, 산업재해율 및 아차사고발생률, 발생건수 등 자체 관리하는 환경/사회성과 지표 대상의 내부통제절차를 통해 신뢰성, 정확성을 확보하는 것이 도움이 될 수 있습니다. 1) It may be effective to integrate and manage KPIs and ESG KPIs within separate management systems such as EMS and OHS. 2) It may be helpful to shape mid- to long-term strategies and objectives related to renewable energy usage and utilization rates based on key stakeholder requirements. 3) It may be helpful to ensure reliability and accuracy through self-managed environmental/sociality and internal control procedures for indicators such as water use, waste generation, industrial accident rate and sub-accident rate, and number of occurrences.		

[품질기획팀/품질보증팀/품질관리팀] 상생경영/소비자이슈 Fair operating Practice/ Customer Issues:

1. Interviews with process owner for process definition, operation and KPIs
CTR 전사 상생경영/소비자이슈에 대한 CSR Management 운영

Operation of CSR management for CTR company-wide management/consumer issues(Fair operating Practice/ Customer Issues)

2. Documents for criteria and methods of process operation and control
- 씨티알 사회책임경영매뉴얼_2024.06
- 사회책임경영방침_2024
- 사회책임경영원칙_2024
- 조직거버넌스 경영지표_2024
- ESG KPI Tool_2024

- CTR Social Responsibility Management Manual_2024.06

- Social Responsibility Management Policy_2024
- Social Responsibility Management Principles_2024
- Organizational Governance Management Indicator_2024
- ESG KPI Tool_2024

3. Documents for process implementation results
- 씨티알 ESG 중대성평가 결과보고_2024.05
- IATF16949: 고객 스코어카드, 고객 PPM 등 개별 고객 대상 품질 관련 KPI 수립 운영
- 고객품질시스템 인증현황
- 사업장별 품질현황
- 고객사별 스코어카드: 월별 포인트 및 PPM 관리수행
- TISAX: 정보보안팀/경영지원팀 주관 BMW 고객 요구사항 기반 인증 취득 유지
- 주요 소비자이슈: 고객사 취합 필드클레임 현황 관리 내역 (Brain portal), 주요품목 위주 필드클레임 발생높음, 전년 대비 저감 등
- 품질관련 KPI: 프로세스 효과성 개정검토율, QMS 심사 부적합 시정조치 유효성 확인 건수, 필드클레임 금액달성률 등

- CTR ESG materiality assessment results report_2024.05

- IATF16949: Establishment and operation of KPIs related to quality for individual customers such as customer scorecard and customer PPM

- Customer Quality System Certification Status

- Quality status by business establishment

- Scorecard by customer: Monthly points and PPM management performed

- TISAX: Maintains certification acquisition based on BMW customer requirements organized by Information Security Team/Management Support Team

- Major consumer issues: Customer collection field claim status management details (Brain portal), high occurrence of major item-oriented field claims, reduction compared to the previous year, etc

- Quality-related KPI: Process effectiveness revision review rate, QMS review nonconformity number of corrective actions validation, field claim amount achievement rate, etc

4. Process effectiveness and evidence including related performance indicators
- 목표 및 추진방향: 공정비즈니스 관행, 인권노동, 환경, 지속가능한공급망 등 영역별 KPI 수립, 22 년 및 23 년 목표, 성과 및 달성률 연도별 모니터링, 24 년 목표 및 중장기 영역별 목표 수립하여 관리수행
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=> The planned CSR goals are being achieved

[영업팀] 상생경영/소비자이슈 Fair operating Practice/ Customer Issues:

1. Interviews with process owner for process definition, operation and KPIs
CTR 전사 상생경영/소비자이슈에 대한 CSR Management 운영

Operation of CSR management for CTR company-wide management/consumer issues (Fair operating Practice/ Customer Issues)

2. Documents for criteria and methods of process operation and control

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- 씨티알 사회책임경영매뉴얼_2024.06
- 사회책임경영방침_2024
- 사회책임경영원칙_2024
- 조직거버넌스 경영지표_2024
- ESG KPI Tool_2024
- CTR Social Responsibility Management Manual_2024.06

- Social Responsibility Management Policy_2024

- Social Responsibility Management Principles_2024

- Organizational Governance Management Indicator_2024

- ESG KPI Tool_2024

3. Documents for process implementation results
- 씨티알 ESG 중대성평가 결과보고_2024.05
- GM, BMW, 폭스바겐 등 해외 고객사 대상 영업활동 진행
- 품질 및 기타 물류 관련 클레임 등 발생
- OEM 등 주요 고객사 대비 agreement 승인 요청
- 국내 외 주요 완성차, OEM 대상 담합 관련 이슈 발생이력 없음
- 특정 고객사 대상 디자인, Spec 등 지적재산권 관련 관리 이력, NDA 체결 등 관리 기록 유지
- CTR ESG materiality assessment results report_2024.05

- Conducting business activities for overseas customers such as GM, BMW, Volkswagen, etc

- Quality and other logistics-related claims, etc. occur

- Request for agreement approval with major customers such as OEMs

- No history of issues related to collusion between major domestic and foreign automobiles and OEMs

- Maintain management records such as design for specific customers, management history related to intellectual property rights such as Spec, and NDA signing

4. Process effectiveness and evidence including related performance indicators
- 목표 및 추진방향: 공정비즈니스 관행, 인권노동, 환경, 지속가능한공급망 등 영역별 KPI 수립, 22년 및 23년 목표, 성과 및 달성률 연도별 모니터링, 24년 목표 및 중장기 영역별 목표 수립하여 관리수행
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- - Goals and direction of implementation: Establishing KPIs for each area, such as fair business practices, human rights labor, environment, sustainable supplychain, etc., monitoring by year, performance and achievement rates, establishing and managing Y2024 goals and mid- to long-term goals
=> The planned CSR goals are being achieved

[연구기획팀] 상생경영/소비자이슈 Fair operating Practice/ Customer Issues:

1. Interviews with process owner for process definition, operation and KPIs
CTR 전사 상생경영/소비자이슈에 대한 CSR Management 운영

Operation of CSR management for CTR company-wide management/consumer issues (Fair operating Practice/ Customer Issues)

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- 사회책임경영방침_2024

- 사회책임경영원칙_2024
- 조직거버넌스 경영지표_2024
- ESG KPI Tool_2024
- CTR Social Responsibility Management Manual_2024.06
- Social Responsibility Management Policy_2024
- Social Responsibility Management Principles_2024
- Organizational Governance Management Indicator_2024
- ESG KPI Tool_2024

3. Documents for process implementation results
- 씨티알 ESG 중대성평가 결과보고_2024.05
- 친환경 제품 양산: 종전 제품 대비 제품 경량화 등으로 인한 연비 향상 도모로 인한 지속가능소비 촉진, 제품 경량화 위주
- 전기차 대상 부품 내구성 강건화: 교체주기 절감 및 교체로 인한 parts 의 폐기 저감 등으로 인한 친환경 도모로 인한 지속가능소비 촉진
- 소비자 안전보건 보장: 3 가크롬 사용 등 ROHS 기반 유해화학물질 저감사용

- CTR ESG materiality assessment results report_2024.05

- Production of eco-friendly products: Promoting sustainable consumption by improving fuel efficiency by reducing product weight compared to previous products, focusing on reducing product weight

- Strengthening durability of parts for electric vehicles: Promoting sustainable consumption due to eco-friendly promotion due to reduction of replacement cycle and reduction of waste of parts due to replacement

- Guarantee of consumer safety and health: Reduction of ROHS-based hazardous chemicals, such as the use of trivalent chromium, etc

4. Process effectiveness and evidence including related performance indicators
- 목표 및 추진방향: 공정비즈니스 관행, 인권노동, 환경, 지속가능한공급망 등 영역별 KPI 수립, 22 년 및 23 년 목표, 성과 및 달성률 연도별 모니터링, 24 년 목표 및 중장기 영역별 목표 수립하여 관리수행
=> 계획한 CSR 목표가 달성되고 있음

- - Goals and direction of implementation: Establishing KPIs for each area, such as fair business practices, human rights labor, environment, sustainable supplychain, etc., monitoring by year, performance and achievement rates, establishing and managing Y2024 goals and mid- to long-term goals

=> The planned CSR goals are being achieved

[구매기획팀/구매팀/SQ 팀] 상생경영/소비자이슈 Fair operating Practice/ Customer Issues:

1. Interviews with process owner for process definition, operation and KPIs
CTR 전사 공급업체/구매에 대한 CSR Management 운영

Operate of CSR Management for CTR company-wide vendor/purchase(Fair operating Practice/ Customer Issues)

2. Documents for criteria and methods of process operation and control
- 씨티알 사회책임경영매뉴얼_2024.06
- 사회책임경영방침_2024

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- 사회책임경영원칙_2024
- 조직거버넌스 경영지표_2024
- ESG KPI Tool_2024
- 협력업체 선정기준_2023
- 협력사 행동규범_2023
- 협력사 행동규범 준수 확약서_2024

- ESG KPI Tool_2024

- CTR Social Responsibility Management Manual_2024.06

- Social Responsibility Management Policy_2024

- Social Responsibility Management Principles_2024

- Organizational Governance Management Indicator_2024

- ESG KPI Tool_2024

- Criteria for selecting suppliers_2023

- Code of Conduct for Partner_2023

- Commitment to Compliance with Partner Code of Conduct_2024

3. Documents for process implementation results
- 씨티알 ESG 중대성평가 결과보고_2024.05
- 공정거래 관행: 기본거래계약서 내 하도급, 비용 지불 및 납기, 납품, 부당경영간섭금지 및
기밀유지협정서 등 관련 항목 포함 기록 유지, 공정거래 및 동반성장 협약서
- 공급업체 선정: 협력업체 선정 기준 내 가격, 품질, 납입, 종합평가등급, 개발능력 등 종합평가 수행,
일부 고객사 대상 지정 직거래 업체
- 공급업체 평가: 업체 적격성 평가, 경영 및 품질, 납기 및 EHS 평가서 기반 공통평가, 신규평가 수행
- 공급업체 대상 지적재산권 NDA 체결: 기본거래계약서 내 NDA 항목 포함 및 공정거래 관련 항목 포함
- 행동강령 준수 확약서 수취: 협력사 대상 행동강령 기본거래계약 체결 시 수취, 기록 유지

- CTR ESG materiality assessment results report_2024.05

- Fair trade practices: Records of subcontracting, payment and delivery dates, delivery, prohibition of unfair management interference and confidentiality agreements within the basic transaction contract, fair trade and joint growth agreements

- Selection of suppliers: Comprehensive evaluation such as price, quality, payment, comprehensive evaluation grade, development capability, etc. within the criteria for selecting suppliers, and designated direct transaction companies for some customers

- Supplier Evaluation: conducting business eligibility assessment, management and quality, common assessment based on delivery date and EHS assessment, and new assessment

- Intellectual property NDA for suppliers: Includes NDA items in basic transaction contracts and items related to fair trade

- Receiving a commitment to comply with the Code of Conduct: Receiving and maintaining records when signing a basic transaction contract for a partner company

4. Process effectiveness and evidence including related performance indicators
- 목표 및 추진방향: 공정비즈니스 관행, 인권노동, 환경, 지속가능한공급망 등 영역별 KPI 수립, 22 년 및
23 년 목표, 성과 및 달성률 연도별 모니터링, 24 년 목표 및 중장기 영역별 목표 수립하여 관리수행
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Next visit objectives, scope and criteria

The purpose of the assessment is to verify the effectiveness of the organization's framework under Guidance through feasibility assessment, if necessary, and to demonstrate its ability to continue to achieve and apply future strategic plans.

ISO 26000:2012(Guidance)

The scope of the assessment is the documented management system with relation to the requirements of ISO 26000:2012(Guidance) and the defined assessment plan provided in terms of locations and areas of the system and organisation to be assessed.

Please note that BSI reserves the right to apply a charge equivalent to the full daily rate for cancellation of the visit by the organization within 30 days of an agreed visit date. It is a condition of registration that a deputy management representative be nominated. It is expected that the deputy would stand in should the management representative find themselves unavailable to attend an agreed visit within 30 days of its conduct.

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Next visit plan

Date	Auditor	Time	Area/process	Clause
TBC	TBC	TBC	TBC	-

Next Hybrid Audit Visit Plan

N/A

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Appendix: Your certification structure & ongoing assessment programme

Scope of certification

SRA 812968 (ISO 26000:2012 Guidance)

Assessed location(s)

Gyeongsangnam-do / SRA 812968

Location reference	0047958762-000
Address	CTR Co.,Ltd. 551 Gongdan-ro,Seongsan-gu Changwon-si Gyeongsangnam-do 51557 South Korea
Visit type	Stage 1 Audit
Assessment number	30223107
Assessment dates	09/07/2024
Deviation from audit plan	No
Total number of Employees	1300
Effective number of Employees	1300
Scope of activities at the site	Main certificate scope applies.
Assessment duration	1 day(s)

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Certification assessment programme

Certificate number - SRA 812968
Location reference - 0047958762-000
TBC

Hybrid Audit Certification Assessment Programme
N/A

Definitions of findings:

Nonconformity:

Non-fulfilment of a requirement.

Major nonconformity:

Nonconformity that affects the capability of the management system to achieve the intended results.
Nonconformities could be classified as major in the following circumstances:
•   If there is a significant doubt that effective process control is in place, or that products or services will meet specified requirements;
•   A number of minor nonconformities associated with the same requirement or issue could demonstrate a systemic failure and thus constitute a major nonconformity.

Minor nonconformity:

Nonconformity that does not affect the capability of the management system to achieve the intended results.

Opportunity for improvement:

It is a statement of fact made by an assessor during an assessment, and substantiated by objective evidence, referring to a weakness or potential deficiency in a management system which if not improved may lead to nonconformity in the future. We may provide generic information about industrial best practices but no specific solution shall be provided as a part of an opportunity for improvement.

Observation:

It is ONLY applicable for those schemes which prohibit the certification body to issue an opportunity for improvement.
It is a statement of fact made by the assessor referring to a weakness or potential deficiency in a management system which, if not improved, may lead to a nonconformity in the future.

How to contact BSI

Visit the BSI Connect Portal, our web-based self-service tool to access all your BSI assessment and testing data at a time that's convenient to you. View future audit schedules, submit your corrective action plans and download your reports and Mark of Trust logos to promote your achievement. Plus, you

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can benchmark your performance using our dashboards to help with your continual improvement journey.

Should you wish to speak with BSI in relation to your certification, please contact your local BSI office – contact details available from the BSI website:

https://www.bsigroup.com/en-GB/UK-office-locations/

Notes

This report and related documents are prepared for and only for BSI's client and for no other purpose. As such, BSI does not accept or assume any responsibility (legal or otherwise) or accept any liability for or in connection with any other purpose for which the Report may be used, or to any other person to whom the Report is shown or in to whose hands it may come, and no other persons shall be entitled to rely on the Report. If you wish to distribute copies of this report external to your organization, then all pages must be included.

BSI, its staff and agents shall keep confidential all information relating to your organization and shall not disclose any such information to any third party, except that in the public domain or required by law or relevant accreditation bodies. BSI staff, agents and accreditation bodies have signed individual confidentiality undertakings and will only receive confidential information on a 'need to know' basis.

This audit was conducted through document reviews, interviews and observation of activities. The audit method used was based on sampling the organization's activities and it was aimed to evaluate the fulfilment of the audited requirements of the relevant management system standard or other normative document and confirm the conformity and effectiveness of the management system and its continued relevance and applicability for the scope of certification.

As this audit was based on a sample of the organization's activities, the findings reported do not imply to include all issues within the system.

Regulatory compliance

BSI conditions of contract for this visit require that BSI be informed of all relevant regulatory non-compliance or incidents that require notification to any regulatory authority. Acceptance of this report by the client signifies that all such issues have been disclosed as part of the assessment process and agreement that any such non-compliance or incidents occurring after this visit will be notified to the BSI client manager as soon as practical after the event.

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