

Sustainability & Social Responsibility

GS Engineering & Construction is committed to fulfilling all obligations to customers, shareholders, employees, local communities, the nation and society as a whole. Thus, management is proactively changing the corporate environment to foster a world-class enterprise that can continue to grow and advance. Transparent and ethical management practices are strictly followed to create a clean company that can be trusted by customers and the public.



Ethical Management

GS E&C management recognizes that customers will only trust and be loyal to companies that operate transparently and ethically. Therefore, business ethics have been stressed within the organization, management systems and training programs for years. For example, employees were given strict guidelines on receiving gifts. In 2004, the unit responsible for watching over ethical behavior was expanded and strengthened in an effort to eradicate improprieties that can occur both at the Head Office and on the construction sites.

New rules and guidelines have been enacted on spending company funds as part of measures to prevent bribery and other forms of corruption. Employees can report irregularities online, and compliance monitoring has been bolstered with regular audits at the Head Office and on the construction sites. Subcontractors are also centrally managed by the Head Office as part of a constant effort to ensure clean operations.

GS E&C Ethical Management Guidelines

GS Engineering & Construction conducts business fairly, honestly and sincerely to maximize customer satisfaction. In so doing GS E&C is advancing as a top-tier company that fulfills all obligations to employees, subcontractors, shareholders and society.

GS Ethical Principles

GS E&C employees share the philosophy of “creating value for the customer” and “respecting all people.” The company empowers them to make decisions and take responsibility in the spirit of the management charter. Management respects the order of a free market economy, which stresses unrestricted and fair competition. The company continues to move up the ranks of the world’s best by pursuing benefits for all stakeholders on the basis of mutual trust and cooperation. Thus, all employees pledge to abide by these ethical principles, which serve as a standard for value judgment and proper conduct.

- **Responsibilities and Duties toward Customers**

GS E&C believes customers are the true reason for being in business. Therefore, the company always respects customer opinions and is steadily creating value that helps customers, thereby earning their deep trust.

- **Fair Competition**

GS E&C strictly adheres to local laws and secures a competitive edge through fair play.

- **Fair Transactions**

GS E&C always conducts transactions according to the principle of free competition, ensuring equal opportunities for participation. The company seeks to grow together with stakeholders over the long term, conducting business fairly and transparently to build relationships of mutual trust and cooperation.

- **Basic Ethics for All Employees**

GS E&C embraces honesty and fairness. All employees are required to perform their duties honestly and to develop themselves continuously, maintaining upright values as GS E&C representatives.

- **Responsibilities to Employees**

GS E&C respects all employees as human beings and compensates them fairly on the basis of their abilities and performance. The company also allows employees to exhibit their creative talents as much as possible.

- **Responsibilities to the Nation and Society**

GS E&C applies systematic, rational approaches to grow as a solid company that protects shareholder interests while contributing to people’s lives and social development.

Social Responsibilities

In recent years, corporations have had to expand their focus beyond making a profit and put greater weight on social contribution activities. Moreover, social contributions become an intangible asset that positively reflects on the corporate image. In 2006, GS E&C launched an umbrella organization for voluntary community service called "Xi Love Sharing." This organization integrates and systematically oversees the diverse public service activities that have been performed under company auspices until now.

"Xi Love Sharing" can be viewed as a customized volunteer service program. Instead of the conventional one-sided giving, the volunteer and beneficiary establish a one-on-one relationship.

Employees have been divided into a total of 127 volunteer service units and programs have been selected and assigned to individual organizations. Starting in February 2006, employees have linked up with local government agencies to organize visits to nursing homes, childcare centers and orphanages. Through the volunteer service programs, the company donates necessities, and the volunteer services include cleaning, laundry, and bathing infirm inmates. The volunteers also repair the homes of people in need.



· Dangjin-Daejeon Expressway Section 6 Project Workers: Donating heating oil to needy families in the local vicinity

"Xi Love Sharing" program volunteers were busy in 2007. They visited a rehabilitation center for the disabled at Mokpo, site of the Koha-Juckyo Grand Bridge project, and cheered up senior citizens living alone in the Paju area, location of the LCD P8 project. GS E&C employees helped low-income families in the vicinity of Dangjin-Daejeon Expressway Section Six and donated to charity for needy families living in Gwangjang-dong. They also visited elderly living alone in Masan, where the March 15th Cultural Center is being built, and took fruit baskets to a welfare facility in Sang-am Island.



· Masan March 15th Cultural Center Project Workers: Calling on elderly persons living alone

In addition, GS E&C established "sisterhood" ties with Seoul's Junggu (Central Ward) Office, and people from the Head Office participate in "customized" community service targeting elders without families as well as needy families who live in the Ward. Head Office employees are divided into twenty different volunteer teams, each taking responsibility for five households. Thus one hundred households are visited at least once a month to ascertain what is needed, and then support is provided accordingly. In addition, the company cafeteria prepares side dishes every Wednesday for volunteers to pick up and deliver to elderly persons living alone near the Head Office building.



· LCD P8 Project Workers: Calling on elderly persons living alone

In 2008, case studies of service activities will also be shared to foster a companywide consensus on volunteering. At the same time, individual worksites are preparing to perform the services they do best such as repairing homes or improving local environments.



· Gwangjang Xi Project Workers: Raising money to support 5 needy families in Seoul Gwangjang district