

Challenge the Future
Share the Future

CSR REPORT 2015

The logo for ISU PETASYS features the letters 'ISU' in a large, bold, blue font. A small green square is positioned to the left of the 'I'. To the right of 'ISU', the word 'PETASYS' is written in a smaller, blue, sans-serif font.

About this Report

Overview

As the first-ever CSR report to be published by ISU PETASYS, this report contains the overall CSR(Corporate Social Responsibility) activities undertaken by the company. ISU PETASYS intends to disclose the accomplishments of CSR management transparently and to reflect the concerns of the stakeholders by issuing a CSR report on a regular basis.

Reporting Standards

This report was prepared in accordance with the 'Core Option' of GRI(Global Reporting Initiative) G4 guidelines and referred to ISO 26000, the international standard of social responsibility, and to <IR> Framework of International Integrated Reporting Council.

Scope and Period

This report contains information about our CSR activities and performance from January 1 to December 31, 2014. We have included our quantitative performance of the past three years in order to conduct transition analysis on its year-on-year changes. The report is focused on the performance of local operations including our headquarters.

Assurance

This report was verified by an independent third-party assurance provider to ensure this report's credibility and to improve quality. The details of the independent assurance statement can be found in the Appendix.

Contact for additional information on the report

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Table of Contents

- 02 About this Report
- 03 Table of Contents
- 04 CEO Message
- 05 Company Profile

CSR Overview

- 10 CSR Governance
- 11 Stakeholder Engagement and
Materiality Assessment
- 13 CSR Key Performance Indicators

CSR Strategy & Performance

- 16 Human Rights and Labor
- 20 Environment · Safety · Health(ESH)
- 25 Fair Operating
- 28 Product and Customer
- 31 Community Involvement and Development

Appendix

- 34 GRI Content Index
- 36 UNGC Index
- 36 Memberships
- 37 Independent Assurance Statement

CEO Message

Dear Stakeholders,

I appreciate your concern and encouragement toward ISU PETASYS. I think it is a great pleasure to publish the first CSR report including the CSR(Corporate Social Responsibility) activities and accomplishments of ISU PETASYS.

The importance of CSR management for sustainable development is growing bigger. Corporate Social Responsibility can be defined as responsibility of an organization for the impacts of its decisions and activities on society. ISU PETASYS is aware that CSR management is essential in becoming a sustainable company, and making great efforts to integrate CSR into the corporate strategy and operation.


ISU PETASYS is a world top company specializing in Ultra-multilayer PCB(Printed Circuit Board), which has domestic and foreign subsidiaries producing PCB and FPCB(Flexible Printed Circuit Board) for consumption. We are rapidly growing as a global leader in the PCB sector. Despite the adverse management circumstance due to the long-term global depression and stagnation, ISU PETASYS is realizing superior managerial accomplishments by raising corporate competitiveness through continual R&D, quality improvement, and active pioneering of foreign markets.

In 2015, ISU PETASYS has joined UNGC(UN Global Compact), international CSR initiative, for the first time in domestic PCB industry to promote CSR management and facilitate mutual growth with all of the stakeholders. Moreover, we established a new CSR committee which discusses CSR-related issues and agenda. We strive to earn the global-level CSR competitiveness by integrating CSR to the corporate strategy, culture, and tasks.

ISU PETASYS intends to communicate with you transparently in the future by publishing CSR reports periodically. ISU PETASYS will be known as an authentic global company which is growing with this society. I expect your constant concern and encouragement.

Thank you.



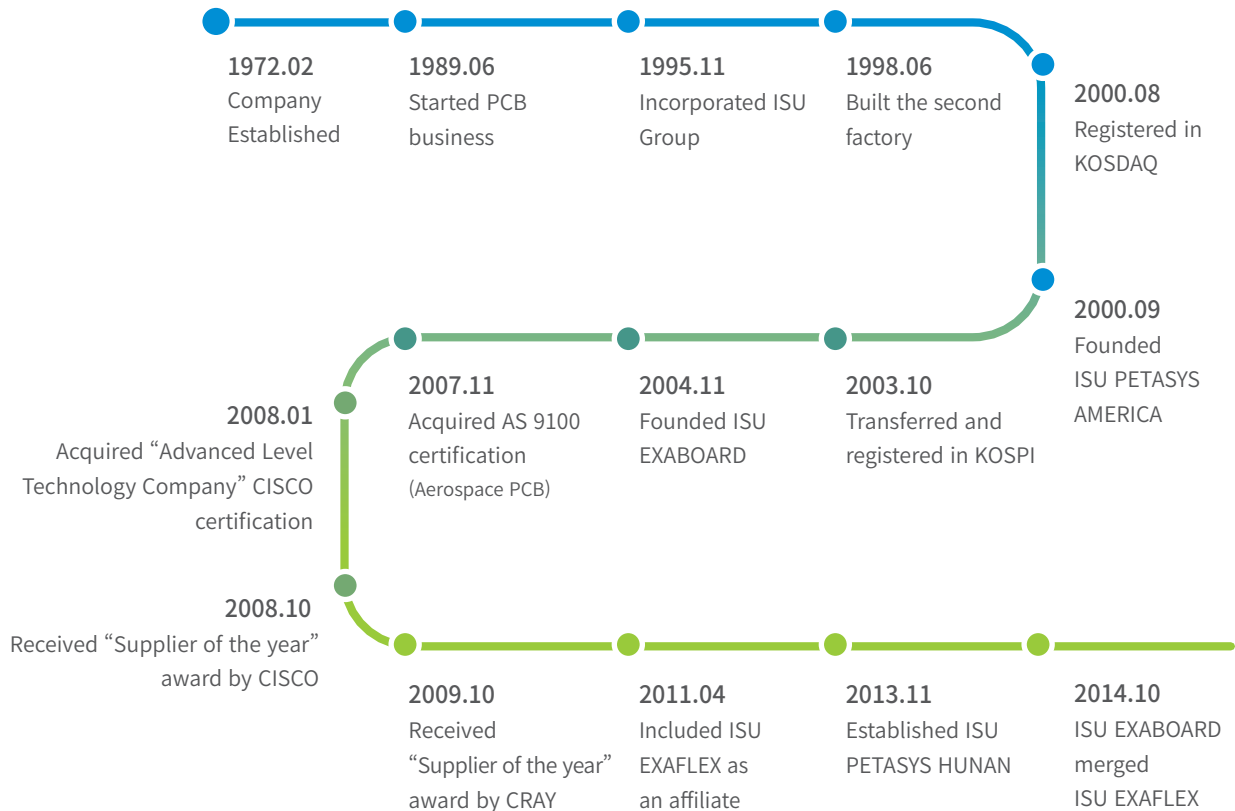
CEO Sung-Min Kim 

Company Profile

Overview ISU PETASYS is the world's first Ultra-multilayer PCB provider which is producing network devices, server/storage, and supercomputer PCBs. We have several subsidiaries, which specialize in producing consumable PCB and FPCB, located in either Korea or foreign countries. ISU PETASYS is rapidly growing as a leading company in global PCB industry.

Company Name	ISU Petasys Co., Ltd.
CEO	Sung-Min Kim
Date of Foundation	February 1972
Main Business	PCB(Printed Circuit Board) production and sales
Location	Head Office 36, Nongong-ro 53-gil, Nongong-eup, Dalseong-gun, Daegu, Korea Seoul Office 84, Sapyeong-daero, Seocho-gu, Seoul, Korea
No. of Employees	865(updated in December 2014)
Capital Stock	41,268 KRW in millions
Sales	504,800 KRW in millions(the settled accounts in 2014)
Affiliated Companies	ISU Exaboard Co., Ltd., ISU Petasys Corp., ISU Petasys Asia Limited

History



Management Philosophy

Sincerity, challenge, and customer satisfaction are the core values of ISU PETASYS. ISU PETASYS is making every effort to create a beautiful future adding abundance and convenience to life.

Core Purpose

Creating a beautiful future and adding abundance and convenience to life

Core Value



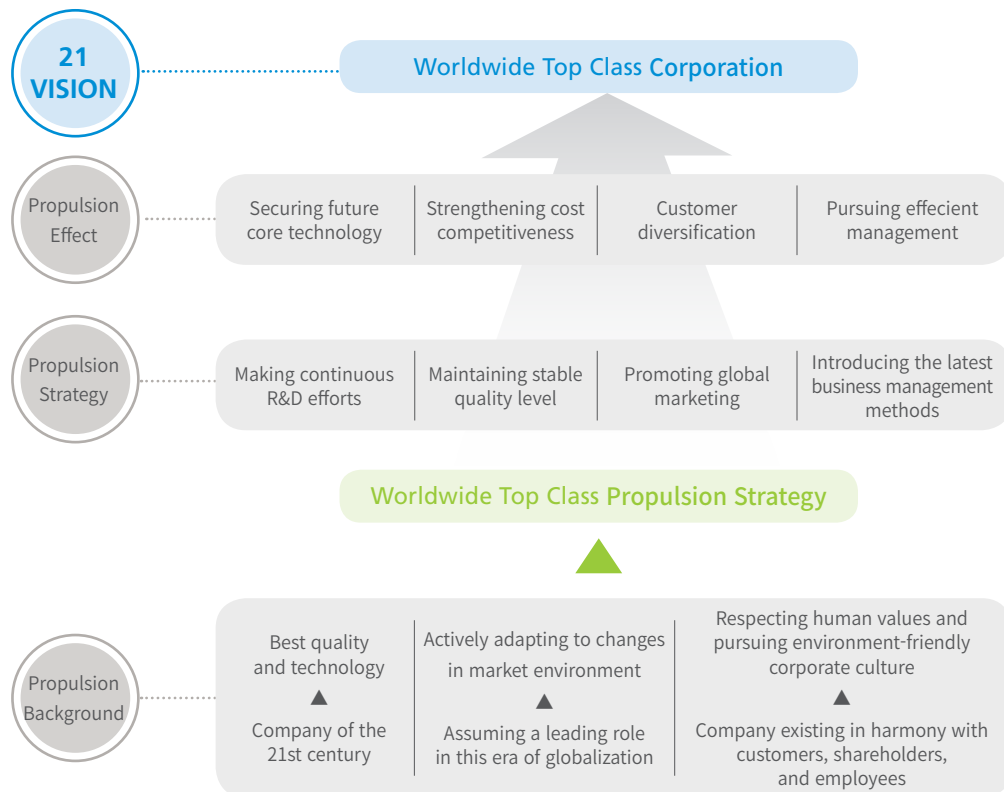
Sincerity is a promise that we will make the finest product with ‘sincerity towards people and work’ based on respect for humanity, self-improvement, honesty, and responsibility.

Challenge(Seek for World Best) is a will to aim to become the ‘World Best’ through endless innovation and self-development.

Customer Satisfaction is respecting current and future expectations of our customers and striving to provide better value proposition to them.

Vision and Strategy

ISU PETASYS devised four propulsion strategies – making continuous R&D efforts, maintaining stable quality level, promoting global marketing, introducing the latest business management methods. ISU PETASYS has been making every effort to accomplish the vision of ‘Worldwide Top Class Corporation’.



Business Sector

According to the widespread distribution of Internet, wireless data systems, and mobile telecommunication, it is required to be equipped with multi-layered and highly integrated PCB. ISU PETASYS is providing high quality Ultra-multilayer PCBs to the world famous IT companies in various sectors such as telecommunication, server/storage, aerospace industry, supercomputer, and consumer goods.

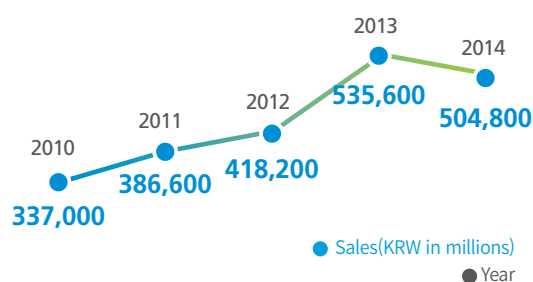


Management Accomplishment

ISU PETASYS is standing firm as a global leader in the Ultra-multilayer PCB industry by increasing revenue and expanding market share.

• Growth Rate

ISU PETASYS seeks common growth with its customers. We are growing annually with customers in high-end networks and servers, such as CISCO, Alcatel-Lucent, Oracle and CRAY. Especially, we have sustained around 7% growth rate of sales since 2011. Given that IoT service will become a core axis of future IT industry, it is prospected that Ultra-multilayer PCB product line will keep growing.



• Development of New Technology and Market Share

ISU PETASYS conducts endless R&D and equipment investment in order to meet the technological level required by its client companies. As a result of this effort, ISU PETASYS has consolidated a world-class leading position in the global Ultra-multilayer PCB (more than 18 layers) market. Moreover, we are strengthening the activity of attracting new customers by securing new sales locations. For instance, we obtained the prior opportunity of advancing into Chinese market by establishing ISU PETASYS HUNAN.



Major Awards

- Received "Supplier of the Year" award by CISCO in 2008
- Received "Supplier of the Year" award by CRAY in 2009
- Received "Excellence in Quality" award by CISCO in 2010

Governance Structure

ISU PETASYS has designed an advanced governance structure centered on the board of directors, in order to secure managerial transparency and firmly establish reliable governance structure.

• BOD Composition and Operation

The board of directors in ISU PETASYS consists of three internal directors and one external director. It is the chief decision-making organization related to the management, so it represents the benefit of shareholders and functions as a role of discussing and monitoring main managerial agenda.

As of May 15, 2015

Classification	Name(Gender)	Position	Notes
Standing Director	Sung-Min Kim(Male)	CEO	ISU Corporation CEO, Master of Business Administration in SNU
	Hee-Seob Lee(Male)	Managing Director	Master of Business Administration in Yonsei University
Non-standing Director	Yub Hwang(Male)	Director	Master of Business Administration in SNU
	Young- Gyun An(Male)	External Director	Bachelor of Business Administration in SNU, Samil PricewaterhouseCoopers CEO

• Enhancing Independence of BOD

ISU PETASYS discloses all the information about any director candidates transparently before the general shareholders' meeting summoned for appointing new directors. This policy has been designed for enhancing independence of the directors. The information includes the relationship between a recommender and the largest shareholders, and the transaction with the company.

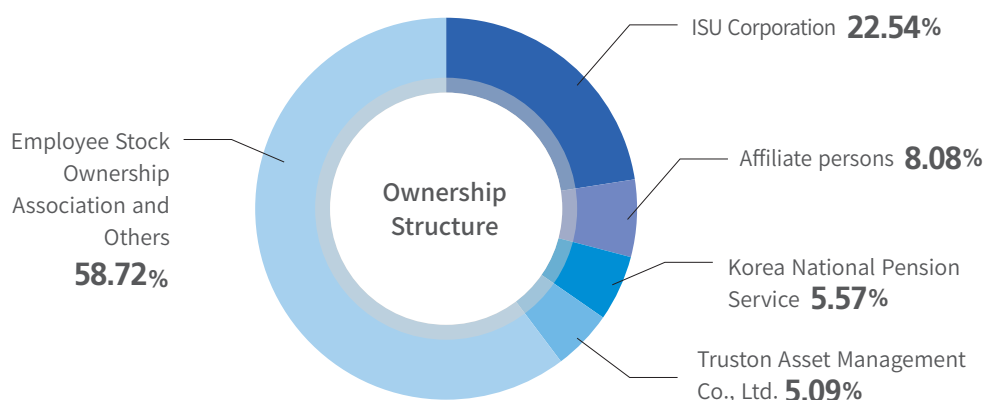
• Remuneration of BOD

In accordance with the remuneration regulations, remuneration for directors is decided by a resolution during the general shareholders' meeting. Payment specifications are transparently disclosed through officially announced data at DART(Data Analysis, Retrieval and Transfer) system of Financial Supervisory Service.

• Ownership Structure and Communication

ISU Corporation, the largest shareholder of the company, owns 22.54%(9,300,050 shares) of the shares as of the first quarter of 2015. ISU PETASYS holds the general shareholders' meeting on a yearly basis and actively integrates the shareholders' opinions into the decision-making process and management. Plus, ISU PETASYS is proactively communicating with shareholders by officially announcing primary facts of management on its website and DART of the FSS.

As of May 15, 2015



chapter. 01

CSR Overview

CSR Governance	10
Stakeholder Engagement and Materiality Assessment	11
CSR Key Performance Indicators	13

CSR Governance

CSR Strategy and Policy

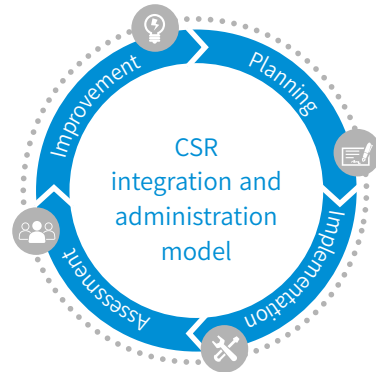


ISU PETASYS established CSR strategy system connected to its management philosophy and CSR material issues in order to realize the vision of 'Worldwide Top Class Corporation'. Simultaneously, we prepared a foundation for improving the practicability of CSR by drawing specific action plan and KPI classified by strategic tasks. We have enacted ISU PETASYS Code of Conduct which is our CSR policy. The Code of Conduct establishes standards to ensure that working conditions are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and ethical.



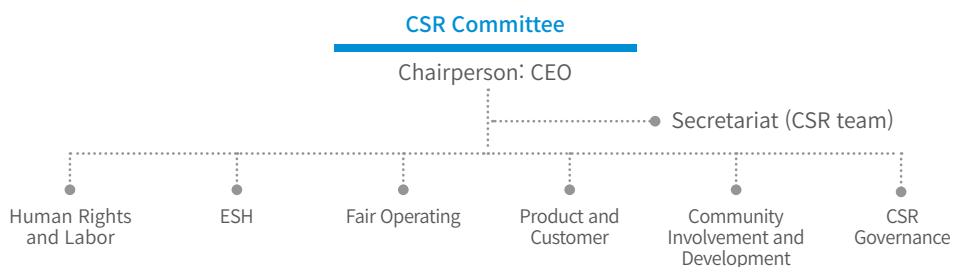
CSR Assessment Tool

ISU PETASYS has made continual efforts to monitor the present condition of CSR and to improve the ability by developing CSR assessment tool based on ISO 26000. CSR integration and administration model of ISU PETASYS is made up of four steps: 'Planning', 'Implementation', 'Assessment', and 'Improvement'.



CSR Committee

ISU PETASYS has installed and operated CSR committee consisting of CEO and executives in charge of each part to incorporate CSR into corporate strategy and operation. CSR committee is deliberating CSR strategy and policy. It is reviewing accomplishments of CSR activities as well as discussing risks and opportunities in terms of CSR. Moreover, CSR team was newly organized to consolidate and administer CSR activities in each field.



Stakeholder Engagement and Materiality Assessment

Overview

ISU PETASYS has selected the material issues of CSR to be considered for its management activities in accordance with the method of conducting an evaluation of their significance as per GRI G4 and ISO 26000. The table of contents and the information to be reported were organized by focusing on the selected material issues. They have also been used as the basis for establishing the mid-to-long term CSR strategy.

Process

CSR material issues were drawn by 3 steps of process based on the principles of ‘Sustainability Context’, ‘Materiality’, ‘Completeness’, and ‘Stakeholder Inclusiveness’.



● Step 1 Identification

We identified CSR-related issues around ISU PETASYS through the analysis of CSR-related global initiative, interviews with stakeholders, domestic and foreign benchmarking.

● Step 2 Prioritization

Stakeholder Identification and Engagement

We identified key stakeholders for the engagement process and collected key stakeholders’ opinions on CSR of ISU PETASYS through interviews and surveys.

	Key Stakeholders	No. of participants
Internal Stakeholders	Employees	74
	Labor Union	4
	Subtotal	78
External Stakeholders	Shareholders and Investors	5
	Suppliers / Affiliated Companies	28
	Customers	4
	Government	4
	Local Communities	30
	Subtotal	71
Total		149

Setting the priority of issues

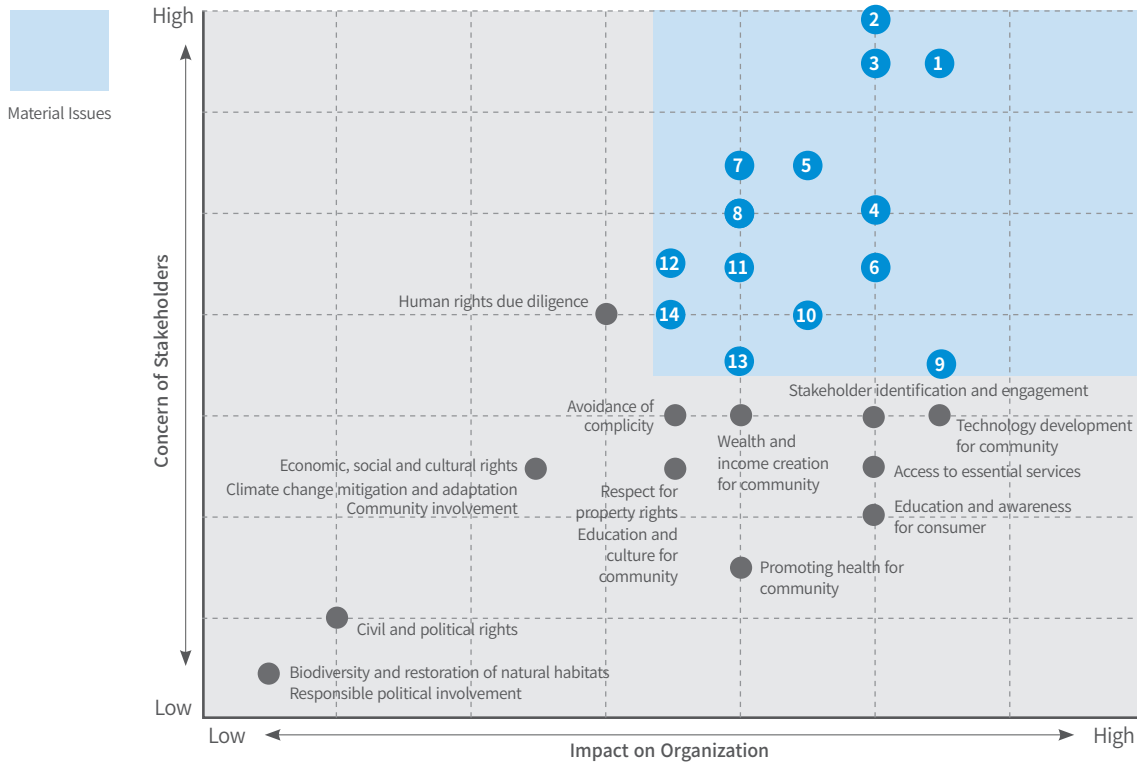
We have set the priority of issues in light of the stakeholders’ concerns and impact on the organization.

● Step 3 Validation

The finalized 22 issues were reviewed through a task force discussion and reported to the management to validate they are significant to ISU PETASYS.

Results

A total of 22 material issues (such as human development and training in the workplace, employment and employment relationships, health and safety at work, and prevention of pollution) were selected. They were reflected in CSR strategy and the process of deciding the priority of the contents in CSR report.



CSR Material Issues and Reporting Page

No	Material Issues	Page
1	Human development and training in the workplace	19
	Employment and employment relationships	18
2	Health and safety at work	22,23,24
3	Conditions of work and social protection	18
4	Prevention of pollution	20,21,22
	Employment creation and skills development for community	18,32
5	Resolving grievances	17
6	Customer data protection and privacy	26,27
7	Fundamental principles and rights at work	16,17,18,19
	Discrimination and vulnerable groups	17
8	Protecting consumers' health and safety	29
	Consumer service, support, and complaint and dispute resolution	30
9	CSR communication(CSR reporting)	About this Report
10	Sustainable consumption	22,29
11	Sustainable resource use	22
	Human rights risk situations	16
	Anti-corruption	26
12	Fair competition	26
	Fair marketing	26
13	CSR commitment & understanding	4,10
	Social dialogue	19
14	Promoting social responsibility in the value chain	27

CSR Key Performance Indicators(KPI)

Human Rights and Labor

KPI	Unit	2012	2013	2014
Education and training time per person	Hours	99.4	102.6	105.4
Education and training expenditure per person	KRW in thousands	767	777	944
Education and training expenditure	KRW in thousands	605,796	654,605	817,189
Proportion of female recruits	%	4.0	6.5	13.6
Proportion of female employees	%	8.0	8.5	8.6
Rate of return after parenting leave	%	80.0	57.1	75.0
Rate of employees with disabilities	%	6.7	6.8	6.4
Resignation rate	%	0.8	1.2	0.5
Average length of service	Years	10.4	10.2	11.3
Average rate of pay raise	%	2.4	7.6	6.5
Ratio of benefit packages expenditure to sales	%	1.5	1.4	1.7
Rate of union membership	%	75.2	73.0	74.2

ESH (Environment · Safety · Health)

KPI	Unit	2012	2013	2014	
GHG emission	Scope 1	tCo2eq	9,354	12,042	13,535
	Scope 2	tCo2eq	25,499	26,590	26,185
Energy consumption	Scope 1	TJ	94	93	96
	Scope 2	TJ	525	547	539
Waste discharge	General	Ton	5,296	6,311	6,267
	Designated	Ton	4,692	5,628	5,102
Waste recycling rate	%	90	92	91	
Air pollutant emission	Sox	Ton	4,763	3,510	1,433
	Nox	Ton	1,725	1,701	361
Wastewater discharge	Ton	867,257	992,531	949,641	
Water pollutant emission	Cu	Kg	801	565	425
	F	Kg	3,452	2,018	2,850
	Pb	Kg	89	138	21
Water consumption	Ton	1,025,938	1,114,611	1,107,253	
Hazardous chemicals leakage accidents	Cases	0	0	0	
Number of accidents	Cases	0	1	0	
Industrial accident rate	%	0	0.1	0	
Hazardous chemicals release	Ton	9,333	9,287	8,792	
ESH investment	KRW in millions	135	206	1,113	

**Fair
Operating**

KPI	Unit	2012	2013	2014
Education on anti-corruption and fair competition(including Suppliers)	Persons	117 (15)	853 (13)	879 (14)
Rate of conducting supply chain CSR	%	47	59	74

**Product and
Customer**

KPI	Unit	2012	2013	2014
Rate of resolving customer complaints within the fixed time	%	100	100	100
Number of caution from auditing in quality system (audited by TL9000)	Cases	1	1	0
Customer satisfaction	Score	77	80	85

**Community
Involvement
and
Development**

KPI	Unit	2012	2013	2014
Volunteering hours per individual	Hours	2.7	2.8	3.5
Participation rate of employees in volunteering	%	17	16	18

chapter. 02

CSR Strategy & Performance

Human Rights and Labor 16

ESH(Environment · Safety · Health) 20

Fair Operating 25

Product and Customer 28

Community Involvement and Development 31



Human Rights and Labor

Management Approach



People are the greatest asset for promoting corporate sustainability. It is vital to enhance employees' ability and to promote talented employees in order to secure corporate competitiveness in a rapidly changing global market. It is also essential to build a superb workplace and to help employees maximize their abilities to their hearts' content.



Employees are the first customer and the most important asset of our company. ISU PETASYS strives to create an optimal workplace with respect to human rights, resolving grievances, non-discrimination, fair employment, work-life balance, social dialogue, and training.



Education and training time per person
105.4 Hours



Education and training expenditure per person
944 KRW in thousands

Promotional System

ISU PETASYS endeavors to foster a working environment where our employees are satisfied and happy. We are constantly making human investments in cultivating human capital and improving the quality of employees' lives so that greater personal competence and creativity can lead to overall corporate success. ISU PETASYS is doing its utmost to establish a 'Great Workplace' with a HR department consisting of HRM and HRD expert.

Respect for Human Rights

ISU PETASYS protects the human rights of workers, and treats them with dignity and respect. We try to identify and prevent negative impacts as it relates to human rights issues arising from business operations. Notably human rights respect education program has been implemented to firmly establish the culture of esteeming human rights at work.

Human rights respect education program



Time	Module 1 (7.5H)	Module 2 (7.0H)
08:00 - 09:20	Orientation	08:30 - 10:00 Common Module by Class "Walking in Someone Else's Shoes" Consideration and Trust game
09:30 - 10:00	Sexual Harassment Prevention	
10:00 - 12:00	Individual Module 1 by Class	10:00 - 12:00 Individual Module 3 by Class
12:00 - 13:00	Lunch	
13:00 - 15:00	Common Module by Class Role play "Sympathizing with others"	13:00 - 16:30 Common Module by Class "Settlement of the Culture of Consideration"
15:00 - 17:00	Individual Module 2 by Class	
17:00 - 18:00	Special Lecture (by executives) Sharing the present condition of management	

Resolving Grievances

ISU PETASYS operates a system of identifying employees' grievances and addressing them promptly and fairly. The grievance handling committee members listen to the grievances and announce the results of a resolution process within 10 days. We arrange a specific place for addressing grievances as a convenient outlet for employees. Moreover, we've installed suggestion boxes all around the company to allow for anonymous reports.



Non-Discrimination

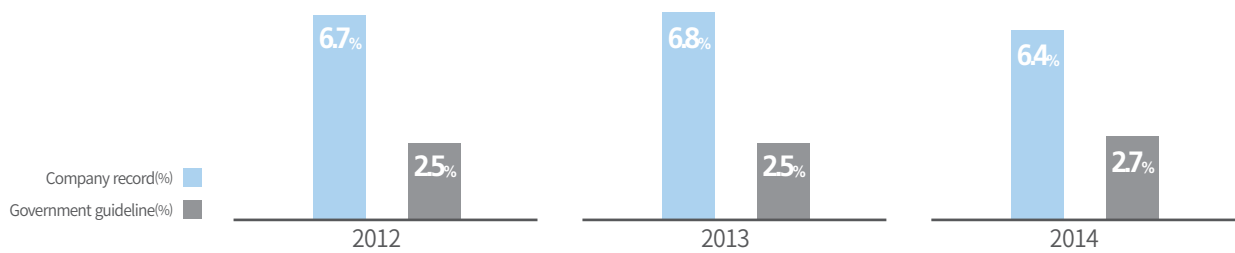


ISU PETASYS regards employees as their most important asset and promotes human rights for all employees. We don't discriminate employees based on gender, disability, educational background, religion, and marital status but ensure equal opportunity for all. Due to our efforts and performance in this area, our company was chosen as 'Superior Company in Equal Employment of Male and Female(2013)' and 'Superior Company in Hiring the Disabled Workers(2006, 2011)' by the Ministry of Employment and Labor.

• Disabled Workers

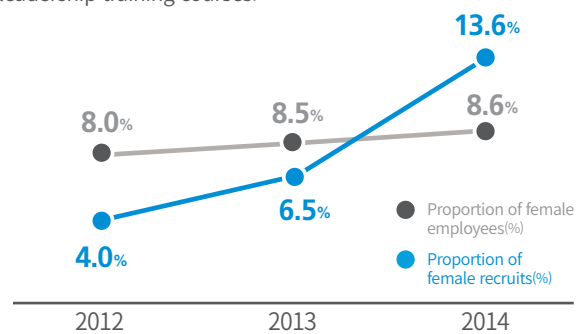
ISU PETASYS has expanded employment to include disabled workers in order to fulfill to our responsibility to the weak in our society. We have given additional points of job position for them during the screening process and hire them at the recommendation of related institutions. Moreover, we have found job tasks appropriate to their abilities and arrange job help even after their employment. We also have implemented assistive technology devices to create a conducive atmosphere for them.

Rate of employees with disabilities



• Female Workers

ISU PETASYS doesn't discriminate against females in the recruiting, training, compensation and promotion process. ISU PETASYS is substantially in growing the number of female recruits, and cultivating female engineers and managers with various female leadership training courses.

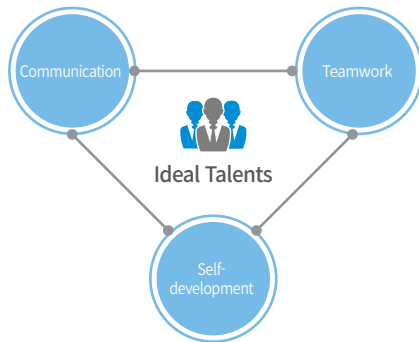


Fair Employment and Employee Relationships

ISU PETASYS conducts fair employment policies based on sound principles in order to ensure a quality workforce with equal opportunities for all prospective employees.

• Ideal Talents

ISU PETASYS increases corporate competitiveness by employing quality workers in accordance with our company philosophy that views people as our greatest asset. We hire various number of workers on a yearly basis through internships, public employment, special employment, and school-work links. In particular, we focus on employment of R&D and engineering workforce.



• Communication

The ability to communicate with the other people by expressing their opinions in a clear and concise manner

• Teamwork

Commitment to achieving common goals through cooperation

• Self-development

Promoting personal development through learning

Category		2012	2013	2014
Employee status (Persons)	Permanent	715	747	784
	Temporary	74	95	81
	Male	727	778	796
	Female	62	64	69
	Total	789	842	865

• What others are saying

ISU PETASYS received positive evaluations such as 'The Most Favorable Company' by 'the Ministry of Commerce, Economy, and Industry' and Daegu Metropolitan City for three years in a row.

Work-Life Balance

ISU PETASYS complies with all legal conditions for workers such as salary, compensation, vacation, discipline and dismissal, maternity protection, sanitation facility, canteen, and medical services. We also strive to improve the quality of our employees' life. We are currently spending a large sum of money operating canteen, lounge, dispensary, consulting room, foreign language study room, and medical facilities. Additionally, we provide dormitory and shuttle buses for the welfare of our employees. Consequently, we were chosen as 'Work-Life Balance Superior Company(2015)' by 'Daegu Associations of Labor, Management, Government and Community'.



- Home loan
- Tuition support
- Operating dormitory
- Group accident insurance(including spouse)
- Language learning tuition support



- Birthday and graduation celebration gift
- Breastfeeding room for female workers
- Operating medical room, fitting room, and meeting room
- Operating lounge and shower room
- Operating consulting room for solving grievance and health problems



- Operating social clubs of employees
- Operating 53 rooms of a condominium
- Giving movie tickets
- Giving vouchers
- Annual sports event for the unity of all the groups



- Reward and vacation for long-serving employees
- Supporting domestic or foreign training of the best employees
- Supporting graduate school education
- Female cultural activity meeting

Category	2012	2013	2014
Welfare expenditure per person (KRW in thousands)	5,693	5,713	6,186
Average salary per person (KRW in thousands)	49,700	56,097	55,026



Social Dialogue



ISU PETASYS ensures the freedom of interaction management as a right of employees in prompting social dialogue. We have earned domestic and foreign recognition with respect to the quality of management and labor relations. Accolades include the ‘The Presidential Award of the Superior Company in the Coexistence of Labor and Management’(2011), ‘The First Award of Cooperation Between Labor and Management in National Productivity’(2012), and ‘The Company of the Superior Culture between Labor and Management Award’(2014) given by the Minister of Employment and Labor.

Labor and management frequently exchange viewpoints through ‘Negotiation of Salary and Collective Agreement’, ‘Discussion Between Labor and Management’, ‘Committee for Safety and Health of Labor and Management’, and ‘Small Committee for Labor and Management’s Personnel Matters’. They reflect the results of improving the treatment and working conditions of employees. In particular, they have adopted a declaration of CSR practice and have reached consensus on human-centered management, local job opening expansion, local economy promotion, and consideration for groups vulnerable to discrimination.

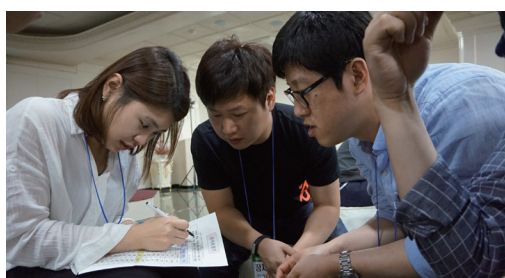


Human Development and Training

ISU PETASYS is aware that the cultivation of both corporate and human assets creates positive feedback loops. Therefore, we strive to develop human assets, who create new knowledge and value and become key global human assets as employees. Moreover, we have implemented a culture of self-initiated development through education. Consequently, our company was named as ‘BEST HRD(Human Resources Development) Institution’ by HRD Service of Korea.



Category	2012	2013	2014
Education and training time per person (Hours)	99.4	102.6	105.4
Education and training expenditure per person (KRW in thousands)	767	777	944
Education and training expenditure (KRW in thousands)	605,796	654,605	817,189



ESH(Environment · Safety · Health)



Management Approach



Context

Standards for ESH regulations are rising throughout the world. It is a crucial social responsibility for an enterprise to minimize environmental impact by preventing pollution and reducing the use of resources, and to provide a safe and healthy working environment.



Our Approach

ISU PETASYS is constantly taking preemptive actions about domestic and foreign ESH regulations. We manage environmental impact systematically in all our managing activities to prevent pollution and we use sustainable resources. We operate various programs for the health and safety of our employees. Continually, we are enhancing ESH management systems through international standard certifications such as ISO 14001 and OHSAS 18001.



Our Performance



ESH investment
1,113 KRW in millions



Number of accidents
0 Case



Industrial accident rate
0 %

Promotional System

ISU PETASYS has a set of ESH policies including compliance with ESH laws, continual ESH improvement, minimization of pollution and building safe workplaces, sustainable resource use and climate change mitigation to diminish the impact of corporate activities, products and service on ESH. We operate a ESH integrated management system, and there is a cooperation system set in place with our ESH team acting as the control tower, and the relevant departments working closely together for an integrated response.



01. Compliance with ESH laws



02. Continual ESH improvement



03. Minimization of pollution and building safe workplace



04. Sustainable resource use and climate change mitigation

Certification	Time	Certificate Authority
ISO 14001	1998.08	DQS Korea LLC
OHSAS 18001	2004.07	DQS Korea LLC
KOSHA 18001	2004.07	KOSHA

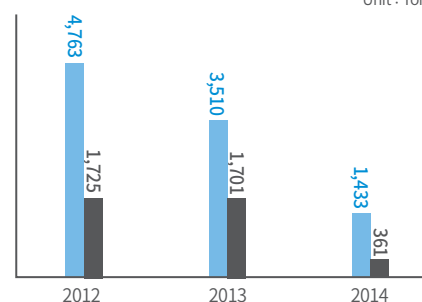
Prevention of Air Pollution

ISU PETASYS has reduced to a minimum amount of air pollutants emitted at each production process and made thorough efforts to control and improve this process at every level. In addition, we have disposed of air pollutants legally through our prevention facility, and we monitor the process continuously.

Air pollutant emission

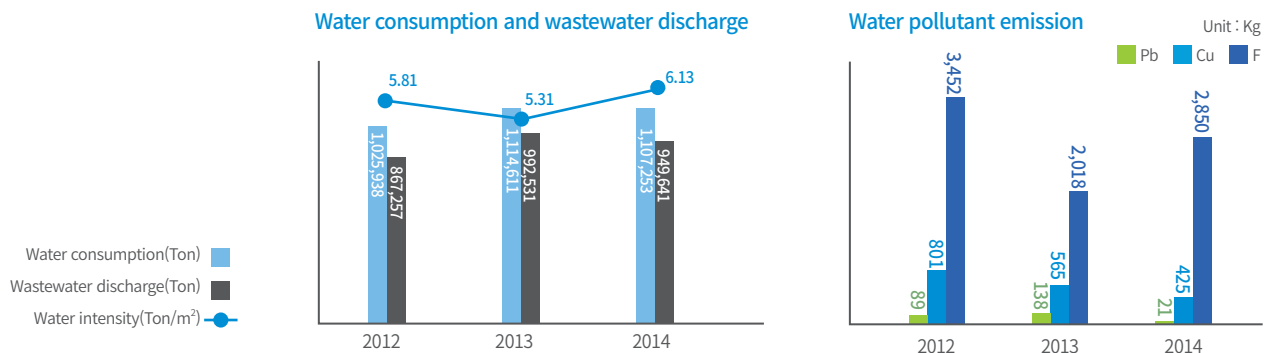
Unit : Ton

Sox ■
Nox ■



Prevention of Water Pollution

ISU PETASYS classifies and disposes waste water generated during the manufacturing process. The waste water generated is discharged into a disposal plant in Dalsung Industrial Complex once again, and then reprocessed and discharged. In case of high concentration waste water unable to be processed at the plant, it is collected separately and commissioned to be disposed. Preventively, ISU PETASYS applies even stricter corporate emission allowance criterions that exceed relevant law. Furthermore, we operate separate waste water tank in preparation for any emergency.

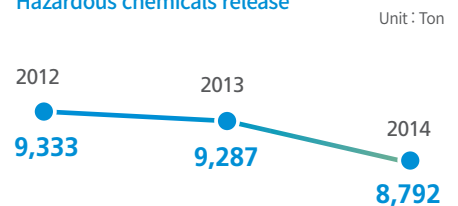


Category		2012	2013	2014
Water consumption(Ton)		1,025,938	1,114,611	1,107,253
Wastewater discharge(Ton)		867,257	992,531	949,641
Water intensity(Ton/m ²)		5.81	5.31	6.13
Water pollutant emission(kg)	Cu	801	565	425
	F	3,452	2,018	2,850
	Pb	89	138	21
Air pollutant emission(Ton)	Sox	4,763	3,510	1,433
	Nox	1,725	1,701	361

Hazardous Chemicals Management

ISU PETASYS thoroughly manages all our chemicals including hazardous chemicals handled at the company from storage to disposal. We are equipped with MSDS(Material Safety Data Sheet) safety protective gears and emergency equipment against leakage incidents on relevant spots. Thus, we conduct inspections in accordance with the law and our corporate monitoring standards on a monthly basis. Additionally, we also hold regular education programs for the workers handling hazardous chemicals to prevent any environment or safety accidents caused by chemicals.

Hazardous chemicals release

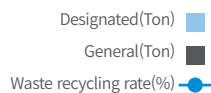


Waste Management

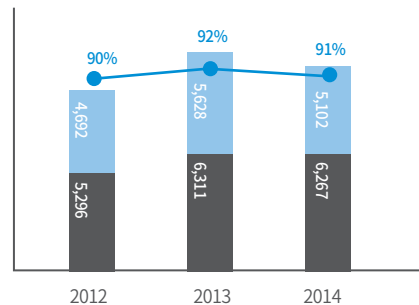
ISU PETASYS has set waste reduction goals in each process to minimize the amount of waste created by production. All waste has been properly managed from creation and storage to disposal. The company makes clear that waste disposal routes should be entrusted to a third party by contract and we annually monitor its legitimacy, its proper storage and disposal conditions, pollution of neighboring region, and civil appeal.

Waste Recycling

ISU PETASYS gives priority to waste recycling during the disposal of waste created by production. We classify corporate waste into 47 kinds including waste items caused by faults, 45 kinds of which are being recycled. We are also taking initiatives in using sustainable resources by recycling 10,346 tons(91%) among 11,369 tons of waste produced in 2014.



Waste discharge and recycling



Raw Materials Reuse

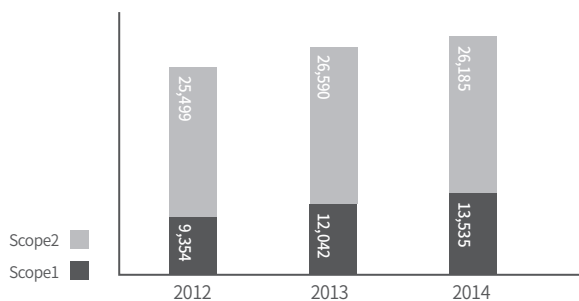
ISU PETASYS promotes sustainable use of resources by adopting the ideas found by our TOP(Total Operational Performance) program. We operate Au, Ag, Cu recovery systems in the manufacturing process and considering investing in operating recovery systems of Cu from wastewater.

Greenhouse Gas Management

ISU PETASYS strives to mitigate climate change by establishing 'Greenhouse Gas Inventory'(greenhouse gas emission list) and by controlling the amount of greenhouse gas emission. In addition, we respond to related regulations preemptively and try to take initiatives in discovering projects for reducing greenhouse gas.

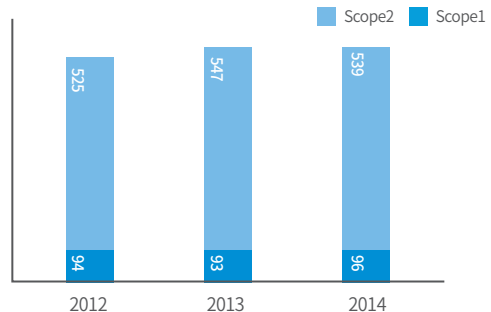
GHG emission

Unit : tCo2eq



Energy consumption

Unit : TJ



Category	GHG emission(tCo2eq/year)			Energy consumption(TJ/year)		
	Scope1	Scope2	Total	Scope1	Scope2	Total
2012	9,354	25,499	34,853	94	525	619
2013	12,042	26,590	38,632	93	547	641
2014	13,535	26,185	39,720	96	539	636

Safety and Health

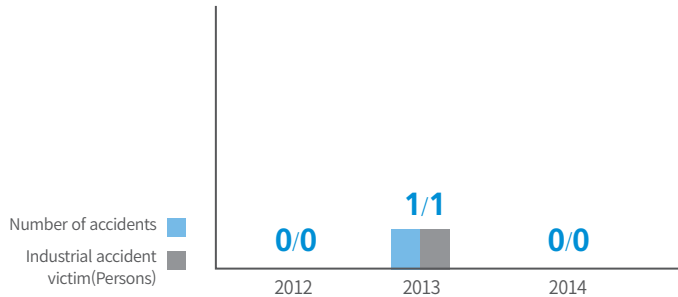
ISU PETASYS makes efforts to comply with corporate safety and health regulations and establish positive safety and health culture in every process for building a safe and healthy workplace. We are doing our utmost to monitor safety and health activities and to prevent risks. In particular, we are tactically starting 'Rounding Off ISU Safety and Health program' to build safe and healthy workplace.

Building safe and healthy workplace

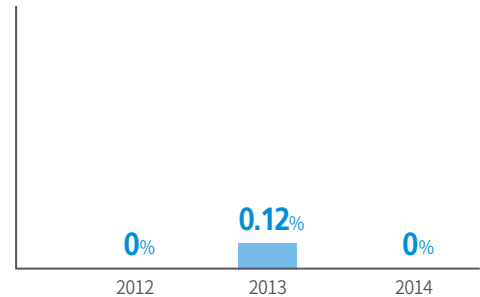
Building the perfect stabilized condition for workplace
Rounding off ISU safety and health



Number of accidents



Industrial accident rate(%)



• Safety and Health Promotional System

ISU PETASYS has divided safety and health tasks systematically and performed them effectively while responding to a safety and health agenda by operating Safety and Health Practical Affairs Committee consisting of Safety and Health general manager(plant manager), managing director and the representatives of suppliers. The committee reviews and discusses the agenda that lead to real practices in the workplace in order to make safety management a practical reality.



• Building Safety and Health Management System

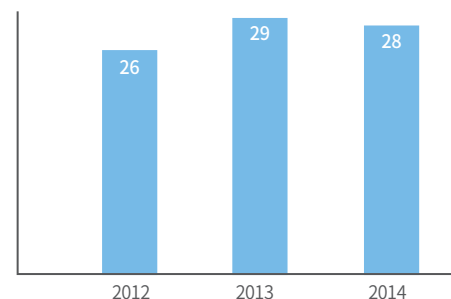
ISU PETASYS has built and operated safety and health management system(KOSHA 18001, OHSAS 18001). We earned KOSHA/OHSAS 18001 certification in 2004 and new certification by passing the test for extending the expiration period in 2013.



• Emergency Response System

ISU PETASYS has prepared for various emerging scenarios such as hazardous chemicals leakage, environmental pollution, fire explosion and natural disaster. We verify the validity of our response system in emergencies through regular drills. We also strive to minimize possible damage by taking urgent measures according to our organizational chart for emergencies. After response measures are finished, we analyze the causes and fix them accordingly to prevent future recurrences.

Number of emergency response exercises



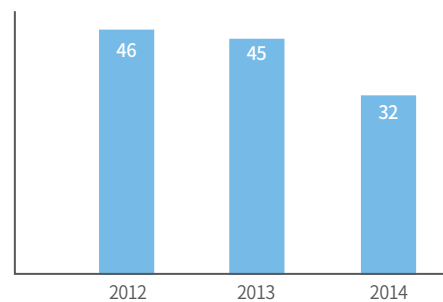
• Safety and Health Inspection and Management in Each Theme

ISU PETASYS conducts activities of inspecting safety and health by category to keep workplace safe and sound. Categories include circulatory inspection by production parts, daily camera complaints, and united inspection of labor and management. This enables us to discover unsafe conditions and behaviors, thereby improving the level of safety and health.

• ‘Near Miss’ Discovery and Management

ISU PETASYS discovers ‘Near Miss’ cases where there was no accident but potentially could have been, thereby recognizing potential risks of accidents and improving accordingly.

Cases of discovering ‘Near Miss’



• Enhancing Health Management of Employees

ISU PETASYS considers employees’ health improvement as a significant responsibility. We operate a variety of programs such as metabolic syndrome factors management, obesity prevention and management, exercise practice management, nutrition improvement and management, temperance movement, know-your-health program, nonsmoking clinic and task stress management. We also seek to prevent musculoskeletal diseases by operating one-on-one customized exercise prescription programs, and musculoskeletal risk factors management. After being acknowledged for these activities, we obtained the best company certification for promoting employees’ health in 2011 by Ministry of Employment and Labor.



Fair Operating



Management Approach



Context

Fair operating practices concern ethical conduct in an organization's dealing with other organizations. These include relationships between organizations and their partners, suppliers, customers and competitors. Domestic and foreign concern and regulation on fair operating practices are increasingly getting stronger while stakeholders' demands are multiplying.



Our Approach

ISU PETASYS has enacted and complied with Code of Conduct. In addition, we have established transparent and ethical corporate culture through various programs. We widely promote the adoption of CSR all over the influential sphere by facilitating CSR in our supply chain and other areas.



Our Performance



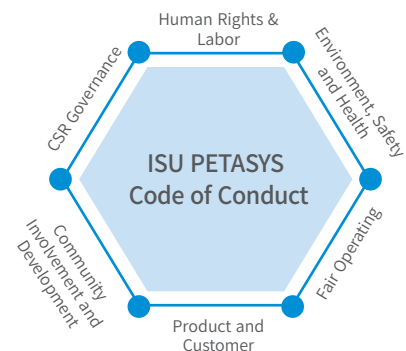
Education on anti-corruption and fair competition
879 Persons



Rate of conducting supply chain CSR
74%

Promotional System

ISU PETASYS has enacted and followed ISU PETASYS Code of Conduct as the guiding principle in order to promote fair and transparent operation and to fulfill CSR management thoroughly. Our planning & cooperation team plays many roles such as internal auditing, regular monitoring and inspection, and education to enable employees to perform fair and transparent corporate activities in the entire managing tasks.



Compliance

ISU PETASYS complies with the laws, rules and regulations of the countries in which we operate our facility. We also comply with internationally recognized business ethics and standards. In particular, we have adopted the Compliance Program(CP) for sustaining the willingness to practice ethical management and strengthening mutual trust.

• Internal Audit System

ISU PETASYS operates internal audit system to inspect internal management system and eliminate inefficiency and irrational elements in performing tasks based on the purpose of corporate goal and raise efficiency of the management by improving the system.

• Internal Control System

ISU PETASYS operates internal accounting control system in order to keep accounting information reliable and transparent. It aims to analyze important control points of each task and check the points regularly. We continuously administer this system to meet the legal demands for listed corporations and control the demands practically. Besides, we operate separate data processing system for smooth internal control process.

• **Management Diagnosis**

ISU PETASYS conducts regular management diagnosis so that it can raise corporate competitiveness through comprehensive diagnosis on managing tasks centered in the internal audit system. Main points of the diagnosis include finding problems of managing system and analyzing the efficiency of each task process over the entire business, thereby drawing improvement plans.

Anti-corruption

ISU PETASYS prohibits any and all forms of bribery, corruption, extortion and embezzlement. Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given or accepted. Additionally, we operate programs for internalizing ISU PETASYS Code of Conduct, fair competition and anti-corruption.

Category		2013	2014
Number of fair competition and anti-corruption education		2	3
Number of attendees	Employees	840	865
	Suppliers	13	14

Disclosure of Information

ISU PETASYS discloses business activities, structure, financial situation and performance in accordance with applicable regulations and prevailing industry practices. We regularly publicize annual report, semi-annual report and quarterly report as a listed corporation at the stock market. In addition, we are supposed to disclose our non-financial performances transparently, preceded by the publication of CSR report 2015.

Respect for Property Rights

ISU PETASYS respects intellectual property rights. Transfer of technology and knowhow is to be done in a manner that protects intellectual property rights.

Fair Competition

ISU PETASYS complies with fair competition principles, and establishes procedures and other safeguards to prevent engaging in anti-competitive behavior. We conduct regular education regarding fair competition for every employee and operate various programs including meeting with suppliers for the mutual growth.



Protection of Information

ISU PETASYS strives to maintain technical and administrative security for protecting its technology and customer's information.

• **Technical Security**

We protect important data in ISU PETASYS with various security system such as firewall, IPS, harmful website prevention, spam filtering, web security, VPN, DB access control.

• **Administrative Security**

Executives and staff of ISU PETASYS and its suppliers attend yearly security education and fill out the pledge for data security. Furthermore, their computers automatically encode every document from their beginning with a security solution and control the use of hardware devices such as external memory device. Thus, it enhances security in order not to allow any unauthorized access and not to leak any information through its executives and staff.

Category	2012	2013	2014	2015
Enactment of private information protection rule	█			
Introduction of security solution		█		
Measures of technological protection(monitoring and controlling)		█	█	
Revision and reinforcement of private information protection rule				█

Protection of Identity and Non-Retaliation

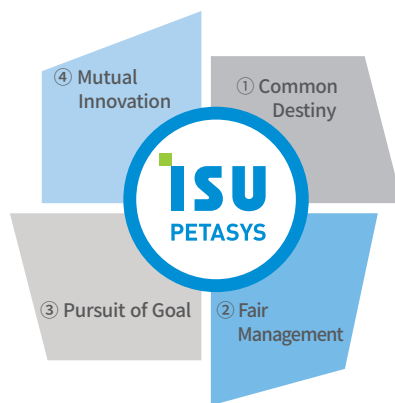
ISU PETASYS operates a communication process for our personnel to be able to raise any concerns without fear of retaliation, and provides protection for whistleblowers.

• Whistleblowing Mechanism

We operate the whistleblowing mechanism which ensures securing anonymity of whistle-blowers. Anyone can accuse of management-related activities including corruptions through our system. We thoroughly protect whistleblowers' personal information and their accusations.

Mutual Growth

ISU PETASYS has established the standard of conduct to realize the value of mutual growth through co-existing management. We operate fair and transparent task process. Besides, we hold regular meetings with suppliers for mutual growth and operate education programs and channels for communication.



① Common Destiny

· We realize the value of mutual growth based on trust with the sense of mission that we are not only in cooperative relationship but also in common destiny.

② Fair Management

· We respect fair order of free market economy based on the principle of free competition. We also allow our suppliers to contend with their competitors, thereby contributing to their own suppliers.

· We seek common development by building the relationship based on mutual trust and cooperation through fair transaction with our suppliers.

③ Pursuit of Goal

· We set the goal of leaping up to global PCB group and propel toward the aim.

④ Mutual Innovation

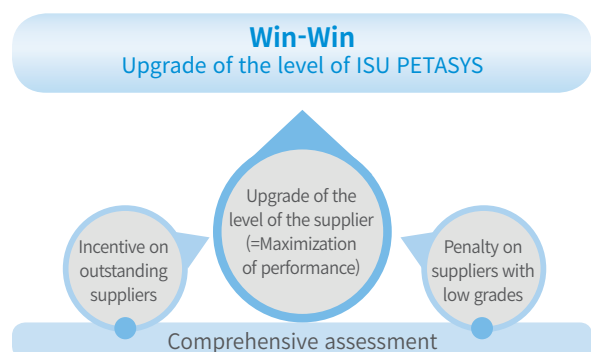
· We focus on fundamental and radical reform by choosing competitive suppliers carefully.

· We aim to foster self-innovative and strong suppliers in order to become a global leader by leaps and bounds.

· We seek innovative values vital to coexistence by securing suppliers' long-term autogenic power.

• Supplier Assessment System

ISU PETASYS operates supplier assessment system to maximize our suppliers' performance and to generate synergy effect for mutual Win-Win situation. We ensure suppliers' fair participation by evaluating their delivery, quality, cost and cooperation.



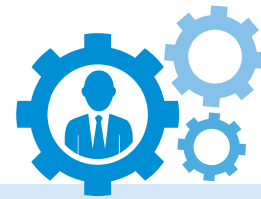
Promoting CSR in the Supply Chain

ISU PETASYS promotes the wide adoption of CSR across the entire influential boundary. In particular, we added the CSR element to our suppliers' performance evaluation, thereby striving to spread CSR in the value chain such as procurement and purchasing activities.

[Major Activities for Promoting CSR in the Supply Chain]

- Addition of the CSR element to the regulations on management of suppliers
- Enactment and distribution of Code of Conduct for the supply chain (It is possible to contract after pledging by electronic signature.)
- Addition of the CSR element to the suppliers' performance evaluation
- Implementation of CSR-related regular survey and site audit
- Checking whether to use conflict minerals

Product & Customer



Management Approach


Context

It is very important for global companies to actively respond to the increasingly mounting demands concerning product quality of the customers. Many stakeholders are making requests to protect customers' health and safety. Moreover, they want companies to develop and provide products and services for promoting sustainability of the society.


Our Approach

ISU PETASYS implements thorough quality control across the entire production process to raise the level of customer satisfaction by producing and supplying the best level of products based on its differentiated technology. Additionally, we conduct various quality and customer relationship management activities to provide excellent level of value to its customer.


Our Performance



Rate of resolving customer complaints within the fixed time

100%



Number of caution from auditing in quality system

0 Case



Customer satisfaction

85 Score

Promotional System

ISU PETASYS thoroughly applies quality control system to every process from raw material to production and packaging, thereby turning out the best quality of items. Our quality control policy includes internal quality system enhancement, defect rate reduction and escape prevention, so that we can provide the best quality and service. Additionally, we conduct various activities for raising the level of customer satisfaction. Quality Assurance team, Quality Control team, R&D team and sales team are implementing the activities for product responsibility and customer satisfaction systematically.

Policy	Major Activities
Internal quality system enhancement	- Quality system upgrade through the management of certification (TL 9000, AS 9100, NADCAP, TS 16949) - Quality system maintenance and management through biannual internal evaluation
Defect rate reduction	- Ongoing improvements on largest contributing defects through routine Quality TFT activities.
Escape prevention	- Final test on products' particular traits using Q-Communication - Elimination of detected errors by improving the efficiency of testing devices and researching methods

Core Technology

ISU PETASYS has the leading technology in Ultra-multilayer PCB production skill. There are less than five companies including ISU PETASYS which possess advanced level of PCB production skill all over the world.

Process	Type	Technology	Level	
			ISU PETASYS	Domestic
Laminating/circuit	MLB laminating and high precision stitching skill	· High Layer count · Registration	40L ± 3.5mil	28L under ± 4.5mil
Plating	High precision plating skill	· High Aspect ratio	25 : 1	15 : 1
Hole manufacturing	High precision hole manufacturing skill	· Back-drill Depth Control	± 5mil	± 8mil
	Advanced hole filling skill	· Plugging tech	25: 1	-
Raw material development	Skill of measuring signals in high frequency	· Material & SI Tech	Ultra low loss material (Df<0.002)	Mid loss material (Df < 0.01)



• Quality Certification

ISU PETASYS has earned various certifications from international certificate agencies. ISU PETASYS is estimated as the company which perfectly meets the global standard of domestic and foreign customers and institutions.

1994	ISO 9001	International Organization for Standardization 9001
2003	TL 9000	Telecommunication Leadership 9000
2007	AS 9100	Aerospace Standard 9100
2010	NADCAP	National Aerospace & Defense Contractors Accreditation Program
2010	ITAR	International Traffic in Arms Regulations
2015	TS 16949	TS 16949 Technical Specification 16949 (Automotive Industry)



Protecting
Consumers'
Health and
Safety

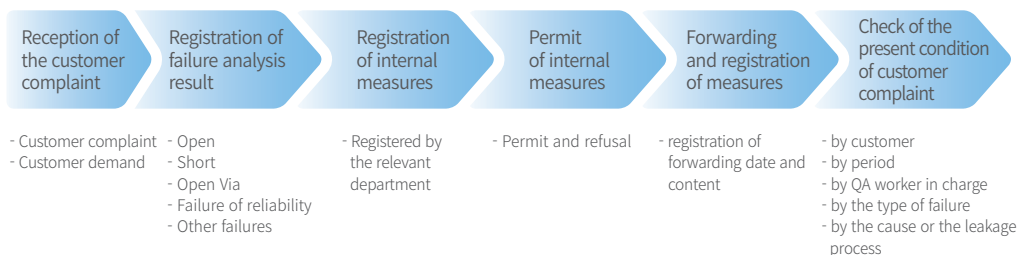
ISU PETASYS recognizes that products and services can have a significant impact on the health and safety of users directly, and strives for customers' health and safety. We strictly prohibit the use of any hazardous heavy metal materials to develop green products. Additionally, we thoroughly comply with domestic and foreign regulations on product such as RoHS(Restriction of Hazardous Substances) and REACH(Registration, Evaluation, Authorization and restriction of Chemicals). We will make the best effort to provide socially, environmentally beneficial products and services to our customers and minimize the negative impact on the society and environment at all times.

Customer Complaint and Dispute Resolution

ISU PETASYS handles customer complaints or disputes promptly and fairly by operating a formal response process.

• Customer Complaint Management Program

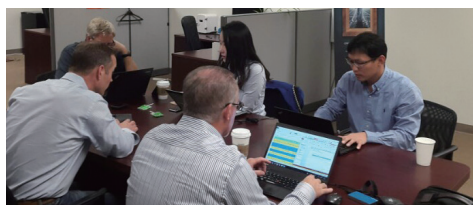
We promote quality improvement and customer satisfaction by managing customer complaint information system methodically.



Category	2012	2013	2014
Rate of resolving customer complaints within the fixed time(%)	100	100	100
Number of caution from auditing in quality system (audited by TL9000)	1	1	0

• VOC Collection

Customers' demand on quality and service is constantly increasing. We visit our customers regularly to listen to their demands directly. We are making ceaseless effort to raise the customer satisfaction by reflecting VOC(Voice of Customer) in our complaint management program.



• Prompt Response System

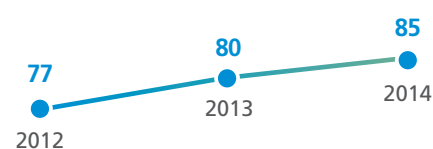
We operate the prompt response system to handle customers' inquiries and complaints. Assigned professional workers in this charge are swiftly coping with any demands of our customers. They are immediately responding to the customer's demand of technical support and troubleshooting around the clock.

- Sales team: Response within 24 hours (Quotation, Adjust delivery, Urgent inquiry reply)
- Front-End team: Response within 48 hours (Data review_Stackup, DFM)

• Customer Satisfaction Assessment

ISU PETASYS implements regular customer satisfaction assessment to raise the level. There are 5 items such as 'On time delivery', 'Service & Flexibility', 'Technical Support', 'Quality', and 'Cost' among the assessment clauses('CSR' will be added in as one of items as well). In case of poorly evaluated item, we focus on constant improvement activities for the item to increase the level of customer satisfaction.

Customer satisfaction(Score)



Responsible Sourcing of Minerals

ISU PETASYS actively participates in the activities of the industry to ban the use of conflict minerals collected in the disputed territories of nation. We search for the present condition of using conflict minerals and smelters, thereby encouraging suppliers to only use the smelters holding CFSI certification. The Code of Conduct in ISU PETASYS clearly states about the content of forbidding the use of conflict minerals mined at the conflict territories. Moreover, we have added this content to the regulations on management of suppliers and planned to check the progress through the survey audit.

Community Involvement & Development



Management Approach

Context

The roles of a corporation have expanded into public areas, such as addressing social issues and contributing to the community development. Companies can raise their corporate value as well as contribute to the development of their community through their involvement.

Our Approach

ISU PETASYS' philanthropic activities are based on its management philosophy of creating bright and abundant future. We engage in various activities for the social contribution based on constant concern about community. We are scheduled to continue doing the activities creating both corporate and social value through strategic social contribution by leveraging our talents and resources.

Our Performance

Volunteering hours per individual **3.5** Hours

Participation rate of employees in volunteering **18%**

Promotional System

ISU PETASYS contributes to the community development through active corporate philanthropic activities. ISU PETASYS intends to strive for the community development in various fields such as expanding education and skills development programs, promoting and preserving culture and arts, creating employment, expanding technological development, creating wealth and income, and promoting community health services.

- Direction

➤
Creating a beautiful future and adding abundance and convenience to life
- Goal

➤
Seeking mutual growth with the local community and taking social responsibility for the community through sharing management

Management support team, an operation organization and ISU PETASYS Volunteer Corps systematically conduct philanthropic activities for the local community in the company level.

Volunteer Works

ISU PETASYS has launched 'ISU PETASYS Volunteer Corp' centered in Daegu Metropolitan City, where its headquarter is located, and it is doing vigorous voluntary activities to practice sharing with the community as a member.

• Paid Volunteering System

ISU PETASYS introduced a paid volunteering system to create the corporate culture of practicing corporate responsibility voluntarily and to ensure employees' voluntary and active participation. Employees can actively join the program without hesitation since they get paid for the job.

Number of the activities up to 8 hours once a year
Hour of the activities 09:00~18:00
Unit of the activities on a department basis

Category	2012	2013	2014
Volunteering hours per individual(Hours)	2.7	2.8	3.5
Participation rate of employees in volunteering(%)	17	16	18

Major Activities

ISU PETASYS actively engages in a number of corporate philanthropic activities, such as environment protection, support for underprivileged children and disabled people, and donation of electronic equipment.

• Campaign of Working on Yongho stream

ISU PETASYS strives to make and preserve beautiful and clean natural environment, which will be handed down to our descendants, as a local environment keeper. We conduct the campaign for environment purification led by our employees at the stream adjacent to the company in April and October bi-annually.



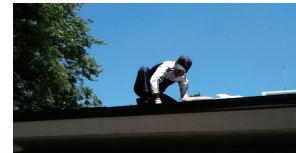
• Hope Experience School

ISU PETASYS annually conducts the event of experiencing various cultures in collaboration with Dalsung-gun Comprehensive Social Welfare Center to help the local underprivileged children remove the feeling of cultural isolation and pursue their dreams. We strive to contribute to the growth and self-reliance of the local children through this 'Hope Experience School' providing the opportunity of various activities for experience, such as museum viewing, history exploration, and Hanok(Korean-style house) visiting experience.



• Support of the Facility for the Disabled People

ISU PETASYS once a month visits the local facilities for the handicapped and does regular voluntary works for the disabled people such as cleaning the building, repairing and maintaining their wheelchairs.



• Support for Low-income Family

ISU PETASYS conducts the project to support the children of low-income or broken homes in the local community. We support more than 70 children annually by providing support payments, tuition fee, the commodities(baby goods, stationery and holiday gifts), development test, psychological therapy and mentoring.



• Donation of Electronic Equipment

ISU PETASYS donates electronic equipment such as PC, monitor, printer, official replicator to developing countries free of charge in cooperation with Korea IT Welfare Promotion Agency biannually. We donated 103 units of electronic equipment in 2014. We aim to donate 100 units of the equipment for free every year.

• Promotion of Culture and Sports

ISU PETASYS strives for the promotion of cultural art and the development of sports. We support Daegu cultural performance event in collaboration with Community Chest of Korea and the operating fund of Daegu Citizen Football Club(Daegu FC).

GRI Content Index

General Standard Disclosures

General Standard Disclosures	Page number	External Assurance
STRATEGY AND ANALYSIS		
G4-1	4	37
ORGANIZATIONAL PROFILE		
G4-3	5	37
G4-4	7	37
G4-5	5	37
G4-6	5	37
G4-7	5,8	37
G4-8	7	37
G4-9	7	37
G4-10	18	37
G4-11	18,19	37
G4-12	27	37
G4-13	5	37
G4-14	10	37
G4-15	40	37
G4-16	40	37
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	11,12	37
G4-18	11,12	37
G4-19	11,12	37
G4-20	11,12	37
G4-21	11,12	37
G4-22	About this Report	37
G4-23	About this Report	37
STAKEHOLDER ENGAGEMENT		
G4-24	11	37
G4-25	11	37
G4-26	11	37
G4-27	11	37
REPORT PROFILE		
G4-28	About this Report	37
G4-29	About this Report	37
G4-30	About this Report	37
G4-31	About this Report	37
G4-32	About this Report	37
G4-33	37	37
GOVERNANCE		
G4-34	8	37
ETHICS AND INTEGRITY		
G4-56	25,26,27	37

Specific Standard Disclosures

DMA and Indicators	Page number	External Assurance
CATEGORY : Economic		
Material aspect : Economic Performance		
G4-DMA	7	37
G4-EC1	7	37
G4-EC2	22	37
Material aspect : Indirect Economic Impacts		
G4-DMA	31	37
G4-EC7	31	37
G4-EC8	7,31	37
CATEGORY : Environmental		
Material aspect : Energy		
G4-DMA	20	37
G4-EN3	22	37
G4-EN5	22	37
G4-EN6	22	37
Material aspect : Water		
G4-DMA	20	37
G4-EN8	21	37
G4-EN10	21	37
Material aspect : Emissions		
G4-DMA	20	37
G4-EN15	20 ~ 22	37
G4-EN16	20 ~ 22	37
G4-EN18	20 ~ 22	37
G4-EN19	20 ~ 22	37
G4-EN20	20 ~ 22	37
G4-EN21	20 ~ 22	37
Material aspect : Effluents and Waste		
G4-DMA	20	37
G4-EN23	21 ~ 22	37
G4-EN24	21 ~ 22	37
CATEGORY : Social		
Material aspect : Employment		
G4-DMA	16	37
G4-LA1	18	37
G4-LA2	18	37
G4-LA3	13	37
Material aspect : Occupational Health and Safety		
G4-DMA	20	37

DMA and Indicators	Page number	External Assurance
G4-LA6	23	37
Material aspect : Training and Education		
G4-DMA	16	37
G4-LA9	19	37
Material aspect : Supplier Assessment for Labor Practices		
G4-DMA	25	37
G4-LA15	27	37
Material aspect : Labor Practices Grievance Mechanisms		
G4-DMA	16	37
G4-LA16	17	37
Material aspect : Human Rights Investment		
G4-DMA	16	37
G4-HR2	16	37
Material aspect : Non-discrimination		
G4-DMA	16	37
G4-HR3	17	37
Material aspect : Freedom of Association and Collective Bargaining		
G4-DMA	16	37
G4-HR4	19	37
Material aspect : Supplier Human Rights Assessment		
G4-DMA	25	37
G4-HR11	27	37
Material aspect : Local Communities		
G4-DMA	31	37
G4-SO1	31 ~ 32	37
Material aspect : Anti-corruption		
G4-DMA	25	37
G4-SO4	26	37
Material aspect : Customer Health and Safety		
G4-DMA	28	37
G4-PR2	29	37
Material aspect : Product and Service Labeling		
G4-DMA	28	37
G4-PR5	30	37
Material aspect : Customer Privacy		
G4-DMA	25	37
G4-PR8	26	37

The Ten Principles of the UN Global Compact

UN Global Compact

ISU PETASYS has joined UNGC(UN Global Compact), which is a global initiative to support CSR and to promote the implementation of CSR. ISU PETASYS supports ten principles in four sectors such as human right, labour, environment, and anti-corruption. ISU PETASYS is planning to secure the global level of CSR competitiveness by actively integrating these principles into corporate strategy and operation.



The Ten Principles of the UNGC		Page
Human Rights	1. Businesses should support and respect the protection of internationally proclaimed human rights; and	16 ~ 19
	2. make sure that they are not complicit in human rights abuses.	
Labour	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	16 ~ 19
	4. the elimination of all forms of forced and compulsory labour;	
	5. the effective abolition of child labour; and	
Environment	6. the elimination of discrimination in respect of employment and occupation.	20 ~ 22
	7. Businesses should support a precautionary approach to environmental challenges;	
	8. undertake initiatives to promote greater environmental responsibility; and	
Anti-Corruption	9. encourage the development and diffusion of environmentally friendly technologies.	26
	10. Businesses should work against corruption in all its forms, including extortion and bribery.	

Memberships

- UN Global Compact
- Korea International Trade Association
- Korea Printed Circuit Association
- Korea Listed Companies Association
- Korea Exchange
- Korea Industrial Safety Association
- KISANHYUP
- Korean Environmental Engineers Association
- Daekyung PSM Council Meeting
- Dalsung Industrial Complex Environment Monitoring Meeting
- Dalsung Industrial Complex Safety Health Management Meeting
- Korea Electric Engineers Association
- Daewoosky Institute

Independent Assurance Statement



To: The Stakeholders of ISU PETASYS

Introduction and objectives of work

IMCSR (the 'assurance provider' hereafter) has been engaged by ISU PETASYS to conduct an independent assurance of its CSR Report 2015 (the 'Report' hereafter). This assurance statement applies to the related information included within the scope of work described below. The information and its presentation in the Report are the sole responsibility of the management of ISU PETASYS. Our sole responsibility was to provide independent assurance on its content.

Assurance standard and scope of work

The assurance process was conducted in line with the requirements of the Assurance Standard AA1000AS (2008) Type1 assurance. GRI G4 guidelines and ISO 26000 were also used. The scope of work included:

- Data and information included in the Report for the reporting period;
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyze and review the information reported;
- Evaluation of the Report against the main principles of the AA1000 Assurance Standard (2008);
 - Inclusivity
 - Materiality
 - Responsiveness

• Evaluation against GRI G4 'In Accordance' Criteria;
The moderate level of assurance has been applied.

Methodology

As part of its independent assurance, the assurance provider undertook the following activities:

- Interviews with relevant personnel of ISU PETASYS;
- Review of documentary evidence produced by ISU PETASYS;
- Audit of performance data;
- Site visits;
- Review of data and information systems for collection, aggregation, analysis and review;
- Review of stakeholder engagement activities;

Our work was conducted against standard procedures and guidelines for external assurance of CSR reports.

Our findings

The assurance provider reviewed the report draft and presented our opinions, and made amendments of the report when necessary. On the basis of our methodology and the activities described above, it is our opinion that:

- » The assurance provider arrived at the conclusion that the content of this Report reflects the CSR management performance void of significant errors or biases. The information is presented in a clear, understandable and accessible manner, and allows stakeholders to form a balanced opinion over performance and status during the reporting period;

» The Report properly reflects the organization's alignment to and implementation of the AA1000 Assurance Standard(2008) principles of Inclusivity, Materiality and Responsiveness in its operations. Further detail is provided below;

Inclusivity

ISU PETASYS has processes in place for engaging with range key stakeholders including employees, stockholders, investors, business partners, customers, community and has undertaken a number of formal stakeholder engagement activities.

Materiality

The Report addresses the range of environmental, social and economic issues of concern that ISU PETASYS has identified as being of highest material importance. The identification of material issues has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns.

Responsiveness

The Report properly reflects the organization's response to the material issues which are defined through process for identifying material issues. The Report presents related performances in its Disclosures on Management Approach (DMA) sections.

» Based on our work, it is our opinion that the Report has been prepared in accordance with the 'Core Option' of GRI G4. Further detail is provided below;

General Standard Disclosures

The assurance provider reviewed General Standard Disclosures, and believes that the Report meets the Core Option requirements of General Standard Disclosures.

Specific Standard Disclosures

The assurance provider reviewed Material Aspects, DMAs and Indicators, and believes that the Report meets the Core Option requirements of Specific Standard Disclosures.

Key areas for ongoing development

Based on the work conducted, we recommend ISU PETASYS to consider development of Key Performance Indicators against areas and issues of concern where they do not already exist and incorporating or refining existing performance measures through the use of reporting guidelines such as the GRI G4.

Statement of independence and competence

The assurance team has conducted this assurance independently. The assurance team consists of the best experts equipped with sufficient knowledge and expertise in the relevant areas.

August, 2015

Hyun Lee, CEO & Founder, IMCSR

Challenge the Future
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