

# Child Labor Prohibition Guidelines



## Child Labor Prohibition Guidelines

**Article 1 (Purpose)** This policy seeks to prohibit child labor and fulfill social obligations by respecting internationally accepted codes of human rights and labor standards, including the Universal Declaration of Human Rights, the UN Global Compact, and core conventions of the International Labor Organization (ILO).

**Article 2 (Definitions of Terms)** As used in these rules, the below terms have the following definitions.

1. "Minor" means a person under the age of 18.
2. "Child" means a person under the age of 15. However, this also includes persons under the age of 18 who are enrolled in middle school.

### Article 3 (Corporate Obligations)

- ① This regulation is in line with the principles established by the Constitution for protection of children, and in accordance with these principles, special protection shall be provided for children in the process of growth.
- ② The Company shall endeavor to ensure that children's educational opportunities are not restricted due to labor.
- ③ The Company shall not hire children before they have completed their compulsory education.

**Article 4 (Prohibition of Employment of Children)** The Company shall prevent the employment of children by hiring persons over the age of 18 in accordance with the personnel regulations.

### Section 5 (Employment Verification)

- ① The Human Resources Department shall verify the age of new hires through officially recognized documents such as a national ID card, and will not hire anyone under the age of 18.
- ② Exceptions include work-study programs conducted in conjunction with government or other education and training organizations, but even then, we do not hire children under the age of 15.

### **Article 6 (What to do if Child Labor is Identified)**

- ① If child laborers are found, the Company shall take the following actions.
  1. The Company shall take measures to ensure that the employment does not cause the minor to stop their compulsory education.
  2. Rather than dismissing the child immediately, the Company will determine if the cause of child labor is economic hardship, such as poverty, and consider alternatives, such as providing work for the child's family to avoid homelessness, hunger, etc.

### **Article 7 (Working Conditions for Younger Employees)**

- ① If the Company is in a circumstance where it has to continue the employment of a young person as described in Article 5, Paragraph 2, the Company shall have a document certifying the age in accordance with the Labor Standards Act, a certificate regarding family relationship records, and the consent of the parent or guardian at the workplace.
- ② Working hours shall not exceed 7 hours per day and 35 hours per week. However, it may be extended by agreement between the parties for up to 1 hour per day and 5 hours per week.
- ③ The Company shall ensure that no minor person works where psychological, emotional, or sexual abuse may occur.
- ④ The Company will ensure that no work is done underground, underwater, at heights, or in confined spaces.
- ⑤ The Company shall not use minors to operate hazardous machinery or equipment or to move heavy objects.
- ⑥ The Company shall not employ workers under the age of 18 in areas where hazardous materials are handled or where there are high temperatures, extreme noise and vibration.

**Article 8 (Medical Examination)** In accordance with the Occupational Safety and Health Act and related laws and regulations, medical examinations shall also be conducted for smokers.

### **Section 9 (Business Associates)**

- ① The Company prohibits child labor by suppliers working in the Company for reasons such as contracting, and takes measures such as reporting and protection in accordance with relevant laws as soon as any case of child labor is discovered.

- ② The Company periodically checks the list of suppliers' employees working in-house to ensure that child labor is not occurring.

## Addendum

Addendum (Dec. 1, 2022) This Ethics Policy took effect as of December 1, 2022.