

Human Rights Management Policy



Yuhan Chemical respects and protects human rights, a universal value of humanity, and pursues sound management of human rights throughout the organization's business activities. In addition, we consider all stakeholders who participate in our business activities as one race with a common destiny and respect their human rights.

We respect internationally accepted 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), and practice social responsibility.

The Human Rights Management Policy applies equally to all stakeholders, including employees, suppliers, and customers. In order to practice human rights management and prevent human rights violations, we have established and continue to operate a human rights management system, which encompasses training, grievance handling, and rights relief procedures.

Yuhan Chemical declares the following principles of human rights management to practice human rights management properly.

Article 1 Respect for People

We respect all employees as human beings and take all measures to prevent the occurrence of any mentally or physically inhuman treatment.

If disrespectful behavior such as violence, sexual assault, sexual harassment, sexual abuse, corporal punishment, name-calling, harassment, or public shaming is confirmed, strict action will be taken in accordance with the disciplinary regulations.

Article 2 Nondiscrimination

We do not discriminate in hiring, promotion, training, compensation, benefits, or other terms and conditions of employment on account of factors such as race, national origin, sex, religion, disability, age, political opinion, or social status.

Article 3 Freedom of Association and Collective Bargaining Rights

We provide ample opportunities for communication within the Company, ensure freedom of association, and do not treat anyone unfavorably for membership, activity, or formation of a trade union. We also guarantee the right to collective bargaining through worker representatives, and respect and faithfully implement the agreement.

Article 4 Prohibition of Forced Labor

We do not engage in any form of forced or compulsory labor (debt bondage, slavery, etc.) that restricts mental or physical freedom in an unreasonable manner, nor do we force workers to work against their free will.

Article 5 Prohibition of Child Labor

We prohibit all forms of child labor. When hiring young people, we ensure that working conditions and procedures are fully compliant with applicable laws and that access to education is not restricted.

Article 6 Wages and Benefits

We pay all employees at least the minimum wage in accordance with the Labor Relations Act with a paycheck stub, and overtime in accordance with the same laws and regulations for unavoidable overtime work. Through the welfare benefit system, we aim to improve the quality of living security and work motivation, and contribute to sound economic development.

Article 7 Ensuring Occupational Safety

We provide support so that all employees can work in a safe and hygienic environment. We strive to prevent industrial accidents by proactively checking and improving risk factors in compliance with occupational safety laws, including regular inspections at workplaces.

Article 8 Responsible Supply Chain Management

We support all our partners, including our suppliers, to implement sound human rights practices.

Article 9 Protecting the Human Rights of Local Residents

We respect the human rights such as safety and freedom of residence of local residents and make sure that their human rights are not violated by our business activities, and cooperate with them for the development of local communities.

Article 10 Customer Rights and Data Protection

When providing products and services, we prioritize the protection of our customers' life, health, and property. We respect the privacy of our

customers as much as possible and take the best measures to ensure the security of personal information collected through our business activities.

Addendum

Addendum (2017.1.1) This Human Rights Management Policy was established and implemented from January 1, 2017.

Addendum (2022.11.1) This Human Rights Management Policy took effect as of November 1, 2022.