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| Q6.6                                        | Human Rights Management |  |                            |        |
| Created: William Park                       |                         |  | Effective Date: 2025-05-01 | Rev. 2 |
| Approved: 2025-05-01 2:18 - David Covington |                         |  | Pg. 1 of 8                 |        |

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# 인권경영정책

## (Human Rights Management)

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2025.5

## 1. Purpose of Establishment

Hanwha Advanced Materials is committed to protecting and respecting the human rights of all stakeholders affected by its business activities. We officially support international human rights standards, including Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, United Nations Global Compact Ten Principles, and hereby declare our Human Rights Management Policy as follows.

### < Human Rights Management Charter >

1. We respect and actively uphold universal norms and values related to human rights, both domestically and internationally.
2. We prohibit any form of discrimination based on gender, nationality, religion, age, social status, or any other grounds.
3. We respect the dignity and rights of all employees as human beings and provide a safe and discrimination-free work environment.
4. We embrace the corporate philosophy of “Together, Farther” and support and cooperate with all stakeholders across the value chain, including subsidiaries and partners, to practice human rights management.
5. As a responsible member of the local community, we respect the human rights of local residents and strive to contribute to the improvement of their rights.
6. We place the highest priority on protecting customer rights, and do our utmost to safeguard the life, health, and safety of our customers in all business activities.
7. We establish and operate management systems necessary for the implementation of human rights management, including ethics management, industrial safety, health, environment, compliance, and personal data protection.

## 2. Human Rights Management Policy

### 2.1 Prohibition of Discrimination

- 1) Without reasonable grounds, discrimination shall not be made based on gender, education, race, ethnicity, nationality, religion, disability, age, family status (including marriage), political opinions, social status, pregnancy and childbirth, sexual orientation, or gender identity in terms of employment, promotion, compensation, training, or other working conditions.
- 2) Labor-related laws regarding wages and working conditions shall be actively complied with, and employees shall be treated fairly and reasonably based on their capabilities and performance.

### 2.2 Humane Treatment

- 1) All employees shall be respected as human beings, and any form of inhumane treatment such as physical or psychological coercion, violence, or restriction of freedom during work is strictly prohibited.
- 2) Employees' privacy shall be respected, and appropriate measures shall be taken to protect personal information.
- 3) Abuse of position or authority in the workplace to inflict workplace harassment, sexual harassment, violence, or to create a hostile work environment beyond reasonable professional boundaries is strictly prohibited.

### 2.3 Prohibition of Child Labor

- 1) Employment of individuals below the legal minimum working age, including children under 15 years old, shall be strictly prohibited.

- 2) Even in cases where child labor is exceptionally permitted by law, strict standards shall be applied to ensure the child's health, safety, education, and welfare are protected.
- 3) If any cases of child labor are identified, immediate child protection measures shall be taken, prioritizing the rights and welfare of the child.

#### 2.4 Prohibition of Forced Labor

- 1) All forms of forced labor, including human trafficking and slavery, are strictly prohibited. Confiscation of personal identification documents such as passports or ID cards to restrict physical or mental freedom is forbidden.
- 2) No monetary charges such as recruitment fees or deposits shall be required during the hiring process, and no unfair restrictions on employees' freedom, such as limiting resignation or job change beyond prior notice or contractual terms, shall be imposed.

#### 2.5 Compliance with Working Conditions

- 1) Reasonable working hours and break time shall be guaranteed in accordance with applicable laws in the country of operation.
- 2) Fair and appropriate wages and allowances shall be paid transparently in a timely manner.
- 3) Regular communication with employees regarding working conditions shall be maintained, and feedback considered.

#### 2.6 Employee Career Management

- 1) Fair and transparent recruitment opportunities shall be provided to employees, aiming for non-discriminatory talent selection based on

capability and potential.

- 2) Performance- and competency-based training and career development programs shall be operated to support employee growth that contributes to the organization's sustainable development.

## 2.7 Guarantee of Occupational Safety

- 1) Employees' health and safety shall be the highest priority by providing a safe working environment and regularly assessing and managing risks.
- 2) Regular training and education for risk prevention shall be conducted, with prompt response and adequate support measures established in case of incidents.

## 2.8 Freedom of Association and Collective Bargaining

- 1) Employees' rights to freely form and join organizations, including labor unions, shall be respected without any disadvantage due to union activities.
- 2) Collective bargaining shall not be unreasonably refused, and results shall be respected and implemented in good faith.

## 2.9 Responsible Supply Chain Management

- 1) To build a sustainable supply chain, subsidiaries and suppliers shall be requested and supported to fulfill their human rights obligations.
- 2) A responsible management system shall be established to identify human rights risks within the supply chain and recommend corrective actions when necessary.

## 2.10 Protection of Local Community Rights

- 1) Care shall be taken to ensure that the lives and properties of local residents are not harmed by business activities, and efforts shall be made to promote coexistence and cooperation with the local community.
- 2) Active participation shall be made in environmental management activities, including preventive measures for environmental protection, achieving carbon neutrality, establishing eco-friendly workplaces, and conserving biodiversity.
- 3) The rights of local residents and indigenous peoples to natural resources such as land, forests, and water shall be respected, and forced relocation or eviction without prior consent shall be prohibited.

## 2.11 Protection of Customer Rights

- 1) We ensure that our products and services do not compromise the health and safety of our customers.
- 2) Advertising and marketing shall not be exaggerated or misleading. Technical and administrative measures shall be taken to protect customers' personal information obtained during business activities in accordance with relevant privacy laws.

# 3. Implementation of Human Rights Management

## 3.1 Operation of Human Rights-Related Grievance Procedures

- 1) Reporting and Receipt of Human Rights Violations  
: A anonymity-guaranteed channel shall be operated to enable internal and external stakeholders to safely report cases of human rights violations or potential risks related to human rights. Upon receipt of a

report, the responsible department shall promptly investigate the facts without delay.

## 2) Handling of Human Rights Violation Reports

: When addressing reported cases of human rights violations, the company shall refer to relevant laws and regulations, court precedents, guidelines from regulatory authorities, and past internal handling cases, and industry norms. The company shall seek the most appropriate remedial measures with support from relevant departments.

### <Human Rights Reporting Channel>

- Contact Person: Samuel Park
- Email: [samuel.park@hanwhaus.com](mailto:samuel.park@hanwhaus.com)

## 3) Protection of Reporter Identity and Confidentiality

: All employees shall refrain from disclosing any personal information of the reporter or any details that may lead to their identification. Information related to the victim, the nature of the violation, remedial procedures, and outcomes shall be kept strictly confidential throughout the reporting and investigation process. In addition, the company shall implement necessary protective measures to ensure that the reporter does not suffer any form of disadvantage as a result of the report.

## 4) Disciplinary Measures for Human Rights Violations

: If an employee is found to have violated the company's human rights management policy, disciplinary action shall be taken fairly and impartially in accordance with applicable laws and internal HR regulations. The individual concerned shall be given an opportunity to explain their position. Disciplinary measures shall be determined based

on a comprehensive review of the severity, intent, recurrence of the act, and the scale of damage caused.

#### 5) Appeal of Grievance Handling Outcomes

: If a reporter disagrees with the outcome of a human rights-related grievance case, a re-report can be submitted through the same channel. However, the reason for the objection must be clearly stated when raising the issue.

### 3.2 Human Rights Management Training

Hanwha Advanced Materials conducts human rights management training aimed at enhancing employees' understanding of human rights and raising awareness. The training communicates the company's human rights management direction and implementation plans. Through this education, discrimination is prevented, and employees are encouraged to recognize human rights violation risks and actively report them.

## 4. Supplementary Provisions

- 1) This Human Rights Management Policy shall be established and effective as of July 22, 2025.