

Q6.2	Supplier Code of Conduct			
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협력사 행동규범

(Supplier Code of Conduct)

2025.5

1. Purpose of Establishment

The purpose of this Code of Conduct is to ensure that all of our suppliers comply with applicable laws and regulations required for business operations and maintain and implement high operational standards in the areas of labor and human rights, environment, health and safety, business ethics, and management systems.

All suppliers who provide goods or services to our company, or who have entered into a contract for any business transaction, are required to comply with this Code of Conduct. Suppliers subject to this Code must also actively encourage and monitor compliance throughout their supply chain, including subcontractors and other business partners.

2. Supplier Code of Conduct

2.1 Human Rights and Labor

- 1) Prohibition of Child and Forced Labor: Suppliers shall comply with the labor laws of the countries in which they operate and prohibit child labor and forced labor within their workplaces.
- 2) Non-Discrimination: Suppliers shall not discriminate against employees based on nationality, place of origin, race, gender, age, culture, religion, disability, educational background, political orientation, or personal preferences.
- 3) Wages and Benefits: Suppliers shall comply with the relevant laws of the countries in which they operate and pay wages on the designated dates. Suppliers shall provide a comfortable working environment and strive to operate welfare programs to improve employees' quality of life.

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- 4) Humane Treatment: Suppliers must respect the human rights of all employees, comply with relevant laws to protect personal information, and take necessary measures to safeguard employee privacy. Inhumane treatment, physical or mental abuse, workplace harassment, sexual harassment, or violence against employees is strictly prohibited.
- 5) Freedom of Association: Suppliers shall respect employees' rights to freely form or join associations under local laws. No disadvantage shall be given for union activities, and labor-management cooperation shall be promoted.
- 6) Compliance with Working Hours: Suppliers shall comply with the working hour regulations of the countries in which they operate and guarantee reasonable working hours.

2.2 Health and Safety

- 1) Compliance with Health and Safety Laws and Regulations: Suppliers must comply with national safety and health regulations and obtain and maintain all necessary permits for safe business operations.
- 2) Operation of Health and Safety Management Systems: Suppliers are encouraged to operate health and safety management systems to prevent industrial accidents and maintain optimal working environments.
- 3) Risk Assessment: Suppliers shall regularly conduct risk assessments to identify employees' potential exposure to hazards and to proactively eliminate such risks, and shall implement necessary corrective actions.

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- 4) Management of Vulnerable Workers: Suppliers must not assign high-risk tasks to pregnant women or minors and shall strive to create working conditions that do not disadvantage vulnerable groups such as people with disabilities or foreign workers.
- 5) Emergency Preparedness: Suppliers must establish emergency response plans and manuals for natural disasters, infectious outbreaks, fires, and other emergencies, and conduct drills. They must maintain and regularly inspect evacuation routes, alarms, detectors, and fire safety equipment.
- 6) Prevention of Industrial Accidents and Illness: Suppliers shall establish systems to track industrial accidents and occupational diseases, suspend work immediately upon occurrence, take necessary actions. Also, they must investigate root causes and implement improvements. All occupational injuries shall be recorded and reported, and fundamental cause analysis and corrective actions shall be taken beyond legal requirements.
- 7) Hazardous Material Management: Suppliers must regularly measure and evaluate occupational hazard factors in the work environment and manage them to minimize exposure.
- 8) Machinery and Equipment Safety: Suppliers shall regularly inspect and assess the safety of hazardous or dangerous machines, tools, and equipment, install safety devices, and carry out preventive maintenance.
- 9) Health Management: Suppliers shall provide facilities such as rest areas, toilets, cafeterias, and dormitories as needed and maintain cleanliness. Suppliers must conduct regular health checkups in

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accordance with local health regulations.

- 10) Safety and Health Education: Suppliers must provide regular training on safety and health, and post relevant information in visible locations.

2.3 Environment

- 1) Compliance with Environmental Laws and Management System: Suppliers must comply with environmental regulations in their respective countries and obtain, maintain, and operate all required environmental permits.
- 2) Energy Use and Greenhouse Gas Emissions: Suppliers shall establish systems to measure energy consumption and greenhouse gas emissions and strive to reduce both.
- 3) Water Resource Management: Suppliers shall work to reduce water usage and increase recycling and manage discharged water pollutants based on legal or stricter internal standards.
- 4) Air Pollution Control: Suppliers shall minimize emissions of air pollutants and ensure they remain within legally permitted limits.
- 5) Waste Management: Suppliers shall understand the characteristics of generated waste, dispose of it in accordance with relevant laws, and strive to reduce the amount of waste produced.
- 6) Chemical Substance Management: Suppliers shall comply with laws and regulations regarding the restriction or prohibition of specific substances.

2.4 Business Ethics

- 1) Transparent Management and Prohibition of Improper Gains: Suppliers

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must have a policy that prohibits corruption such as bribery or embezzlement and conduct continuous monitoring. Bribery or any other forms of undue benefits shall not be promised, offered, provided, or accepted for the purpose of obtaining unfair advantage. Also, all transactions must be transparently recorded and managed.

- 2) Conflict of Interest: Suppliers shall prevent situations where personal and corporate interests may conflict, and when unavoidable, act in the best interests of the company and its clients within legal limits.
- 3) Information Disclosure: Suppliers shall disclose financial and non-financial information in a timely manner in accordance with relevant laws and regulations.
- 4) Intellectual Property Protection: Suppliers must respect all intellectual property rights and protect such rights during the transfer of technology or know-how. Any information obtained through business with the company shall not be disclosed without authorization.
- 5) Compliance with Fair and Transparent Trade: Suppliers must comply with fair trade laws and refrain from anti-competitive behavior such as collusion or antitrust practices.
- 6) Reporter Protection and Anti-Retaliation: Suppliers must operate reporting channels for unethical conduct and ensure reporter anonymity. A system to protect reporters must be in place, and no retaliation shall occur due to reporting.
- 7) Protection of Personal Information: Suppliers must systematically manage and protect personal information of all stakeholders and comply with relevant laws when handling personal data.
- 8) Compliance and Ethical Management: Suppliers must observe all

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domestic and international laws, respect societal values and customs, and contribute to national and social development through various Corporate Social Responsibility (CSR) activities. Suppliers must also ensure that their employees uphold dignity and avoid causing public controversy.

2.5 Management System

- 1) Declaration of Management's Commitment and Clarification of Responsibilities: The management of the supplier shall publicly declare their commitment to comply with this Code of Conduct and assume responsibility for its implementation.
- 2) Risk and Monitoring: Suppliers shall continuously identify risks related to human rights, the environment, health and safety, and ethics, and establish preventive measures.
- 3) Education and Communication: Suppliers shall educate their employees about this Code of Conduct and relevant laws, and communicate company policies and performance to them.
- 4) Documentation and Record Management: Suppliers shall manage documents in accordance with relevant laws and internal documentation policies.
- 5) Responsibility of Suppliers: Suppliers shall communicate this Code of Conduct to their subcontractors and encourage compliance. If any violation or risk of violation is identified, the supplier shall recommend corrective action.