

## HANSAE CO., LTD. CODE OF ETHICS

Hansae Co., Ltd. has grown to be the leader for the past 30 years through dedication as well as social and ethical responsibilities. We will continue to lead with these goals in mind.

Hansae forbids and prohibits any and all illegal and unethical business practices to give or receive bribes. A bribe is the payment of anything (money, gifts, or services) to influence a business decision. In addition, laws in many countries prohibit the offer, promise or gift of anything of value to any employee, agent, or official of the government with the intent to influence such an individual within his/her area of responsibility.

### **For external (Related to business partner);**

1. Any gift and/or gratuity received from any vendor must be returned through Hansae.
2. External activities by an individual such as dinner, entertainments, and gifts paid by a business partner are considered bribery.
3. Business transaction with personal interests will not be tolerated.
4. Purchase Orders influenced by bribery will be deemed a violation to Hansae company policy.
5. Spreading of false or sensitive information regarding our and other vendors will be considered a violation of Hansae ethics.
6. Acquisition of a vendor's public stocks to be board of directors of vendor will not be permitted.

### **For internal;**

1. Business expenses are not personal expenses.
2. Any personal interest actions deemed a violation to Hansae's Code of Conduct will not be tolerated.
3. Sexual/verbal harassment and any discrimination will not be tolerated
4. The company property can't be utilized for personal reason
5. Any information given in business must be treated as confidential.
6. Bribery, corruption, or unethical practice are neither tolerated nor permitted in any given circumstances – Sourcing, developing, marketing, licensing and inspection process.

It is the company's responsibility to conduct the prompt investigation into any complaint or alleged violation of this code of ethics and the company has the right to follow up to the fullest extent of local government laws and regulations.

By signing below you have read and fully understand and will abide by Hansae's Code of Ethics.