

HANSAE CO., LTD.

ESG Supply Chain Management Policy

HANSAE CO., LTD. has established and published a human rights policy based on the International Labour Organization (ILO) Declaration and the OECD Guidelines for Multinational Enterprises to guarantee the fundamental rights and human rights of its members. Through this policy, HANSAE respects the human rights of its employees, suppliers, and various business partners in all business operations.

Supply Chain ESG Management Policy

HANSAE has established a ESG supply chain management policy to ensure that all its sites and suppliers involved in product manufacturing provide a safe working environment, respect workers' rights, and operate in an environmentally friendly and ethical manner. This policy is based on HANSAE's Code of Ethics, Code of Conduct, Conflict Minerals Policy, Human Rights Management Policy, and Occupational Health and Safety Policy.

Supplier Responsibilities and Management Scope

All suppliers in business relationships with HANSAE CO., LTD. are required to comply with HANSAE's Supplier Code of Conduct and ESG Supply Chain Management Policy in their management decisions and overall business operations. HANSAE reserves the right, within the limits of the law, to assess and audit whether suppliers are adhering to the standards set forth in the Code of Conduct and ESG Supply Chain Management Policy. Suppliers are required to establish and implement mitigation plans for any identified risks. HANSAE's ESG management scope for suppliers consists of six key areas — Ethics, Environment, Labor and Human Rights, Health and Safety, and Management Systems — encompassing a total of 340 detailed evaluation items.

Labor and Law	<ul style="list-style-type: none">- Prohibition of discrimination (promotion of diversity and inclusion)- Fair wages and benefits- Working hours management- Humane treatment- Freedom of association and collective bargaining- Prohibition of child labor and forced labor
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Management System	<ul style="list-style-type: none"> - Establishment of a management system - Compliance with legal and external requirements - Appointment of responsible personnel - Risk assessment and monitoring - Training and communication - Information management - Operation of grievance mechanisms - Management of subcontractors and lower-tier suppliers - Compliance with codes and standards
Workplace Health & Safety	<ul style="list-style-type: none"> - Implementation of occupational health and safety management systems - Safety management of machinery, equipment, and facilities - Emergency preparedness and response - Accident reporting and management - Safety inspections - Health management
Subcontracting	<ul style="list-style-type: none"> - Prevention and management of unauthorized subcontracting
Security	<ul style="list-style-type: none"> - Supply chain security - Transportation, physical, and personnel security - Security training and threat awareness - Information technology security - Container and trailer security - Physical access control
Sustainability	<ul style="list-style-type: none"> - Environmental permits and reporting - Pollution prevention and resource reduction - Management of hazardous substances - Wastewater and solid waste management - Air emissions control - Compliance with product-related substance regulations

Supplier ESG Evaluation System

To more effectively manage supply chain ESG risks, HANSAE has established a Supplier ESG Evaluation System. This system enables quarterly audits of compliance with the ESG Supply Chain Code of Conduct for Tier 1 and Tier 2 suppliers.

