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# Human Rights Management Policy

**2025.05**

**[Approver]**

[HANSAE CO., LTD.] CEO Kim Kyung

HANSAE CO., LTD.

  
Chief Executive Officer KIM KYUNG

## **1. Principles**

Hansae Co., Ltd. is committed to operating its business in a manner that respects internationally recognized human rights standards. We strive to be a leader in fulfilling our social and ethical responsibilities and seek business partners who share these commitments. Our business is conducted in accordance with principles outlined in the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

## **2. Scope**

The fundamental human rights commitments stated in this document apply to all employees within the company. These commitments are also reflected in codes of conduct applied to all factories and partners involved in the production of our products.

## **3. Operational Guidelines**

### **1) Prohibition of Forced Labor**

Hansae respects the dignity and value of all individuals and strives to prevent any form of human rights violations, including debt bondage, forced migration labor, exploitation of women and vulnerable groups, excessive forced labor, exploitation of migrants or refugees, and forced labor in detention facilities. We do not tolerate any labor obtained through coercion, violence, threats, fraud, or physical/economic pressure without voluntary consent.

### **2) Prohibition of Child Labor**

Hansae prohibits the employment of children as defined by national laws. This principle must also be followed by all our business partners. We do not employ anyone under 15 years of age or below the compulsory education age required by the relevant country in all operations and supply chains. We verify the age of all new hires, and if child labor is identified per national definitions, equal wages, rest periods, and restrictions on overtime are applied.

### **3) Working Hours**

Hansae complies with all national laws regarding working hours and rest regulations in all operations and supply chains and does not provide working conditions below the legal minimum.

### **4) Wages and Benefits**

Hansae pays wages at least the legal minimum in each country and provides overtime pay in accordance with the law when overtime is necessary. We actively implement necessary measures, such as capacity development support, to improve employee welfare in accordance with national requirements.

## **5) Equality and Diversity**

Hansae prohibits discrimination and provides equal opportunities and fair evaluations to all employees and job applicants. We do not discriminate in recruitment, hiring, promotion, training, compensation, or benefits based on gender, race, ethnicity, nationality, religion, disability, age, family status, social status, or political opinion without reasonable cause. We strive to build an organizational culture that respects diversity.

## **6) Prohibition of Sexual Harassment and Workplace Bullying**

Employees of Hansae must respect all colleagues and business partners as individuals worthy of dignity. Any form of harassment, sexual harassment, inappropriate behavior, or retaliation based on age, disability, ethnicity, gender, race, skin color, religion, nationality, sexual orientation, union membership, or other personal characteristics is strictly prohibited.

## **7) Grievance Reporting Channels**

### **① Communication Hotline**

An internal program within Hansae's groupware that connects directly to the People & Culture (P&C) team. Employees may submit inquiries, suggestions, or concerns using real names or anonymously. All information is handled exclusively by the P&C team. If workplace bullying is reported, an objective investigation involving the parties concerned will be promptly conducted.

### **② Whistleblower Reporting**

Anyone who becomes aware of workplace harassment can report it via Hansae's official website. Reports can be made anonymously or with identification. Whistleblowers are fully protected and will not suffer any disadvantage for reporting. Once received, the report will be reviewed and processed, with feedback provided; the process may take 7–10 days for internal review and confirmation.

<https://www.hansae.com/esg/ethicsRegist>

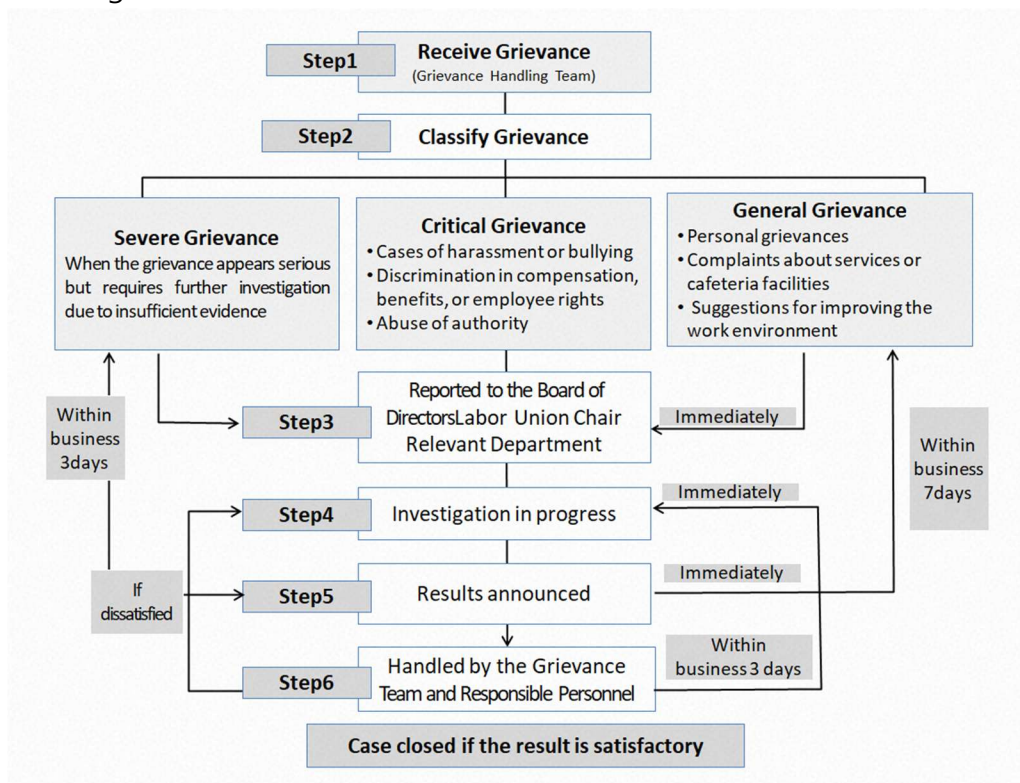
### **③ Workplace Health and Safety**

Hansae is committed to providing a safe and healthy working environment for employees, temporary workers, and business partners in compliance with safety and health laws and internal standards. We have implemented management systems and emergency response protocols to protect our members from industrial safety and health risks, including work-related accidents, injuries, health issues, infectious diseases, and natural disasters. Personal protective equipment is provided to all workers, and regular training is conducted to maintain a safe work environment. All workers have the right and freedom to remove themselves from dangerous work environments.

#### 4. Human Rights Risk Management System

This human rights policy applies to employees, overseas corporations, suppliers, and all business partners. The policy will be reinforced through regular training for employees and managers, as well as by establishing a grievance mechanism to report any violations. The Compliance Team is responsible for implementing this policy and reports findings from quarterly audits to management and relevant departments for follow-up.

Hansae will make every effort to ensure that all employees, overseas corporations, partner companies, and other stakeholders are familiar with this policy and can actively implement business practices that respect human rights.



## **5. Implementation of Human Rights Management**

Hansae operates reporting channels through which employees or any individuals or organizations (whistleblowers) who have experienced human rights violations or are aware of human rights risks can file a report. If you have witnessed or personally experienced any incidents that violate human rights principles, please report them through the following channel:

<https://www.hansae.com/esg/ethicsRegist>

Victims may report incidents through a grievance handling channel that allows for anonymous submissions. A neutral investigation will be conducted for each report, and appropriate measures will be taken to protect the victim.

All reports are guaranteed anonymity, and any unfair treatment of the whistleblower is strictly prohibited. All reports can be made anonymously, and all personal information of the whistleblower is strictly protected. There will be no disadvantages caused by making a report, and all reports will be thoroughly and fairly investigated. Appropriate actions will be taken based on the investigation results, and every effort will be made to protect the victims and prevent recurrence.

**Date: May 20, 2025**

**Issued by: Hansae Co., Ltd**