

Dongwon Metal Human Rights Charter

Last Modified Date	2024.06.10
Document Management Department	Management Planning Team

1. Overview

A. Purpose

Dongwon Metal declares this Human Rights Charter to actively implement human rights management across all its affiliates, prevent human rights violations related to business operations, and mitigate associated risks. Dongwon Metal adheres to international standards and guidelines on human rights and labor, including the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, International Labor Organization Constitution, OECD Guidelines for Multinational Enterprises, and the OECD Due Diligence Guidance for Responsible Business Conduct.

B. Coverage

This Human Rights Charter applies to all domestic and international employees of Dongwon Metal and its affiliates, including executives, employees, and non-regular workers. Furthermore, it is recommended that all stakeholders in business relationships respect this charter. In cases where the matters addressed in this charter conflict with local laws, the local laws shall take precedence. Each affiliate of Dongwon Metal may revise this charter to reflect the legal requirements and industry characteristics of the country in which it operates, and may establish detailed policies as needed. Except where there are specific provisions in local laws or company bylaws, all employees of Dongwon Metal must conduct their duties in accordance with this charter.

C. Human Rights Risk Management System

Dongwon Metal respects the human rights of all employees and works to eliminate risks through the implementation of this Human Rights Charter. To this end, it establishes internal systems necessary for the execution of human rights management, regularly assesses and improves human rights risks, and sets up a human rights due diligence policy to share results with stakeholders. The relevant departments of Dongwon Metal are responsible for implementing human rights risk management (building human rights management systems and conducting human rights due diligence) based on the principles of good faith, and they periodically review factors related to human rights management, updating the system to reflect societal changes.

2. Dongwon Metal Human Rights Management Principles

Article 1. Respect for Human Rights

All stakeholders are to be respected as individuals, and the company will actively work to prevent any mental or physical abuse. Acts of harassment, abuse, punishment, or verbal abuse will be dealt with severely according to disciplinary regulations.

Article 2. Prohibition of Discrimination

The company prohibits all forms of discrimination based on gender, age, race, color, nationality, place of origin, disability, religion, political orientation, family relationships, pregnancy, or childbirth in recruitment, employment, wages, promotion, education, and welfare. It fosters a corporate culture that values diversity among employees.

Article 3. Prohibition of Forced Labor and Child Labor

No employee shall be subjected to forced labor through violence, threats, or detention, nor shall they be required to surrender identification or passports as a means of coercion. Child labor is strictly prohibited, and measures must be taken to ensure that young workers are not deprived of educational opportunities due to employment.

Article 4. Compliance with Labor Laws and Guarantee of Freedom of Association and Collective Bargaining

The company complies with the legal working hours of each country in which it operates and provides fair compensation for labor. It respects the labor laws of each region and ensures that all employees have opportunities for open communication.

Article 5. Health and Safety

The company complies with health and safety standards required by local laws in the countries and regions in which it operates. It regularly inspects facilities, equipment, and tools to ensure employees work in a safe and clean environment.

Article 6. Responsible Supply Chain Management

The company shall actively support its suppliers in implementing the provisions of this declaration to manage risks throughout the supply chain. The company shall also pursue mutual prosperity to strengthen the competitiveness and development of its suppliers.

Article 7. Protection of Stakeholder Information

The company takes special care to ensure that the products and services it provides do not harm the

life, health, or safety of stakeholders, and takes reasonable measures to protect customer personal information gathered through its business activities.

Article 8. Guarantee of Environmental Rights

Recognizing that environmental issues can lead to serious human rights violations by affecting people's lives and health, Dongwon Metal establishes environmental management policies to minimize the negative environmental impact of its business activities.

Article 9. Human Rights in Local Communities

As a member of the local community, the company recognizes its social responsibility for local development and actively participates in social contribution activities. It ensures that its business activities do not infringe upon the rights of local residents, including their right to health, safety, and freedom of residence.

Dongwon Metal operates a reporting channel to prevent human rights violations that may arise during its business activities. When a human rights violation is reported, the relevant departments will discuss specific remedies for each case based on its characteristics.

Human Rights Violation Reporting Channel
Relevant Department: General Affairs & Safety Team
Email : dwhr@dwmic.com

Dongwon Metal is committed to actively practicing respect for human rights and will continue to improve its human rights policies.

Dongwon Metal Co., Ltd
C.E.O Sung Yong, Park

[Revision History]

Version	Revision Date	Effective Date	Major Revision Details	Author
0	2023-12-01	2023-12-01	Initial Establishment	Jaeil Kwon, General Affairs Safety Team