

Diversity and Inclusion Policy

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Chapter 1: Overview

Article 1: Purpose

This document outlines how Dongwon Metal Co., Ltd. (hereinafter referred to as 'the Company') aims to fulfill its social responsibilities and grow as a sustainable enterprise by establishing an organizational culture where talented individuals from diverse backgrounds can showcase their creativity and focus on their work. Through this, the Company intends to drive innovation, achieve high performance, and contribute to a society that values mutual diversity and inclusivity.

Article 2: Scope of Application

This policy applies to the Company and its employees. It is also recommended that all Company locations, employees, and business partners adhere to this policy or similar standards. However, if the actions recommended by this policy conflict with the laws of the country in which they are implemented, the laws of that country shall take precedence.

Chapter 2: Fundamental Principles

The Company does not discriminate against employees based on gender, race, ethnicity, nationality, cultural background, disability, age, gender identity, political or religious beliefs, or social status without a reasonable cause. Furthermore, the Company strives to create working conditions that allow employees from diverse backgrounds to realize their value within the Company.

Chapter 3: Key Areas of Diversity and Inclusion Management

Section 1: Governance

The Company strives to establish diversity and expertise enhancement criteria to enable the Board of Directors to make significant decisions while considering the interests of various stakeholders.

Article 3: Gender The Company does not discriminate based on gender in employment, promotion, training, wages, or benefits.

Article 4: Nationality The Company respects the culture and values of employees from diverse backgrounds and does not tolerate discrimination resulting from nationality.

Article 5: Other Factors The Company aims to exclude exclusivity and reflect diversity from an inclusive perspective in areas such as race, religion, and ethnicity.

Section 2: Talent Development and Acquisition

1. The Company recognizes that diversity is a core element of its sustainability and strives to develop plans that consider diversity in gender, race, ethnicity, nationality, cultural background, and age, while providing sufficient opportunities to socially disadvantaged groups.
2. The Company is committed to moving beyond traditional employment practices when necessary and seeks to cultivate and secure a diverse talent pool through creative and new approaches, in collaboration with other businesses, educational institutions, and non-profit organizations.

Section 3: Talent Development and Retention

1. The Company endeavors to provide a fair and conducive work environment for employees from diverse backgrounds.
2. The Company actively supports and works towards enabling diverse employees to participate in innovation, fostering a safe and inclusive culture, personal growth and professional development, and achieving business effectiveness.

Section 4: Training and Performance Transparency

1. The Company acknowledges the importance of diversity and inclusion as part of its business and global presence and operates training programs to help employees identify unconscious biases and behaviors that hinder an inclusive environment.
2. The Company strives to transparently disclose the implementation and metrics of diversity and inclusion as part of its culture through regular sustainability reports and other means.