



Human rights management regulations

Product Safety Management System
Quality Management System
Environmental Management System

HR Team

0.1 Contents

[illegible]

0.2 Enactment/Revision History

Rev.	Date	Enactment / Amendments	Remarks
1	Nov.12 2020	Establishment of Human Rights Management Regulations	

SL Corporation

Human Rights Management Charter

We strive to achieve the mission of 'Long-lasting company realizing people-first policy' and the vision of 'Manageable growth with customer-centric innovation' and aim for 'realization of a fair society without discrimination' and 'human rights management that puts people first.'

To this end, we declare the "SL Corporation Human Rights Management Charter" as follows, which reflects international human rights standards such as the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the 10 principles of the Global Compact (UNGC), as a basis for the right behavior and value judgment that executives and employees should follow in order to improve human dignity and value in all management activities.

One, we respect and support international and domestic norms that support values such as human rights, labor, environment and anti-corruption.

One, we do not discriminate against all stakeholders, including executives and employees, on the grounds of race, religion, disability, gender, academic background, age, family relationship (marriage, etc.), physical condition, country of origin, region of origin, political opinion, pregnancy, childbirth and others.

One, we guarantee the freedom of association and collective bargaining to protect and promote the human rights of our employees.

One, we do not allow any form of forced or child labor.

One, we guarantee industrial safety and health rights by creating a safe and hygienic working environment.

One, we strive for win-win development with partner companies, and support and cooperate to practice human rights management.

One, we respect and protect the human rights of local residents in the areas where we operate.

One, we comply with domestic and foreign environmental laws and strive to protect the environment and prevent environmental disasters

One, we strive not to endanger the safety of the public in our business activities, protect personal information collected during business and guarantee consumers' right to access information

One, we provide prompt and appropriate remedies for human rights violations that occur in our business activities.

We strive to protect the human rights of all stakeholders, including our employees, and pledge to do our best to establish and spread human rights management.

All employees of SL Corporation

Chapter 1: General Provisions

Article 1 (Purpose)

The purpose of this Regulation is to establish and implement policies and other matters necessary for the protection and promotion of human rights of all interested parties, including executives and employees of SL Corporation (hereinafter referred to as the "Company").

Article 2 (Definition of Terms)

The definitions of terms used in this guideline are as follows.

1. The term "human rights" means dignity, values, freedom, and rights of human beings guaranteed by the Constitution of the Republic of Korea and Acts or recognized by the International Human Rights Treaty and International Customs Act, which are subscribed and ratified by the Republic of Korea.
2. "The term "human rights management" means the prevention of human rights violations by enterprises and the performance of human rights-friendly management activities. It refers to the declaration of human rights policies by enterprises, the implementation of human rights due diligence and the provision of relief procedures for victims of human rights violations.
3. The term "executive officers and employees" means executive officers and employees (including non-regular workers) working for the company.
4. The term "stakeholder" means any corporation or individual who is related to the management activities of the company and has a relationship with the company, such as the Government, business partners, local residents, consumers, etc.
5. The term "partner" means a company that has a business relationship with the company, including domestic and foreign subsidiaries, investment companies, supply chain trading companies, occupants, customer companies, etc.

Article 3 (Scope of Application)

This regulation applies to all executives and employees, stakeholders and business partners related to the company's business activities.

Chapter 2 General Principles of Human Rights Management

Article 4 (Non-discrimination in Employment)

1. The company shall not discriminate against workers in employment, promotion, education, etc. on the grounds of race, religion, disability, gender, educational background, age, family relationship (marriage, etc.), physical condition, country of origin, region of origin, political opinion, pregnancy and childbirth, etc.
2. The company shall not unfairly discriminate against non-regular workers in terms of wage payment and welfare benefits.

Article 5 (Guarantee of Three Labor Rights)

1. The company guarantees that workers are free to form a union, and does not give any disadvantage to workers because of their membership in the union or their activities.
2. The company guarantees the right to collective bargaining through workers' representatives.
3. The company provides workers' representatives with the information and resources necessary to conduct trade union activities.

Article 6 (Prohibition of Forced and Child Labor)

1. The company prohibits the forced labor against the free will of workers.
2. The company shall not hire the children under the age of 15 and let them work.

Article 7 (Guarantee of Occupational Safety)

1. The company provides workers with a safe and sanitary working environment and guarantees the right to safety. In addition, the company takes measures in accordance with the related laws and regulations such as the “Occupational Safety and Health Act” for accidents or diseases that occur in the workplace.
2. The company creates a system and an environment that guarantee the safety of all stakeholders in conducting its business activities.

Article 8 (Responsible Suppliers Management)

1. The company guarantees equal opportunities to all business partners and conducts transparent and fair trade.
2. The company is careful not to cause any human rights violation, including business partners, in areas where business activities take place.

3. The company informs various stakeholders of the company's human rights management policy. The company supports and cooperates for its implementation.

Article 9 (Protection of Human Rights of Local Residents)

1. The company respects and protects local residents' right to life, freedom of movement and personal safety and property rights in the areas where business activities take place
2. The company shall follow the due procedure when expropriating, using, or restricting property rights due to public necessity.

Article 10 (Guarantee of Environmental Right)

1. The company adheres to the principle of a preventive approach so that local residents do not experience difficulties, including harmful substances and noise, in the areas where business activities take place.
2. The company establishes and maintains an environmental management system and continuously discloses relevant information internally and externally.

Article 11 (Energy Access)

In accordance with international human rights standards, the company supplies the energy necessary for the health and well-being of the people, considering appropriateness and stability of the energy prices and suitability for use by the vulnerable groups such as the elderly and the disabled.

Article 12 (Information Human Rights Protection)

1. The company protects the personal information acquired during business activities in accordance with personal information-related laws and regulations such as the "Personal Information Protection Act."
2. The company guarantees the right to access information so that all consumers, including vulnerable groups such as the disabled, can properly receive and request the information necessary for energy use

Article 13 (Women's Rights and Maternity Protection)

The company strives to improve gender-discriminatory systems and practices in recruitment and promotion and to protect female workers' maternity and work-family balance.

Article 14 (Children's Rights)

1. The company fulfills its responsibility to respect children's rights in its management and business activities.
2. The company fulfills its protection obligations for the safety and realization of children's rights in the workplace.

Article 15 (Protection of Employees' Human Rights)

The company has an active human rights protection obligation, including the rights of all employees (business partners included) to morality, health and rest.

Article 16 (Remedies)

The company provides prompt and appropriate remedies for human rights violations that occur in the course of business.

Chapter 3 Supplement**Article 17 (Others)**

Matters not stipulated in this regulation shall be in accordance with the relevant laws and regulations and the company regulations.

Addendum

This regulation will come into effect from January 1, 2021.