

Human Rights Policy

All stakeholders including Hyosung Advanced Materials employees, customers, and local communities have the right to dignity and happiness that cannot be transferred as human beings. We promise to grow together with all stakeholders through Hyosung Way, a value system of Hyosung that leads the better life of mankind based on the best technology and management capability. Hyosung Advanced Materials supports the UNGC principles, the OECD Guidelines for Multinational Enterprises, and the labor standards laid down by the ILO, as well as the Universal Declaration of Human Rights adopted at the UN General Assembly. In addition, we promise to comply with the standards of labor rights and working conditions of all the countries in which we operate, as well as our head office in Korea. This commitment is equally applicable to all stakeholders, including employees of Hyosung Advanced Materials Corporation, customers, local communities, and employees of partner companies.

Announced on June 01, 2018

Amended on July 29, 2022

Human Rights Principles

- Non-discrimination

One is entitled to have the right and freedom in all fields of political, economic, social and cultural life without unfair discrimination based on age, disability,

gender, gender identity, race, ethnicity, nationality, religion, political views, marital status, social status, and educational background.

- Equal Opportunities and Compensation

Fair compensation is given according to individual ability and performance under fair working condition, and opportunities for self-development are provided.

- Freedom of Assembly and Association

Employees have the right to enjoy freedom of association for assembly without threat of retaliation or intimidation.

- Safe Working Environment

Employees have the right to work in a healthy and safe manner in a pleasant working environment.

- Personal Privacy Protection

No one can interfere with an employee's personal information and privacy related to his/her family, housing and communication.

- Compliance with Working Conditions

We guarantee working hours determined by the country where our business is operating and comply with the regulations of regular paid leave.

- Forced or Child Labor Banned

We observe the minimum age for employment set by the country where our business is operating, and employees are not arrested mentally or physically

or forced to work against their free will, such as slavery or human trafficking.

- Fair Business Practices

Recognizing a supplier company as a partner in an equal position, Hyosung Advanced Materials does not abuse its superior position and further contributes to improving human rights of supplier companies.

- Commitment for Local Community Development

Hyosung Advanced Materials recognizes its responsibility for the development of the local community and actively invests in the community development.

- Information Transparency

We provide the required information to shareholders and investors in timely manner and maintain accuracy of accounting data to ensure transparency.

- Customer Information

We recognize customer's information as a valuable asset requesting minimal level of disclosure. For the information that we receive, we take technical and physical measures to protect the customer information.

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