

# HUMAN RIGHTS MANAGEMENT REGULATION

Established 12/2023

## CHAPTER 1

## GENERAL

**Article 1 (Purpose)** The purpose of this Human Rights Management Regulation (hereinafter referred to as the "Regulation") is to establish and implement policies for the protection and promotion of the Human Rights of all Stakeholders, including Employees of Hanwha Aerospace Co., Ltd. (hereinafter referred to as the "Company"), and to determine other necessary matters.

**Article 2 (Scope of Application)** The Regulation shall apply to all Employees of the Company and Stakeholders related to the Company's management activities.

**Article 3 (Definitions)** The terms used in the Regulation have the following meanings:

1. The term "Human Rights" means the dignity, value, freedom, and rights of human beings guaranteed by the Constitution and laws or recognized by international Human Rights treaties and customary international law ratified and acceded to by the Republic of Korea.
2. The term "Human Rights Management" means the importance and protection of human dignity and value in the Company's management activities.
3. The term "Employee(s)" means Employees (including non-regular employees) working for the Company.
4. The term "Worker" means employees under Article 2, paragraph 1 of the Labor

Standards Act.

5. The term "Stakeholders" means all organizations or individuals who have a relationship with the Company, such as customers, business partners, and local residents, who are related to the Company's management activities.
6. The term "Partner Company" includes all subsidiaries, investment companies, and trading companies that have a business relationship with the Company.
7. The term "Human Rights Violations" means any act that violates human dignity and values, such as verbal and physical violence, sexual harassment and harassment, discrimination and forced labor, violation of safety and environmental rights, and invasion of privacy, which occur mutually within the Company or among various Stakeholders, regardless of the relationship between the top and bottom, and the victim of Human Rights violations or those who cooperate with the investigation such as the reporter or witnesses (hereinafter referred to as the "reporter, etc."), take adverse personnel measures, expose their identity, etc. It also includes damages such as defamation (including damage caused by the use of information and communication networks).

## **CHAPTER 2        PRINCIPLES OF HUMAN RIGHTS MANAGEMENT**

### **Article 4 (Prohibition of Discrimination in Employment)**

- (1) The Company shall prohibit discrimination on the grounds of race, gender, religion, region of origin, marital status, age, educational background, blood ties, regional affiliation, academic ties, physical condition, social status, etc., and respect diversity.
- (2) The Company shall not unfairly discriminate against non-regular Workers.

## **Article 5 (Guarantee of Freedom of Association and Collective Bargaining)**

- (1) The Company shall guarantee that Workers are free to form trade unions.
- (2) The Company shall not disadvantage Employees for joining a labor union or for the legitimate work practices of the labor union.
- (3) The Company shall provide the Workers' representatives with the information necessary for them to carry out their legitimate activities as the Workers' representatives.

## **Article 6 (Prohibition of Forced and Child Labor)**

- (1) The Company shall not engage in forced labor, prisoner labor, or human trafficking against the will of the Workers, regardless of the form or type, or obtain business profits therefrom.
- (2) The Company shall not employ minors who have not reached the minimum working age set by the laws and international standards of the country in which the business is conducted.

## **Article 7 (Protection of Human Rights in the Workplace)**

- (1) The Company shall be obliged to actively protect Human Rights to ensure the dignity of all Employees, including the right to personality, health, and rest.
- (2) The Company shall take preventive measures to prevent all Employees, regardless of superiority or subordinate relationship, from engaging in verbal or physical violence, sexual harassment, or bullying in the workplace.
- (3) The Company shall provide necessary accommodations for Employees with disabilities to perform their duties and take care not to discriminate against them on the basis of their disabilities.

### **Article 8 (Ensuring Industrial Safety)**

(1) The Company shall provide a safe and healthy working environment to its Employees, prevent industrial accidents, and take appropriate measures in accordance with relevant laws in the event of an accident or illness that occurs during the workday.

(2) The Company shall create a system and environment that guarantees the safety of Stakeholders in carrying out its business.

### **Article 9 (Guarantee of Environmental Rights)**

(1) The Company shall comply with domestic and foreign environmental laws and regulations and strive to protect the environment and prevent pollution.

(2) The Company shall do its best to prevent residents from experiencing various difficulties such as harmful substances and noise in the area where the Company conducts business.

(3) The Company establishes and maintains an environmental management system and continuously discloses information internally and externally.

### **Article 10 (Protection of Information Human Rights)**

The Company shall protect the personal information of all Stakeholders, including the Company's executives and Employees, acquired in the course of its business in accordance with laws and regulations related to personal information, including the Personal Information Protection Act.

### **Article 11 (Establishment of Human Rights-Friendly Relations with Business Partners)**

(1) The Company shall guarantee equal opportunities to all suppliers and conduct transparent and fair transactions.

(2) The Company shall maintain a cooperative relationship with its partners based on mutual trust and shall not engage in unfair management interference or rude words or acts using a superior position.

#### **Article 12 (Protection of Customers' Human Rights)**

(1) The Company shall disclose product and service information to the extent that it can be disclosed under law in order to protect customers' right to know.

(2) The Company shall thoroughly collect and manage information to protect the privacy of customers.

#### **Article 13 (Protection of Human Rights of Local Residents)**

The Company shall respect and protect the right to life, freedom of relocation of residence, right to safety, and property rights of residents in the area where it conducts business.

#### **Article 14 (Remedial Measures)**

The Company shall take prompt and appropriate remedies for Human Rights violations that occur in the course of conducting its business.

### **CHAPTER 3          HUMAN RIGHTS MANAGEMENT SYSTEM**

#### **Article 15 (Declaration of Human Rights Management)**

The Company declares Human Rights Management in order to guarantee human dignity and value in its management activities, and its Employees shall practice it as the norm and value judgment standard of Human Rights Management.

## **Article 16 (Establishment of Plans)**

The CEO shall establish a regular plan for the effective promotion of Human Rights Management, and the plan shall include the following items:

1. Goals and basic directions of Human Rights Management;
2. Human Rights Management promotion strategy and implementation tasks;
3. Administrative matters for the promotion of Human Rights Management; and
4. Other matters necessary for the protection and promotion of Human Rights.

## **Article 17 (Responsible Department of Human Rights Management)**

(1) The Company shall establish a department in charge of Human Rights Management (hereinafter referred to as the "Responsible Department") in order to efficiently implement Human Rights Management.

(2) The duties of the Responsible Department are as follows:

1. Matters related to the establishment and implementation of the Human Rights Management plan;
2. Matters concerning the implementation of Human Rights education;
3. Matters concerning the Implementation of Human Rights Impact Assessment;
4. Matters concerning the operation and support of Human Rights Management; and
5. Other matters deemed necessary by the CEO or the Human Rights Management Committee.

(3) The Responsible Department shall periodically conduct a diagnostic survey and monitoring of Human Rights violations among internal and external Stakeholders in order to investigate the status and awareness of Human Rights violations within the Company.

(4) The Responsible Department shall establish and implement necessary measures to prevent Human Rights violations and prevent recurrence of such incidents.

#### **Article 18 (Human Rights Management Officer)**

(1) For the smooth and effective operation of Human Rights Management, the Company shall designate a compliance officer appointed in accordance with Article 542(13) of the Commercial Code as the human rights management officer.

(2) The human rights management officer shall have the authority to comply with the following matters:

1. Establishment and implementation of Human Rights Management plan;
2. Procedures for receiving, investigating, remedying and closing Human Rights violations; and
3. Other work related to Human Rights Management.

(3) The human rights management officer shall monitor whether the Company's policies and systems comply with Human Rights, and if Human Rights violations occur, the Responsible Department and the relevant department shall request improvements.

#### **Article 19 (Human Rights Education)**

(1) The Responsible Department shall regularly conduct Human Rights education at least once a year to improve the awareness of Human Rights among all Employees.

(2) In order to declare the Company's commitment to respect Human Rights, the Responsible Department may conduct separate training for executives in addition to the training described in Paragraph 1.

(3) The Responsible Department may conduct Human Rights education for Stakeholders, including partner companies, in order to spread a culture of respect for Human Rights.

## **Article 20 (Fulfillment of Responsibility to Respect Human Rights)**

(1) The Company may take necessary measures to protect Human Rights and promote Human Rights-centered values and may support the Human Rights Management activities of its Stakeholders.

(2) In the event that the Employee commits a Human Rights violation against an employee of a Partner Company or becomes aware of a violation of Human Rights within a Partner Company, the Company may demand the suspension of the act and take appropriate measures such as disciplinary action against the Employee or report to the relevant authorities.

## **CHAPTER 4 HUMAN RIGHTS MANAGEMENT COMMITTEE**

### **Article 21 (Establishment and Functions)**

(1) The Company shall establish the Human Rights Management Committee (hereinafter referred to as the "Committee") as the highest decision-making body for the effective promotion of Human Rights Management.

(2) The Committee shall deliberate and decide on the following matters for the protection and promotion of the Human Rights of Stakeholders, including the Employees:

1. Matters related to the establishment of a Human Rights Management plan;
2. Matters related to Human Rights Management-related systems and policies;
3. Matters related to Human Rights practice, including Human Rights impact assessment (Human Rights due diligence) and inspection obligations;
4. Matters related to remedies for Human Rights Violations and Measures to Prevent Recurrence; and



5. Other matters that the chairman has determined require consideration.

#### **Article 22 (Composition and Operation)**

(1) The Committee shall consist of not more than 10 members, including one chairman.

(2) The chairman of the Committee shall be the representative director, and the members of the Company's compliance Committee shall be nominated and appointed by the chairman who is recommended by the head of the department in charge. Provided that external experts and Stakeholders recommended by the Human Rights Management officer may be additionally appointed as Committee members.

(3) In order to efficiently carry out the work of the Committee, the Committee shall appoint the head of the department in charge as the secretary, and the secretary shall handle the affairs of the Committee.

(4) In the event that the chairman deems it necessary, he or she may invite a person who is not a member of the Committee to attend the meeting to receive an explanation or express an opinion on the bill and may request the submission of relevant materials.

#### **Article 23 (Method of Convening and Resolution)**

(1) The meetings of the Committee shall be divided into regular meetings and extraordinary meetings, and regular meetings shall be held at least once a year.

(2) The chairman represents the Committee and oversees its work.

(3) In the event that the chairman is unable to perform his or her duties due to unavoidable reasons, the Committee members shall act in their place according to the order of seniority.

(4) Meetings of the Committee shall be convened at the request of the chairman or at least one-third of the members present.

(5) The meeting of the Committee shall be decided by the presence of a majority of the

members present and the vote of the majority of the members present, and in the event of a tie, the chairman shall have the right to decide.

(6) The Committee may decide in writing on matters that are minor or require urgency.

(7) Members who have an interest in the Committee's agenda shall be excluded from the discussion of the agenda and shall not be counted toward the quorum for deliberation.

#### **Article 24 (Confidentiality)**

Members and related persons concerned who attend meetings of the Committee shall not divulge any confidential information they have learned in connection with the Committee.

#### **Article 25 (Term of Office and Termination of the Committee Members)**

(1) The term of office of the chairman and other internal members shall be for the period of their tenure in office, and the term of office of the external members shall be two years, but they may be re-elected.

(2) The Company may terminate the appointment of a member even before the expiration of the term of office if the member falls under any of the following:

1. In the case that a member of the Committee violates Article 24 and divulges the confidential information learned in the course of his or her duties;
2. In the case that the Committee member is unable to perform his or her duties due to illness, accident, or other health reasons;
3. In the case that a member of the Committee expresses his or her intention to resign;
4. In the case that a member of the Committee is involved in Human Rights violations;  
or
5. In the case that it is judged that the performance of the job is not suitable due to neglect of duty or damage to dignity.

## **CHAPTER 5 HUMAN RIGHTS IMPACT ASSESSMENT**

### **Article 26 (Human Rights Impact Assessment)**

The Company may conduct Human Rights impact assessments on a regular basis or as necessary as part of its obligation to practice and inspect Human Rights.

### **Article 27 (Procedure for Conducting Human Rights Impact Assessment)**

(1) The Company shall conduct a Human Rights impact assessment on issues that affect the Human Rights of employees and Stakeholders, such as the operation of the Company and its major businesses.

(2) The Responsible Department may supervise the Human Rights impact assessment and request necessary data from the relevant departments, and each department shall cooperate in good faith.

(3) The Responsible Department shall report the results of the Human Rights impact assessment to the Committee, and the Committee shall review and adopt the results of the Human Rights impact assessment.

(4) The Company shall establish and implement a separate plan for the detailed procedures and methods of the Human Rights impact assessment depending on the case but may entrust it to an external expert agency to implement it.

## **CHAPTER 6 REPORTING AND REMEDIES FOR HUMAN RIGHTS VIOLATIONS**

### **Article 28 (Remedies for Human Rights Violations)**

(1) Anyone who has been infringed on human rights or becomes aware of the infringement of another person may report it through various methods (hereinafter referred to as the "Reporting Channel"), such as the company's website, the compliance support system, the online complaint handling center, and the person in charge of preventing human rights violations, and an anonymous Reporting Channel shall be operated together to protect the reporter.

(3) The procedures and methods for remedies for Human Rights violations shall be in accordance with Article 29, but separate guidelines shall be prepared and operated for details.

#### **Article 29 (Procedures and Methods for Remediating Human Rights Violations)**

(1) The Company shall establish and operate a grievance center that receives, investigates, and follows reports of Human Rights violations and monitors Human Rights compliance.

(2) The Ombudsman Center shall have at least one person each male and one person in charge of receiving and counseling Human Rights violations (hereinafter referred to as the "Person in Charge of Preventing Human Rights Violations").

(3) The Ombudsman Center shall monitor the occurrence of secondary damage during the investigation process of the Human Rights violations it receives, and take measures to minimize the damage, such as promptly separating the work and workplace of the victim and the actor and stopping the violation of Human Rights.

(4) In the event that a report of Human Rights violations occurs, the department operating the grievance center shall immediately share it with the department in charge and the person in charge of Human Rights Management and report the final result to the Committee after completing necessary measures such as counseling, investigation, and follow-up measures.

Provided that if the grievance center management department or the Human Rights

Management officer determines that the case is serious, the case shall be immediately reported to the Committee and the case shall be handled with the recommendation of the Committee.

(5) Receipt of external Human Rights violations through the website (compliance report) and official e-mail ([compliance1@hanwaha.com](mailto:compliance1@hanwaha.com)) shall be transferred to the grievance center or relevant department after receipt by the competent department to conduct investigation and remedy procedures.

## **CHAPTER 7 SUPPLEMENTARY RULES**

### **Article 30 (Minutes)**

The proceedings and results of the Committee shall be recorded in the minutes and shall be signed by the members present and kept by the Responsible Department.

### **Article 31 (Amendment)**

Amendments to the Regulation shall be made by resolution of the Committee.

### **Article 32 (Miscellaneous)**

Matters not prescribed in the Regulation shall apply mutatis mutandis to laws and regulations and related regulations of the Company.

### **Addendum (12/01/2023)**

The Regulation shall be established and effective from December 1, 2023.