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	Regulation on Human Rights	Date of Revision	
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Chapter 1: General Provisions

Article 1 (Purpose)

The purpose of this Basic Human Rights Management Policy is to establish norms to protect and promote the human rights of the employees and stakeholders of PLAKOR Co., Ltd. This policy complies with human rights-related laws, international standards, and both domestic and international guidelines.

Article 2 (Scope of Application)

This policy applies to all company employees and extends to all stakeholders involved in the company's work, including suppliers, partners, and customers.

Article 3 (Definitions)

The terms used in this policy are defined as follows:
"Human rights" refer to the fundamental dignity, values, freedoms, and rights guaranteed by the Constitution and laws or recognized under international human rights treaties and customary international law to which the Republic of Korea is a party. "Stakeholders" refer to all entities and individuals directly or indirectly related to the company's management activities, including partners, suppliers, customers, residents, and members.

Chapter 2: Regulation on Human Rights Management

Article 4 (Prohibition of Discrimination)

- ① The company shall not discriminate based on gender, region, pregnancy and childbirth, nationality, race, ethnicity, religion, disability, age, family status (marital status, etc.), political views, social status, skin color, etc., in matters such as employment, performing work, promotion, payment of incentives, and educational opportunities.
- ② The company shall establish a system to fairly evaluate and compensate performance.

Article 5 (Compliance with Working Conditions)

- ① The company shall comply with the legal working hours, and where there are overseas operations, it shall comply with the relevant laws of each country.
- ② The company shall pay employees compensation no less than the minimum wage prescribed by law and provide reasonable compensation along with a detailed payslip.
- ③ The company shall pay overtime wages in accordance with the standards set by law for any overtime work performed by employees.
- ④ The company shall provide mechanisms for exchanging information and participation between labor and

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management concerning working conditions through a labor-management council.

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Article 6 (Humane Treatment)

- ① All employees' privacy shall be respected, and any form of unreasonable treatment, including mental or physical coercion, abuse, threats, or confinement, is prohibited.
- ② The company shall guarantee employees' rights to dignity, health, and rest, and promote a healthy work environment.
- ③ Verbal or physical violence, harassment, sexual harassment, or sexual assault in the workplace is strictly prohibited. In the event of violations, disciplinary actions will be taken, and procedures to protect the victim will be implemented.

Article 7 (Prohibition of Forced Labor and Child Exploitation)

- ① Forced labor, including human trafficking, that goes against the free will of workers is prohibited.
- ② The company shall not require employees to surrender identification documents such as ID cards or passports.
- ③ The company shall not employ children under the age of 15.
- ④ For minors aged between 15 and 18, the company shall guarantee their right to education in accordance with applicable laws and shall not assign them to tasks that may jeopardize their safety or health, including night shifts or overtime work.

Article 8 (Guarantee of Workers' Rights)

- ① The company shall guarantee workers the freedom of association and the right to collective bargaining.
- ② Workers are freely permitted to form labor unions and shall not be disadvantaged for joining or engaging in union activities.

Article 9 (Guarantee of Industrial Safety and Health)

- ① The company shall provide a safe and sanitary working environment and prevent accidents by regularly inspecting workplace facilities, equipment, and tools.
- ② The company shall establish appropriate compensation measures for accidents occurring during work.
- ③ The company shall foster systems and environments that ensure the health and safety of its employees.

Article 10 (Protection of Customers' Rights)

- ① The company shall strive to protect customers' safety, lives, health, and property when providing products or services.
- ② The company shall comply with personal information protection laws, such as the Personal Information Protection Act, and safeguards customers' personal data.

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Article 11 (Protection of Human Rights of Local Communities and Indigenous Peoples)

- ① To protect the human rights of local communities, all employees must ensure that the rights of local residents are not violated during the performance of their duties, and must safeguard the rights of local residents regarding safety and health, intellectual property, and freedom of residence.
- ② To protect the rights of indigenous peoples, the company's top management shall ensure the protection of land, forests, and water resources when constructing or expanding factory sites, and guarantee the fair value of the land to protect the rights of indigenous peoples if land acquisition is necessary.
- ③ When constructing or expanding factory sites, the company shall negotiate in advance with indigenous peoples on compensation amounts and relocation areas, resolving potential conflicts of interest to avoid forced evictions, and make every effort to address the matter amicably.

Article 12 (Reporting System)

- ① Employees and stakeholders who have experienced or are aware of human rights violations may report such matters through any of the following accessible channels:
Website: <http://www.plakor.co.kr/petition>
Email: hjyoon@plakor.co.kr / Phone: 031-369-8788
Postal Address: PLAKOR Audit Office, 679-24, Hyundai Kia-ro, Namyang-eup, Hwaseong-si, Gyeonggi-do
- ② No employee shall imply, disclose, or report to others the identity of the whistleblower or any fact that could reasonably lead to the identification of the whistleblower, with the knowledge that they are a whistleblower.
- ③ No employee shall impose unfair disadvantages on the whistleblower due to the act of reporting.
- ④ If a whistleblower suffers any disadvantage due to reporting, they may apply for restoration or other necessary remedies.

Article 13 (Living Wage)

- ① The company shall accurately understand the concept of a living wage and its relationship with the minimum wage.
- ② To guarantee a living wage for all employees, the company shall secure the support and commitment of senior management.
- ③ By analyzing the gap between current wage levels and the living wage, considering regional characteristics, the company shall achieve realistic living wage goals. The company shall set and adjust living wage strategies tailored to regional specificities,

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promoting local economic development and fostering socially sustainable change.

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- ④ Labor unions shall participate in wage discussions, and stakeholders such as employee representatives, worker committees, company councils, and unions may also be involved in implementing living wages.
- ⑤ The company shall set clear and time-bound goals for achieving living wage commitments, develops, and apply detailed and transparent strategies and wage payment processes to bridge wage gaps.
- ⑥ Wage trends shall be continuously monitored. A process for regularly reviewing the adequacy of wages shall be established, and procedures for addressing instances where wages fall below the minimum living cost shall be implemented. These procedures shall be applied consistently to all employees, and the company shall pay full wages to employees after three months (probationary period) from the start of their employment.

Article 14 (Recruitment)

- ① Applicants for positions at the company shall submit the following documents:
 - 1. One copy of their resume
 - 2. One copy of their self-introduction letter
 - ② The company may select employees through a process that includes document screening, oral interviews, and medical examinations. However, the company shall not request information unrelated to the performance of duties as part of the recruitment evaluation.
- * For detailed information, please refer to the company's internal "Employment Rules."

Article 15 (Training and Career Development Management, etc.)

- ① To enhance job-related skills and prevent workplace accidents, employees must undergo necessary training (including practical apprenticeships) provided by the workplace, government educational institutions, or private training institutions. The specific content of training and career development management are as follows:
 - A. Training on the prevention of workplace harassment and sexual harassment
 - B. Safety, health, and compensation for industrial accidents
 - C. Prevention of serious accidents under the Serious Accidents Punishment Act
 - D. Protection of personal information
 - E. Training on compliance with relevant laws and the establishment of ethical management practices to ensure adherence to the "Code of Ethics" and the "Detailed Operation and Management Guidelines"

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② To respond swiftly to international regulatory trends and maximize the company's benefits, the following training and career development management areas must be complied with:

- A. Sustainability Reports (ESG Management Reports)
- B. Carbon Border Adjustment Mechanism (CBAM)
- C. Corporate Sustainability Due Diligence Directive
- D. Climate-related Disclosure, etc.

- Addendum -

1. The representative director shall implement amendments and repeals of this policy following a resolution of the Board of Directors.
2. This policy shall take effect as of May 1, 2024.