

Partner Code of Conduct	Revision No.	Last Revision
	0	Feb. 10, 2023

1. Purpose

The purpose of this document is to ensure that all business partners transacting with Hyosung Chemical (hereinafter referred to as the “Company”) fulfill their social responsibilities so that the Company and its business partners can earn the trust of the public.

2. Code of Conduct

2.1 Ethical management: The Company pledges to establish a culture of honest and open trade and to participate actively in ethical management.

- (1) In all work-related processes, such as bidding, contract conclusion, and contract execution, the Company shall not directly or indirectly provide money, goods, entertainment, gifts, or convenience, or respond to unreasonable demands.
- (2) The Company shall never engage in collusion or unethical conduct in the bidding process.
- (3) In the event that the Company have committed an unfair act using fraudulent means, the Company shall accept all disadvantages, including suspension of transactions and contract termination.
- (4) The Company shall offer the highest quality and level of service to ensure customer satisfaction.
- (5) The Company shall not use all raw materials, including conflict minerals obtained through illegal and unethical means.

2.2 Human rights and labor: The Company pledges to honor the human rights of its employees and not to treat them inhumanely.

- (1) The Company shall forbid discrimination on the basis of race, language, religion, ethnicity, disability, political opinion, academic ties, and age.
- (2) The Company shall provide fair compensation based on an individual’s ability and performance, in addition to fair working conditions.
- (3) The Company shall guarantee the right to assemble without fear of retaliation or intimidation.
- (4) The Company shall guarantee the legal working hours of the country in which it conducts business and shall provide regular paid vacations.
- (5) The Company shall adhere to the minimum age of employment of the country in which it conducts business and shall prohibit forced labor against the will of its employees.
- (6) The Company shall respect all of the Company’s and tier-2 business partners’ intellectual and physical property rights.
- (7) The Company shall not interfere with the privacy of its employees, such as personal data, family status, housing, and communication.

2.3 Safety and health: The Company pledges to prevent workplace accidents and occupational diseases by identifying risk factors in advance.

- (1) The Company shall ensure a pleasant work environment where employees’ health and safety are secured.
- (2) The Company shall prepare emergency response plans and conduct evacuation drills to enhance employees’ effective evacuation capabilities.
- (3) The Company shall strive to prevent industrial accidents and occupational illnesses.
- (4) The Company shall ensure hygiene in employees’ restrooms, drinking water, and dormitories.
- (5) The Company shall provide essential safety and health information for workers.

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2.4 Environment: The Company pledges that all of its products and services adhere to environmental standards and have a minimal environmental impact.

- (1) In addition to acquiring the necessary licenses and permits, the Company shall identify and adhere to the latest amendments to the law.
- (2) The Company shall endeavor to reduce the amount of energy and materials used throughout the manufacturing process.
- (3) The Company shall thoroughly manage substances that can harm human health and/or the environment.
- (4) The Company shall manage the discharge of air pollutants and the corresponding pollution control facilities.
- (5) The Company shall reduce the amount of water used throughout processes and manage emissions in accordance with regulations.

End of Document.