

Human Rights Management Policy

Kukdo Chemical has made the philosophy of human rights management, which aims to enrich the lives of its employees and various stakeholders, and furthermore, all members of society, the foundation of its management by incorporating it into the 7 Management Rules. Based on this, Kukdo Chemical recruits diverse talents without discrimination, guarantees a minimum living wage to improve the quality of life, provides ample educational opportunities for individual development, and offers a pleasant working environment, thereby continuously innovating to be a great workplace where employees can achieve their visions.

1. LABOR AND HUMAN RIGHTS PROTECTION

- We support and respect internationally declared labor and human rights protection policies and activities, such as the ‘International Labor Organization Convention.’

2. PROHIBITION OF DISCRIMINATION

- We prohibit all discrimination. We respect and embrace the diversity of our employees and do not discriminate on the grounds of race, nationality, age, education, family, etc., in hiring, wages, training, promotion, and retirement.

3. PROHIBITION OF CHILD LABOR AND FORCED LABOR

- We eradicate all child labor. We comply with the minimum employment age stipulated by local laws in each country, and we ensure to verify the age of applicants during the hiring process.
- We prohibit all types of forced labor. We comply with laws and regulations related to labor standards and do not unfairly suppress the freedom of employees or compel them to engage in labor contrary to their will
- We comply with local laws and regulations with respect to health, safety, and working hours.

4. WAGES AND BENEFITS

- We comply with all statutory standards for wages and benefits, and operate a fair and equal compensation system. We pay the minimum wage or higher in each country where

the business is located, and operate a fair compensation system based on competency and performance. We also provide training and a working environment to enhance the capabilities of our employees.

5. FREEDOM OF ASSOCIATION

- We guarantee freedom of association and collective bargaining for all workers

September 14, 2023

Kukdo Chemical Co., Ltd.

CEO & Chairman, Si Chang Lee