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# **SEWON AMERICA HUMAN RIGHTS CHARTER (POLICY)**

## **Charter on Human and People's Rights**

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[ Revision History ]

Legislator	Initial establishment	Revision date	Revision
Seal of the law	06.20.2025	06.20.2025	creation

Management Department : HR Team

# **Sewon America Human Rights Charter**

revision 06.20.2025 / Effective 07.01.2025

## **Chapter 1 General Provisions**

### **Article 1 “Purpose of Enactment”**

① Sewon America Co., Ltd. ( hereinafter referred to as the “Company”) hereby declares this Human Rights Charter in order to prevent human rights violations and mitigate potential risks in all business areas and business-related activities. ② The Company complies with international standards and guidelines related to human rights/labor based on internationally accepted human rights norms and human rights standards, such as the Universal Declaration of Human Rights, the UN Guiding Principle on Business and Human Rights , the International Labor Organization Constitution, the OECD Guidelines for Multinational Enterprises, and the OECD Due Diligence Guidance for Responsible Business Conduct .

### **Article 2 “Scope of Application”**

① This Human Rights Charter applies to all stakeholders including the company and its affiliates’ domestic/international officers and employees (including executives, employees, and non-regular workers), as well as the company and its financial transaction relationships. ② In the event that any matter covered by this Human Rights Charter conflicts with the laws of the local country, the local laws shall take precedence. ③ Each affiliate of the company may revise and use this Human Rights Charter to reflect the laws and industrial characteristics required by the relevant country, and may establish

separate detailed policies when necessary. ④ Except in cases where there are special provisions in the laws or regulations of the relevant country, the company's articles of incorporation, or company rules, all officers and employees of the company shall perform their duties in accordance with this Human Rights Charter .

### **Article 3 “Human Rights Risk Management System”**

① In order to respect the human rights of all executives and employees and to resolve risks, the company establishes an internal system necessary for implementing human rights management in accordance with this Human Rights Charter, regularly evaluates and improves human rights risks, and establishes a human rights due diligence policy to sufficiently share the results with stakeholders. ② The company's human rights management department, etc. implements a human rights risk management system (establishment of a human rights management system and human rights due diligence) in accordance with the principle of good faith, periodically reviews matters to be considered for human rights management, and actively reflects social changes to revise and manage the relevant management system .

## **Chapter 2 General principles**

### **Article 4 “Human Rights Management Principles”**

#### **4.1 Respect for human rights**

① The company respects all stakeholders as defined in the general rules as human beings and actively works to prevent mental or physical inhumane treatment. ② If inhumane acts such as sexual harassment, abuse, corporal punishment, or verbal abuse occur or are confirmed, the company will take strict measures in accordance with the company's disciplinary regulations .

## **4.2 Prohibition of forced and child labor**

① No action or behavior against the free will of an individual, such as assault, verbal abuse, intimidation, or confinement, shall be taken between the company's officers and employees and stakeholders, or between internal officers and employees. ② The company does not request excessive personal information, such as identification cards, passports, or work permits, on the premise of employment, and does not force officers and employees to work against their free will, such as by unfairly restricting their mental/physical freedom. ③ The company prohibits child labor in principle and does not employ children and adolescents under the age of 15. ④ The company complies with labor-related laws and regulations for minors under the age of 18 and does not allow them to engage in work that may involve hazardous or risky factors. ⑤ The company takes measures to ensure that educational opportunities for minors are not restricted due to work .

## **4.3 Human Trafficking**

The company shall not exploit labor in the public and private sectors through human trafficking, sexual exploitation, debt labor, human rights abuse or similar forms of labor exploitation by taking advantage of people's vulnerable positions/environments/conditions.

## **4.4 Guarantee of working hours , wages and welfare**

The company complies with the statutory working hours for all officers and employees in accordance with the Labor Standards Act and the Labor Standards Act, pays wages to workers in accordance with reasonable compensation standards set by the company, and provides welfare benefits to officers and employees when necessary in accordance with internal standards.

## **4.5 Guaranteeing freedom of association and collective bargaining**

guarantees freedom of association and the right to collective bargaining by providing sufficient communication opportunities to all employees .

## **4.6 Safety and Health**

The company regularly inspects facilities, hazardous machinery, equipment, and tools at the workplace to ensure that all employees can work in a safe and pleasant environment, takes appropriate measures to

prevent physical and mental risks, and complies with national or regional safety and health-related laws and regulations .

#### **4.7 Anti-discrimination and prevention of workplace bullying**

① The company does not discriminate in hiring, promotion, education, wages, welfare benefits, etc. based on gender, age, race, ethnicity, nationality, religion, disability, age, family relationship, marriage, pregnancy, childbirth, social status, or political orientation without reasonable cause, and pursues an inclusive and mutually beneficial organizational culture that respects the diversity of its employees. ② All employees must not use their position or relationship in the workplace to cause physical or mental suffering to other employees, such as by giving coercive work instructions or verbally abusing them, or to worsen the working environment .

#### **4.8 Guaranteeing human rights, property rights and environmental rights for local residents and indigenous peoples**

① The company recognizes its social responsibility toward the local community in its business activities, takes care to ensure that the human rights of local residents are not violated in relation to business performance, protects the rights to safety and health of local residents and freedom of residence, and strives to guarantee the rights of local residents to their land, surrounding forests, green spaces, and water resources. ② The company establishes and manages environmental policies to minimize negative environmental impacts so that environmental issues do not directly affect people's health. ③ When using others' knowledge, the company first checks whether it is subject to protection by intellectual property rights, and when confirming ownership of copyright or intellectual property, it checks whether it is customarily protected.

④ The company collects opinions from local residents and indigenous people and guarantees their participation during the business operation process from ① to ③ above.

#### **4.9 Protection of Customer Human Rights (Protection of Stakeholder Information)**

When providing products and services, the company pays attention to not harm the life, health, safety, and property of customers, and strives to take reasonable measures to protect personal information collected in relation to business activities.

#### **4.10 Responsible Supply Chain Management and Conflict Minerals**

① We actively support our partners in the supply chain based on their business relationship with the company to practice each clause of this policy, and seek win-win cooperation to enhance the competitiveness and development of our partners by managing risk factors throughout the supply chain to prevent them from occurring. ② We actively strive to secure supply chain transparency through continuous monitoring to prevent the purchase of raw materials for conflict minerals that are illegally mined, including through labor exploitation, human rights abuse, and child labor in conflict zones and 10 high-risk countries in Africa .

## **Chapter 3 Human Rights Management Operation System**

### **Article 5 “Governance of Human Rights Management Responsibility and Implementation”**

① The company shall proclaim a human rights charter to guarantee human dignity and value, and officers and employees shall use it as a code of conduct for human rights management and as a standard for value judgment and practice it. ② In accordance with the purpose of establishing the human rights charter, the status of human rights management shall be managed/supervised through working-level meetings hosted by decision-makers or heads of key management departments, and opinions from various stakeholders such as officers, employees, labor unions, partner companies, local residents, and customers shall be actively collected. ③ The human rights management department (or management and supervision officer) shall fulfill the responsibilities and roles for the following matters.

1. Review of the establishment/revision of the Human Rights Management Charter
2. Provide opinions when revising internal regulations such as personnel system, employment rules, and collective agreements.

3. Matters concerning the implementation of human rights impact assessments and necessary measures for human rights management
4. Recommendations on assessment and actions to be taken to prevent human rights risks
5. Investigation of cases of human rights violations and deliberation on remedies
6. Other matters deemed necessary for human rights management

## **Article 6 “Establishment and Implementation of Human Rights Management Plan”**

### **6.1 Human Rights Management Plan**

The company's human rights management and department in charge establishes plans for the purpose of promoting practical and efficient human rights management, including setting goals and directions for human rights management, tasks and implementation plans, matters related to human rights status investigations and inspections, and matters necessary for the protection and promotion of human rights .

### **6.2 Human Rights Management Implementation**

The company's human rights management and department in charge must consider organizational leadership and communication processes, ways to improve organizational culture, internal company rules, business relationships related to the supply chain, etc., and reflect internal/external issues, stakeholder demands, and evaluation results related to human rights impacts in business plans/business performance, etc., to mitigate or prevent negative impacts .

## **Article 7 “Human Rights Management Education and Dissemination”**

### **7.1 Human Rights Education**

① The company promotes improvement in the understanding and awareness of human rights of all executives and employees, and implements human rights education to achieve the purpose of internal human rights management. ② Through human rights management education, discrimination between executives and employees is prohibited, and any discovered human rights violations or matters requiring prevention are actively reported .

### **7.2 Spreading human rights management**

The Company may share information related to the Human Rights Charter and human rights management with stakeholders, such as affiliates and partners in the supply chain, to the extent deemed necessary to promote human rights management, encourage stakeholders to practice human rights management, and provide support and influence when necessary .

## **Article 8 “ Operation of grievance handling procedures ”**

### **8.1 Reporting/ Receiving Human Rights Violations**

① The company operates a channel through which employees who have suffered unfair human rights violations or are aware of human rights risks can report.

will discuss specific remedies for the reported human rights violation .

[Human Rights Violation Reporting Channel/Person in Charge]

● Reporting Department Name : HR Team    ● Email address : seunghoon.baek@se-won.co.kr

## **8.2 Human Rights Violations Report processing**

The company shall seek relief measures through specific procedures by referring to court precedents, regulations of the competent government agency, past internal handling practices, and other industry practices for reports of human rights violations, and shall notify the victims of any decisions made .

## **8.3 Identity Protection**

① Officers and employees of relevant organizations within the company must not disclose to others the personal information of whistleblowers and victims of human rights violations or facts that can be used to infer the identity of the whistleblower and victims, and must keep confidential the contents of reports, receipts, and notifications, including the victims, details of the damages, relief procedures, and processing results.

take necessary measures to ensure that whistleblowers who report cases of human rights violations or human rights risks are not subject to disadvantages .

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### **wealth Chick**

This policy will be implemented from July 1, 2025, and any matters not specified in this policy will be governed by relevant laws and regulations, company regulations , etc.