

10 Human Rights Policies

Section 1. No forced labor

We strictly prohibit any form of forced labor when hiring executives and employees. All work must be voluntary, and executives and employees have the freedom to resign at any point without facing any penalties, if reasonable notice is given according to the contract.

Section 2. No child labor

Employment of children under 15 years of age is strictly prohibited. When legally hiring young workers under the age of 18, we guarantee training opportunities for young employees and provide separate consideration for safety. Young employees are not assigned tasks that threaten their health or safety, which includes refraining from night shifts or overtime work.

Section 3. No discrimination

In our recruitment, promotion, wage and compensation policies, as well as in welfare benefits, etc we strictly reject any form of discrimination based on factors such as gender, race, age, sexual orientation, gender identity, national origin or ethnicity, disability status, marital status, pregnancy status, religion, political orientation, union membership, and beyond. Unfair discrimination is strictly prohibited. Furthermore, we strive to build an organizational culture that values and embraces diversity, equity, and inclusion among all employees.

Section 4. No harassment, sexual harassment or sexual violence in the workplace

All acts of harassment, including sexual harassment, sexual violence, mental/physical coercion, bullying, public shaming, and verbal abuse, are strictly prohibited in the workplace. In particular, we actively strive to prevent sexual harassment and sexual violence in the workplace that exploit power dynamics or relationships. Should any employee experience such workplace misconduct, they are encouraged to report it through an anonymous grievance channel. An impartial investigation will promptly follow any report, and measures will be implemented to ensure the protection of the victim. Confidentiality of reporters is guaranteed, and any form of unfair treatment is strictly prohibited.

Section 5. Guarantee freedom of association and collective bargaining

We fully respect the rights granted by labor laws concerning employees' freedom of association and collective bargaining. We respect the freedom of our executives and employees to form and join labor unions, with a strict prohibition against unfair treatment or discrimination based on union affiliation. In addition, we guarantee the right to collective bargaining through employee representatives and pledge not to reject collective bargaining without valid reasons. We respect and faithfully implement the results of collective bargaining reached through mutual agreement.

Section 6. Guaranteed wages and benefits

We comply with all salary-related laws, including laws related to minimum wage, overtime pay, and statutory allowances. In addition, we actively implement necessary measures, such as support for competency development, to enhance the welfare of our executives and employees.

Section 7. Working time management

We carefully monitor our employees' working hours to ensure compliance with the Labor Act's maximum limits. Employees are limited to 52 hours per week, with any overtime being voluntary. We are committed to taking proactive steps to (We are committed to taking proactive steps to) manage and oversee working hours better.

Section 8. Ensuring a safe industrial and working environment

We provide a safe and hygienic working environment for our employees. This includes regular inspections and maintenance of our facilities and equipment. Employees in hazardous environments receive specialized safety gear and training. Additionally, we ensure that vulnerable workers, such as pregnant women and individuals with disabilities, receive the support and accommodations they need. We also pledge to promptly offer appropriate compensation and other measures in the event of occupational illnesses or workplace accidents.

Section 9. Responsible Supply Chain Management

To ensure our business partners uphold human rights standards, we have implemented a and require their compliance. We are developing and enforcing operating standards and agreements for our partners. We continuously monitor and support their human rights practices, and if significant violations occur, we will take necessary actions, such as requesting corrections. Additionally, we are committed to actively respecting and protecting the intellectual property rights of our business partners.

Section 10. Protection of Personal Information

We collect and store only the minimum necessary personal information from our users and strictly adhere to the obligation of notifying them in advance about the storage of their information. Customers have the freedom to manage, modify, and delete their personal information as they wish. We have established a security system to prevent personal information leaks. Additionally, we are committed to advancing human rights management through regular policy reviews and risk assessments. We will continue to uphold our corporate social responsibilities, adhere to human rights standards for all stakeholders, and implement human rights management.

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HLB Therapeutics Co., Ltd.