

# **Declaration of Human Rights Management**

SK D&D shall conduct business activities based on its management philosophy of Double Bottom Line (DBL), which simultaneously pursues and manages Economic Value (EV) and Social Value (SV), respecting the human rights of all stakeholders, including customers, business partners, communities, shareholders, and investors. We are responsible for respecting human rights in our relationships with them and are committed to protecting and promoting human rights. Furthermore, we pledge to prevent real and potential human rights risks, respond quickly to human rights violations should they occur, and strive for fundamental solutions.

SK D&D supports international human rights principles such as the United Nations' Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and International Labor Organization (ILO) Declaration, and complies with domestic laws and regulations that reflect these principles.

The application target of this human rights management declaration includes SK D&D and members of domestic and foreign affiliates. Furthermore, we encourage our business partners to understand and practice the principle of respect for human rights.

## **Human Rights of Members**

- In principle, child labor shall be prohibited, and measures shall be taken to protect the safety of minors and to prevent any restriction of their educational opportunities because of labor.
- We do not discriminate against employees because of origin, race, gender, disability, religion, age, or political affiliation regarding working conditions such as employment, wages, and promotion and strive to build an organizational culture that respects the diversity of all members. We provide equal opportunities for self-development and education based on abilities and qualifications, and evaluation and compensation decisions are made according to fair standards.
- We respect the privacy of all members, strictly protect privacy information, and take measures to prevent damage to human dignity.
- We comply with the working hour standards set by labor-related laws and prevent involuntary work by coercion. We are improving working conditions so that work-life balance can be maintained and individual abilities can be fully demonstrated.
- We continuously strive to prevent safety accidents among our members and provide an optimal work

environment by creating a safe and clean working environment that protects and maintains the health of our members.

- We guarantee freedom of association and collective bargaining and provide sufficient communication opportunities for our members.

#### **Human Rights for Customers**

- We strive to ensure that customers who use our products and services can use them safely and conveniently, respond quickly and accurately to customer needs, and strive to increase customer satisfaction.
- We protect the privacy information of stakeholders, including customers, in accordance with national and local laws, and prepare and continuously improve various technical and physical measures to protect customer information collected in the course of business, and protect it responsibly.

#### **Human Rights for Business Partners**

- We do not engage in unfair or unjust transactions by using our superior position, and are committed to growing and coexisting through fair and transparent transactions.
- We communicate with and support business partners in cooperation and business relationships so that they can introduce and practice human rights and ethical management.

#### **Human Rights for Local Community**

- We are careful not to infringe on the human rights of local community members in the course of business activities, and are committed to protecting the rights and freedoms of residents.
- We comply with all domestic and foreign environmental laws and regulations, strive to protect the environment and prevent pollution, and encourage the spread of eco-friendly technologies and research and development to continuously improve environmental protection performance.

#### **Rights for Shareholders and Investors**

- We provide necessary information to shareholders and investors in a timely, accurate, and fair manner in accordance with relevant laws, secure management transparency by disclosing accurate accounting data, and maintain the trust of shareholders and investors.

- We strive to enhance the value of shareholders and investors through rational decision-making and transparent management activities.

#### **Process for Filing and Handling Human Rights Violations**

We operate a reporting channel so that our stakeholders, such as employees, business partners, and customers, can report any potential human rights violations to the company. Should a report be received, it will be forwarded to the human rights department, and we will promptly resolve the matter in accordance with our internal procedure and inform the informant of the result

#### **File a Report Online**

The contents of the report and the identity of the informant are thoroughly protected so that the informant can file a report with confidence.

- Website : <https://ethics.sk.co.kr>

SK D&D CEO  
Do-hyun Kim

