

Human Rights Commitment

Compliance with Human Rights Due Diligence

SK innovation (“SKI”) exercises its best care so that there may be no human rights violations in its conduct of business or business relations. To fulfill its social responsibilities and duties as a corporate citizen, SKI joined UNGC (United Nations Global Compact) in October 2007, a global sustainable management initiative, and proclaims its support of the 10 principles in the four sectors of human rights, labor, the environment, and anti-corruption. Thus, SKI endeavors to formulate talent recruitment and training strategies, safety, health and environment (SHE) policies, and ethics norms and thereby strictly comply with the principle of human rights protection in its business activities.

Human Rights Policy and Applicability Thereof



First, SKI shall respect all its employees’ dignity and value as humans in order to achieve sustainable happiness.



Second, SKI, shall do its best to maintain a good work environment on the basis of good morale, so that all its employees can pursue happiness.



Third, SKI shall support and respect the human rights protection and labor standards of labor-related international organizations such as the UN and ILO, and



Fourth, SKI shall comply with its human rights policies and the labor laws of the relevant country or region where it has work sites, and affirm that this policy is the basic



Fifth, SKI shall designates a department in charge of human rights management and SK innovation regularly conducts human rights

shall not discriminate on the basis of any grounds including gender, race, nationality, religion, or age.

duty of all suppliers and business partners having business relations with SKI.

education for all stakeholders

Detailed Guidelines

Respect for human rights

SKI shall respect all its employees as humans, and endeavor not to make any compromises on human rights.

Prohibition of forced labor

SKI shall not force labor against an employee's free will through mental or physical oppression including slavery and human trafficking. It shall not demand the transfer of government-issued IDs, passports, or labor permits as condition for employment.

Prohibition of child labor

SKI shall not hire children or youths under 15 years of age.

Child labor

Regarding anyone less than 18 years of age, SKI shall hire him/her in compliance with labor laws, and shall not put him/her to dangerous, hazardous work.

Working hours

Regular working hours and overtime work shall comply with the standards prescribed by the labor laws of the relevant country or region.

Wages

SKI shall set its employees' wages at a level not lower than the minimum level set by the labor laws of the respective country or region.

Non-discrimination

SKI shall not discriminate when hiring on any basis including gender, race, nationality, ethnicity, or religion, and shall not

Freedom of association

SKI shall guarantee freedom of association and the right to collective bargaining under the labor laws of the relevant country

discriminate in conditions of work such as wages and promotions on the basis of the same.

or region, and shall not impose unfavorable treatment on the basis of labor union membership, activities, or organization.

**Workplace
safety
and
environment**

SKI shall endeavor to create a pleasant work environment and prevent safety accidents by complying with international standards, applicable laws, and internal regulations on the work environment.

**Due diligence
process for
human rights
protection**

SKI, for effective human rights protection, shall strive for risk prevention and human rights protection by diligently performing its human rights due diligence process.

SK innovation Affiliates **Human Rights Management Report**