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Human Rights Management Policy

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SHINHWA LOGISTICS SERVICE CO., LTD

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Chapter 1 General Provisions

Article 1 [Purpose]

1. Shinhwa Logistics declares the Human Rights Management Pledge to ensure the dignity and value of human beings in all management activities. Employees shall abide by the action norms and value judgments of human rights management and put them into practice.
2. In addition to actively implementing human rights management, we declare this Human Rights Charter to prevent and mitigate human rights violations resulting from business operations.

Article 2 [Scope of Application]

1. This policy recommends that Shinhwa Logistics' entire organization and employees of invested companies comply with this policy.

Chapter 2 General Principles of Human Rights Management

Article 3 [Respect for Human Rights]

1. We support and adhere to international standards and norms, including the Korean Constitution and the UN Universal Declaration of Human Rights, regarding human rights.
2. The company strives to provide a pleasant working environment for employees and endeavors to improve their quality of life through welfare and benefits programs.

Article 4 [Non-discrimination]

1. The company does not discriminate based on nationality, ethnicity, race, gender, religion, disability, marital status, social status, political beliefs, or any other reasons when it comes to recruitment, hiring, promotion, education, compensation, and employee benefits for all employees.

Article 5 [Ethical Hiring]

1. The company shall not restrict the access of workers to their identification documents (such as identification cards, passports, driver's licenses) through storage, confiscation, hiding, or any other means.
2. The company shall not demand any form of fees based on employment.
3. The company shall explain employment conditions in a language understandable to all workers.

Article 6 [Compliance with Working Hours]

1. The company complies with legal working hours in each country where it operates and establishes and operates working hours, including rest periods.
2. The company does not demand overtime work without the consent of employees and provides proper compensation for unavoidable overtime hours.

Article 7 [Prohibition of Forced Labor and Child Labor]

1. The company complies with labor standards laws in the countries where it operates and does not force any form of labor against the will of workers, regardless of its nature or type.
2. The company adheres to the minimum employment age as specified by labor laws and prohibits all forms of child labor.

Article 8 [Prevention of Harassment]

1. The company rigorously prevents actions that cause physical or mental suffering to others or worsen the working environment beyond the reasonable limits by taking advantage of positions or relationships among employees.
2. The company prohibits verbal, physical, or visual behaviors that make others uncomfortable, including acts that infringe upon personal rights, such as harassment, including sexual harassment.

Article 9 [Information Protection]

1. The company does not collect personal information from employees without authorization and, when necessary, collects information with the prior consent of employees.
2. The company regards customer information as valuable assets, collects only the necessary information, and implements technical and physical measures for information protection.

Article 10 [Ensuring Occupational Safety]

1. The company ensures that all workers comply with environmental management policies and related regulations and operate based on safety rules, including the removal of workplace hazards.
2. By conducting regular safety training, the company raises awareness of safety.
3. The company establishes and implements comprehensive health and safety policies with the principle that all types of accidents and work-related illnesses should be prevented.

Article 11 [Guaranteeing freedom of association and collective bargaining]

1. In accordance with the basic labor rights stipulated by the International Labor Organization, workers are recognized for their freedom of association and freedom to join worker organizations such as labor unions, and no disadvantages are given due to union membership or activities.

Article 12 [Responsible Supply Chain Management]

1. Manage human rights risks of suppliers, subcontractors, and major partners within the scope of influence in order to assess and manage whether forced labor and child human rights issues occur in the supply chain.
2. We ensure that transactions with our partners are conducted fairly through relationships of mutual respect and equality, and we support our partners in complying with laws and regulations related to fair trade.

Article 13 [Corruption and Bribery Prevention]

1. In order to maintain fair trading order in all transactions, we comply with the Act on Prohibition of Improper Solicitations and Acceptance of Money and the UN Convention Against Corruption.

Article 14 [Protection of Human Rights of Local Residents]

1. The company makes efforts to prevent human rights violations in local communities.
2. The company respects and protects local residents' right to life, freedom of residence and movement, right to personal safety, and property ownership.
3. In cases where human rights violations occur in the local community due to the company's business activities, the company seeks opinions and makes efforts to resolve human rights issues related to the community's rights.

Article 15 [Guarantee of Environmental Rights]

1. The company complies with environmental regulations at home and abroad and makes efforts to protect the environment and prevent pollution.
2. It reduces fossil fuel consumption, reduces greenhouse gas emissions, and improves energy efficiency.
3. The company makes efforts to restore natural ecosystems and preserve biodiversity.
4. In order to preserve, restore and expand the biodiversity of the local community, efforts must be made to measure the impact of business activities on biodiversity and reduce negative impacts.
5. In order to protect the local community's forests, we strive to establish and prevent procedures to check the possibility of forest destruction risks due to business activities.

Article 16 [Protection of Customer Rights]

1. The company does not provide products and services that threaten the safety and health of customers in its business activities.
2. Customer-related personal information must be protected.

Article 17 [Efforts for Remedies]

1. The company promptly and appropriately takes remedial measures for human rights violations that occur in the course of corporate activities.

Chapter 3 Human Rights Management System

Article 18 [Establishment of Human Rights Management Plans]

1. The company regularly establishes plans to effectively promote human rights management and implements them.

Article 19 [Human Rights Management System and Procedures]

1. The company establishes necessary systems and procedures, such as departments responsible for human rights management, human rights management committees, human rights impact assessments, and mechanisms for addressing human rights violations, to practice human rights management.

Article 20 [Department Responsible for Human Rights Management]

1. The company operates a dedicated department for human rights management to effectively oversee and execute human rights management, and the head of the department is responsible for all human rights management affairs.

Article 21 [Human Rights Education]

1. The company conducts regular human rights-related education to raise awareness of human rights among all employees.

2. If necessary, the company can provide human rights education for stakeholders such as partner companies to promote a culture of respecting human rights.
3. Human rights education according to Paragraphs 1 and 2 can be conducted through appropriate methods such as group training or online education, taking into account the annual education schedule and timing.

Article 22 [Responsibility of Partner Companies for Respecting Human Rights]

1. Shinhwa Logistics demands that partner companies can practice human rights management and provides support as needed.
2. Shinhwa Logistics may inspect the respect for human rights by partner companies through methods such as surveys or on-site visits.

Chapter 4 Implementation of Human Rights Impact Assessments

Article 23 [Human Rights Impact Assessment]

1. The company may conduct human rights impact assessments as needed as part of the obligation to implement human rights practices and checks.

Article 24 [Implementation and Reporting of Human Rights Impact Assessments]

1. Shinhwa Logistics conducts human rights impact assessments as follows and reports them:
2. Shinhwa Logistics may conduct human rights impact assessments for issues that affect the human rights of employees and stakeholders, such as the operation of agencies, the enactment and amendment of specific laws, policies, or business operations.
3. The department in charge of human rights management conducts the human rights impact assessment, and it may request relevant information from each department and affiliated organization.
4. The company may outsource the human rights impact assessment to an external

independent organization.

5. The Human Rights Management Committee deliberates and approves the results of the human rights impact assessment.
6. Detailed procedures and methods for human rights impact assessments shall be established and implemented through separate plans according to the case.

Article 25 [Verification of Implementation Status of Human Rights Impact]

1. The head of the department responsible for human rights management regularly conducts self-inspections to confirm the implementation status of human rights management based on the human rights management checklist.

Chapter 5 Remedies for Human Rights

Article 26 [Reporting and Reception of Human Rights Violation Acts]

1. Anyone or any organization aware of human rights violations or discrimination acts or the facts thereof through audits may report them using [Annex Form No. 1] through the Audit Office's report box (homepage).
2. The department in charge of human rights management shall handle and process reports of human rights violations and discrimination acts received through the Audit Office. However, it is not applicable if any of the following apply:
 - 1) When the contents of the report are clearly false or have no grounds
 - 2) When it is clear that the reporting party is not the victim and the victim does not want an investigation
 - 3) When the report is submitted anonymously or under an alias
 - 4) When it is recognized that an investigation by the committee is not appropriate
 - 5) When the reporting party has malicious intent
 - 6) When the committee cancels the receipt of a case and it is reported again on the same facts
 - 7) When the purpose of the report is contrary to the final decision of the court on the facts leading to the report.

Article 27 [Handling of Human Rights Violation Acts]

1. The head of the department in charge of human rights management immediately investigates the cases reported and received regarding human rights violation acts, and confirms whether there are human rights violations based on evidence. If it is determined that there is a human rights violation act, the head of the department shall report to the chairman and obtain approval, and immediately decide to conduct a supplementary investigation or submit it to the committee.
2. If necessary, the chairman may decide to process the agenda fairly through deliberation by the committee for the proper processing of the subject matter regarding human rights violation acts.

Article 28 [Investigation Methods]

1. The committee may investigate cases reported as follows:
 - 1) Requesting attendance, statements, or submission of statements from the reporting party, victim, reported person, or related persons
 - 2) Requesting submission of materials or other relevant information that is considered related to the investigation subjects from the parties, related persons, and others
 - 3) Conducting an on-site investigation to the places, facilities, or materials that are considered related to the investigation subjects
 - 4) Checking facts or information considered related to the investigation subjects from the parties, related persons, or relevant institutions, regardless of form.
2. If the committee deems it necessary to investigate the subjects according to paragraph 1, the committee may request the attendance of the parties involved and obtain their statements.
3. Anyone who is required to submit a statement pursuant to paragraph 1, subparagraph 1, shall submit a statement within 14 days.
4. A demand for attendance pursuant to paragraph 1, subparagraph 1, shall be made only when it is difficult to judge the case based solely on the statements of the parties involved, and there are sufficient grounds to recognize the existence of

human rights violation acts. However, a request for attendance may be made only when there are sufficient grounds to recognize the existence of human rights violation acts.

5. If an investigation is deemed necessary according to paragraph 1, subparagraph 2, an investigator or a relevant employee in charge of human rights management shall have the authority to request the submission of materials or other objects from the party or related persons.

Article 29 [Protection of the Identity of the Reporting Party]

1. The identity of the reporting party and the content of the report must be kept confidential, and necessary measures must be taken to prevent the reporting party from suffering any disadvantages due to the report. However, if the content of the report is clearly derogatory to the subject of the report or is groundless, this does not apply.
2. An employee who, in the course of their duties or by chance, recognizes the identity of the reporting party shall not disclose the identity of the reporting party.
3. When the identity of the reporting party is disclosed, the circumstances shall be investigated, and if it is the result of the investigation, necessary measures shall be taken.
4. Notwithstanding paragraph 1, a reporting party who has suffered disadvantages may request the National Human Rights Commission for remedies and requests for relief, and in this case, the committee must actively cooperate.

Article 30 [Correction and Measures]

1. The company shall promptly take corrective actions for human rights violations and violations of guidelines, and for those who intentionally or negligently commit human rights violations, the company shall take necessary measures such as discipline and education to prevent recurrence.
2. The department in charge of human rights management shall separately manage the human rights violation reports and handling records using [Annex Form No. 2].

3. The reporting party (plaintiff) shall be notified of the committee's decision in accordance with [Annex Form No. 3].

Please note that this translation is provided as a general understanding of the text and may require further refinement for legal or official use.