

	Korea Zinc	No.	11
		Approved.	Mar, 2022
		Last Reviewed.	Nov 10, 2023
		Revision No.	1

Human Rights Policy

Effective Date: Nov 10, 2023

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Revision history

Revision No.	Amendment Clause	Change Description	Revision Date
1	-	- Standardization of content and format - Revision of the 'Commitment'	Nov 10, 2023

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Objective

Korea Zinc respects human rights in doing business and strives to protect them. To this end, we have established basic principles to respect human rights and we try our best to eliminate potential violations in management activities.

Korea Zinc complies with the law on labor and human rights, guarantees stable employment and appropriate wages, and supports the principles of human rights illustrated by the UN Human Rights Commission’s "World Human Rights Declaration" and "Basic Guidelines on Business and Human Rights."

Commitment

■ **No discrimination**

Employees should not be discriminated against for nationality, race, age, gender, sexual orientation, disability, pregnancy, religion, political or union affiliation, marriage, etc. in employment, promotion, compensation, and other HR activities and services.

■ **Humanitarian treatment**

All employees are respected, and there should be no harsh or inhumane treatment, such as sexual harassment, punishment, mental or physical coercion, verbal abuse, or unreasonable work restrictions.

■ **Prohibition of forced labor**

We do not restrain mental or physical freedom and make individuals work against free will, such as assault, threat, confinement, and human trafficking. All work is voluntary, and we do not require workers to hand over government-issued identifications, passports, or work permits on condition of employment.

■ **Women's and child labor**

No child workers are employed in any position. 'Child' is defined as those below a certain age, as determined by the laws of each country or region. Young workers and pregnant women are excluded from dangerous work and we comply with working conditions, such as age restrictions, in accordance with the ILO (International Labor Organization)'s national ratification agreement.

■ **Working hours**

We comply with regular, overtime, and holiday-related regulations as specified by the laws of each country and region.

■ **Wages and benefits**

Payments paid to all workers comply with all applicable national and regional labor laws, including minimum wage, overtime, and legal benefits.

■ **Freedom of association and collective bargaining**

We recognize freedom of association and collective bargaining rights guaranteed by labor laws in each country and region and create an environment where workers can communicate with management on working conditions without fear of discrimination, retaliation, intimidation, or harassment.

■ **Safety and health assurance**

We comply with workplace health and safety laws.

■ **Protection of personal information**

The personal information of all stakeholders is strictly protected, and the information is not leaked or used for any other purpose without prior permission from the stakeholders.