

	<b>Korea Zinc</b>	<b>No.</b>	12
		<b>Approved.</b>	Mar, 2022
		<b>Last Reviewed.</b>	Nov 10, 2023
		<b>Revision No.</b>	1

## **Policy against Modern Slavery**

**Effective Date: Nov 10, 2023**



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No.	12
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### Revision history

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

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## **Objective**

Korea Zinc supports and complies with international standards related to human rights and labor including the Universal Declaration of Human Rights, the core convention of International Labor Organization and the Convention on the Rights of the Child (CRC).

Korea Zinc established a policy against modern slavery under the UK Modern Slavery Act of 2015 and the Australian Modern Slavery Act 2018 to eradicate modern slavery including all types of forced labor, child labor, involuntary labor and trafficking for exploitation which can happen in business and supply chain, and to protect human rights.

Korea Zinc is committed to promoting ethical values and human rights principles to protect human rights in all aspects of business and to prevent human rights violations, and we demands the same principle from subsidiaries. Korea Zinc expects all stakeholders in our business and interests including our direct suppliers, to sympathize with the purpose of this policy and try to prevent modern slavery.

## **Scope**

This policy covers employees, customers, subsidiaries, joint ventures and companies subject to acquisition of Korea Zinc. All employees of Korea Zinc must comply with this policy, and we expect all stakeholders, including our direct suppliers, to respect it.

## **Basic Principle**

- Korea Zinc does not violate human rights through direct forced labor.
- Korea Zinc applies zero tolerance principle to modern slavery, such as forced labor, bonded labor, child labor, involuntary labor, human trafficking for exploitation and human rights crimes related to deprivation of freedom.

- Korea Zinc will develop the suppliers code of conduct and internal policies and processes to prevent modern slavery.
- Korea Zinc will continue to monitor policy compliance of all stakeholders including our company.
- Korea Zinc will provide regular human rights training to our employees.

## **Responsibility of Korea Zinc**

Korea Zinc will have overall responsibility for our legal and ethical obligations, monitor the effectiveness of policies and follow up with the handling if any concerns are raised. We are also responsible for reviewing policy compliance periodically to audit internal processes to avoid forced labor and human rights violations.

## **Ethical performance**

Korea Zinc should follow ethical standards and guidelines to carry out all business processes honestly and sincerely, and our employees should comply with the relevant policies, including legal obligations, in all processes of performance.

## **Responsibility of Staff**

Employees of Korea Zinc should be alert to forced labor and modern slavery in the business and supply chain. Our employees should avoid any activities that may violate this policy and report any suspected violations of this policy or concerns according to the process of Korea Zinc.

## **Protection of Employees' Rights**

Korea Zinc opposes discriminatory practices related to employment and occupation, encourages and embraces diversity in all aspects of business operations. We also support freedom of collective association and the elimination of modern slavery including all forms of forced labor, bonded labor, child labor and human trafficking. Korea Zinc does our best to provide a safe and healthy working environment for all employees.

## **Establishment of Supplier Code of Conduct**

Korea Zinc established the "Supplier Code of Conduct of Korea Zinc" based on the human rights principles by our supply chain and suppliers and may require them to comply with contractual obligations.

## **Due Diligence of Supply Chain**

Korea Zinc will conduct due diligence on each supplier when entering into transactions with all supply chains and suppliers to determine whether they comply with the code of conduct and identify the risk of modern slavery.

Korea Zinc will try to guarantee the right to human dignity through various practical means.