

Policy of Ethics

[Overview]

1. Purpose

This policy has been established to provide guidance on appropriate behaviors and value judgments that should be adhered to in order to establish a fair and transparent ethical culture for the employees of Daehan Solution Co., Ltd. (hereinafter, referred to as "Company" or "our Company") and associated companies. All employees are required to correctly understand and comply with this Policy of Ethics.

2. Scope of Application

This Policy of Ethics will be applied to all domestic and overseas business sites of our Company and our associated companies.

[Basic Principles]

1. Basic Ethics of Employees

1.1 Establishment of sound corporate culture

Pursue advancement of individuals and the Company through ceaseless self-development by sharing the management philosophy, goal and core values of the Company, and completing the duties assigned. Establish ethical corporate culture based on mutual respect and trust among the employees. Clearly familiarize with the overall laws and regulations, international declarations, and bylaws and management policies of the Company, and perform duties accordingly.

1.2 Sincere performance of duties

Put utmost efforts into one's respective job and perform work honestly and transparently with the ownership mindset. Do not engage in activities that are in conflict with the interests of the Company and refrain from external activities that could have an adverse effect on the Company without prior approval of the Company. Comply with overall laws

and regulations based on a high ethical value system, process work fairly and sincerely, do not attain ill-gotten gains, and put efforts to maintain one's dignity and honor of the Company.

2. Ethics Towards Customers

2.1 Create values for customers

Maximize the values of customers by providing the highest quality and best services. Put utmost efforts to provide better quality and services through continuous research and development. Respect market economic order in accordance with the principle of free competition and pursue competition in good faith fairly and squarely with competing companies based on mutual respect.

2.2 Customer protection

Sincerely provide information that is necessary for the decision making by the customer based on proven facts. Do not use information related to the customer for purposes other than those stipulated and do not disclose them externally. Promptly process the discontents of customers in accordance with legal procedures and take measures to ensure that they do not recur in the future. Assertively accommodate and reflect the opinions of the customers on the products, services and other business operations.

3. Ethics Towards Suppliers (Cooperative Companies)

3.1 Fair trading

Trade with suppliers transparently and fairly, and put efforts to achieve joint progresses by establishing desirable partnership relationship. Refrain from engaging in unethical acts of accepting or offering tangible and intangible ill-gotten gains including money, valuables and presents, etc. that can hinder fairness.

3.2 Joint progresses

Seek joint progresses with the suppliers by providing opportunities fairly, handling work fairly at mutually equivalent positions and by providing diversified supports

4. Comply with the Market Economic Order

4.1 Compliance of laws and regulations

In conducting domestic and overseas business activities, comply with the contents of the positive laws and regulations of the corresponding countries on fair trading and competition. In conducting all business activities, comply with the laws and regulations on anti-corruption, and the installation and operation of the Anti-Corruption and Civil Rights Commission.

4.2 Fair competition

Strive towards the settlement of free market economic order in our society by fairly competing through the provision of the best quality and technologies. Eradicate monopolistic acts such as price-fixing, bid-rigging and market collusion with the competitors. Refrain from attaining ill-gotten gains by illegally attaining or using information of competitor that have not been publicly disclosed.

5. Responsibilities towards employees

5.1 Respect employees

Respect basic human rights of the employees and, furthermore, support them to lead happy and stable lives as human beings. Do not discriminate for any reason whatsoever including gender, academic background, regionalism, religion and nationality, etc., and mutually respect and cooperate. Establish objective evaluation standards for employees, and provide fair remuneration based on such standards. Conduct education appropriate for the duties and aptitude of the employees as a part of efforts to achieve progresses of the Company and realize the values of employees. Put efforts to establish environmental in which the employees can perform their respective duties in good health and safely.

5.2 Progresses of employees

Cultivate specialized and competent personnel necessary for the Company by assertively

supporting development of the capabilities of individuals and establishing conditions that can promote creative and voluntary cognition and actions.

6. Responsibilities Towards the Country and Society

6.1 Fulfill the social responsibilities of corporation

Respect the laws and regulations of the country in which business is conducted, and cultures and traditions of the local society. Moreover, put efforts to achieve joint progresses of the country and local society. Fulfill the obligations as a corporate citizen through creation and maintenance of stable jobs, and sincere payment of taxes. Fulfill the responsibilities and obligations of corporate citizen by providing services that are useful and beneficial to the local residents, and assertively participating in diversified social volunteer activities as corporate citizen of the regions of businesses.

6.2 Protection of human rights

Since the Constitution and labor related laws of the Republic of Korea (Basic Labor Act, Labor Union Act and Fixed Term Employment Act) exceed the international labor standards, support and sincerely comply with them. Moreover, support international standards related to human rights that are generally accepted internationally including the Universal Declaration of Human Rights, Declaration of International Labor Organization, and UN Principles of Corporate and Human Rights Implementation, etc. Establish clear policies and systems for protection and enhancement of human rights, and strive to pursue and develop business activities that are not in violation of these principles. Put preemptive efforts through collection of opinions and due diligences to ensure that violation of human rights due to management activities of the Company does not occur.' Support the interested parties to enable them to comply with the regulations required under international standards related to human rights, and protect the human rights of and fairly treat the employees.

6.3 Environment, safety and health

Comply with the environment, safety and health related domestic and overseas laws and regulations, and international conventions, and fulfill the responsibilities of the corporation for environment, safety and health. Consider environment and safety as the key issues in the entire process of conducting business, and put utmost efforts to achieve sustainable improvements thereof. Take lead in responding to climate changes due to emission of greenhouse gas and discharging of wastes, etc., put utmost efforts to participate in environment-friendly businesses, and strive to use sustainable resources through enhancement of energy efficiency and protection of water resources, etc. Conduct all of our businesses by considering not only the employees, cooperative companies and customers, but also the environment, health and safety of the local society and residents in which businesses are being conducted with the foremost priority

[Establishment of Management System for The Policy]

1. Prevention and Confirmation

1.1 Prevention

The personnel management team will post the contents of the campaign to refraining from exchanging presents during national holidays in the electronic notice board (groupware) regularly. The audit team will post policy of ethics, policy of conduct and guidelines on the ethical management website of Daesol Group (<http://ethics.dhsc.co.kr>) and, if needed, manage them to enable reporting activities by the employees of violations thereof

1.2 Confirmation (audit activities)

The audit team will regularly check and inspect in accordance with the audit regulations

2. Pledge to practice ethical management

All employees will pledge to practice ethical management by familiarizing the and implementing the Policy of Ethics. (At the time of new recruitment, the personnel

management team will collect pledge to practice ethical management from the new recruits and preserve them.)

3. Operate channel for proposal for issues to be improved

The audit team will operate channel for proposing issues to be improved in order to enable the employees and interested parties to report unethical actions detected

[Application of The Policy's Management System]

Supplier (Cooperative Company)-Related Policy of Conduct for Employees

1. Money, valuables and entertainment

Do not accept cash or checks under any circumstances whatsoever. Do not accept goods in kind, gift voucher, entry ticket, membership right, land, sea and air transportation ticket, and lodging and meal ticket. Do not accept any type of right to use facilities (fitness center, sauna, etc.) from the supplier (cooperative company). Do not accept entertainment or excessive discount benefits. At the time of purchasing purchase-business products or construction service from the cooperative company, do not accept discount benefits or for goods and services for free. Do not engage in speculative amusement activities (golf, card game, etc. with wager) with the employee of cooperative company. Do not accept gasoline (fuel) voucher and transportation expenses, etc. when visiting cooperative company. When taking business trip with cooperative company, do not engage in the action of requesting the cooperative company to cover the costs for private and official uses of goods and services. When the cooperative company and you are taking business trip do not give or request present upon return

2. National holidays and events

Never engage in the action of exchanging presents during national holidays. Refuse to accept presents delivered to your home. In the event of an unavoidable situation of having received present such as another person forcibly leaving present at your home, report to the audit team. Do not accept support, sponsorship money and valuables (prize)

from the cooperative company in relation to events of the Company such as mountain trekking and sports festival, etc. of your department. In the present and money gift for family event given with no strings attached (no reciprocity), the limit that can be accepted is as follows;

Present: Less than 50,000 KRW [in the case of agricultural and fisheries products and their processed products: Less than 100,000 KRW] -> marketable security such as gift voucher is not allowed. Money gift for family events: Less than 50,000 KRW as congratulatory and condolence give; in the event of wrath or condolence flowers instead of money gift: less than 100,000 KRW]

3. Provision of meals

When a staff of the cooperative company has a meal while visiting our Company, use the canteen inside the Company premises. If it is unavoidable to have meal outside, costs will be paid separately in principle. When having a meal at the time of visiting cooperative company or meeting outside, use the canteen within the company premises in principle. However, if it is unavoidable to have meal outside, costs will be paid separately in principle. Nonetheless, if there are no strings attached and it is inappropriate for each to pay their meal cost separately, have meal that costs less than 30,000 KRW. Do not engage in the action of requesting the cooperative company to bear the cost incurred for the activity after the completion of get together at the department

4. Solicitation

Do not engage in any solicitation or exercise pressure that can be subjected to social criticism. Do not make personal requests and favors (selling product, insurance policy and discount voucher, etc.) to cooperative companies.

5. Utilization of information

Do not use information obtained in relation to the duties of the Company for personal gain. Do not disclose confidential information of the Company or obtained from the cooperative company.

6. Performing duties

Do not intend to receive remuneration from the cooperative company by intentionally delaying work. Politely and respectfully greet the staff of cooperative company upon his/her visit to our Company. When having a phone call with cooperative company, do not take authoritative stance but, rather, respond kindly

[Employee Ethics Policy Pledge]

I, named above, pledge to sincerely comply with and practice Standard Regulations for Ethical Management as follows

1. We share the core values and visions of the Company, complete our mission with challenging and enterprising spirit, comply with overall laws and regulations based on high level of ethical value system, and sincerely and fairly perform our duties
2. We provide the highest quality products and services to our customers and suppliers (cooperative companies), and pursue joint prosperity with our customers and suppliers with the spirit of coexistence by complying with basic etiquettes.
3. We realize sound profits through innovative management activities and take lead in enhancing corporate values and continuous growth and advancements
4. We respect the personality of each individual employees, grant opportunities fairly, establish pleasant and safe work environment, and put efforts to enable our employees to be proud of and have self-respect for the Company.
5. We comply with domestic and overseas laws and regulations as well as international conventions, protect environment, and make contribution towards the advancement of the nation and society by assertively participating in public interest activities.

6. We shall not seek profits and gains from internal and external interested parties of the Company by using my position and job.
7. We shall not accept entertainment and treatment from external interested parties using my position and job
8. We shall not engage in the act of soliciting employment to external interest party using my position and job at the Company.
9. We shall not strive to obtain personal gain by using information obtained through work or disclose confidential information
10. We shall not ask personal favor or request, or exercise pressure such as recommendation etc. to parties with trading relationship by using my position or job.
11. We shall not engage in non-ethical act under the social norm that can degrade the image of the Company