

Declaration of Human Rights of Daehan Solution

Feb. 2024

[Overview]

1. Purpose of Enactment of Charter of Human Rights

Human rights are the basic rights and freedom inherent in all human beings, and Daehan Solution shall recognize that human rights are the basic rights for all people and ensure that any violation of human rights in the business operations is prevented by actively fulfilling human rights management.

Daehan Solution shall support the international principles with respect to human rights and labor such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labor Organization Constitution, and the OECD Due Diligence Guidance for Responsible Business Conduct, and comply with the domestic statutes to which the relevant principles are reflected.

2. Scope of Application of Charter of Human Rights

This Charter of Human Rights shall be for applying to Daehan Solution and all of the subsidiaries in Korea and abroad and their employees (including officers and staff members, and temporary employees). Also, all interested parties having any business relationship with this Company are recommended to understand and practice this Charter of Human Rights. Where the matters covered in this Charter of Human Rights are in conflict with the laws and regulations of any local country, the local laws and regulations shall be preferentially complied with, and unless there is any special clause in the laws and regulations of the relevant country or in the articles of incorporation or bylaws of the organization, all employees of Daehan Solution shall conduct their business in accordance with this Charter of Human Rights.

[Basic Principles]

1. No Discrimination and Inclusion of Diversity

Daehan Solution shall strictly prohibit any type of discrimination in recruitment, employment, promotion, education, wage, and welfare benefit, etc. by reason of gender, race, ethnicity, nationality, religion, disability, age, family situation, social status, and political opinion, etc. without any reasonable ground, and shall endeavor to make a workplace in which diversity and inclusiveness are respected.

2. Working Hours and Working Conditions

Daehan Solution shall acknowledge the rights for rest and leisure, and complies with the statutory working hours by country in which it runs its business. It shall pay reasonable compensation to all employees for their work together with pay slip, and provide sufficient opportunity for education for development of competence and improvement of the quality of life and appropriate working environment for job performance.

3. Prohibition of Forced Labor and Child Labor

Daehan Solution shall prohibit any type of forced labor and child labor. It shall not force labor against the free will in the method of conducting assault, threat, confinement, etc. or requiring ID card or visa, etc. for any employee, and it shall not allow violation of human rights and restriction of opportunities for education of teenager workers by fundamentally ruling out employment of children

4. Industrial Safety and Health

Daehan Solution shall do its utmost in order to remove the risk of causing serious damages in overall management activities and to maintain the health of employees. Daehan Solution shall regularly inspect the facilities, equipment and tools, etc. of its workplaces to ensure that all employees work in safe working conditions, and prepare the support plan for appropriate measures for the purpose of preventing physical and mental hazards and post management.

5. Guarantee of Freedom of Association and Collective Bargaining Right

Daehan Solution shall guarantee the right of employees to organize and participate or not to participate in the labor union, or to participate or not to participate in any collective bargaining and/or peaceful assembly at their free will. It shall comply with the labor-related laws of any country to which this Charter of Human Rights is applied and guarantee all employees to express their intentions without fear of retaliation.

6. Humane Treatment

Daehan Solution shall respect privacy of all employees and strictly protect their personal information,

and shall not conduct mental or physical coercion, abuse or unreasonable treatment.

7. Protection of Human Rights of Local Residents

All employees of Daehan Solution shall be careful not to violate the human rights and protect the rights of safety and health and freedom of residence of local residents when performing their duties.

8. Protection of Personal Information

Daehan Solution shall endeavor to protect employees and business partners of Daehan Solution from unauthorized access, use, destruction, modification and disclosure of personal information and data. Daehan Solution shall comply with the global personal information protection policy by country reflecting the principles of personal information protection and the laws and regulations of the relevant country.

9. Living Wage Compliance

Daehan Solution is committed to the principle of paying employees a living wage in all countries in which it operates that is sufficient to meet the basic needs of employees and their families. In accordance with the principle of equal compensation, Daehan Solution pays fair compensation based on employees' skills, education, and experience levels, and sets compensation to meet or exceed market-based industry standards.

[Construction of Human Rights Management System]

1. Construction of Management System

(1) Establishment of Decision-making Body for Human Rights Management

Daehan Solution shall establish and operate the decision-making body for human rights management participated in by the highest decision-maker or decision-makers of major departments. The decision-making body for human rights management may deliberate the ① plans and policies related to human rights management, ② matters concerning practicing human rights including assessment of impact on human rights, ③ matters concerning remedies for incidents of violation of human rights,

and ④ other matters deemed necessary for protection of human rights.

(2) Operation of Managing Department for Human Rights Management

Daehan Solution shall have a working-level organization in charge of human rights management to perform the relevant business. The working-level department for human rights management shall conduct:

① establishment of the master plan for human rights management, ② operation of the committee and execution of resolutions, ③ preparation and operation of systems related to human rights management, ④ implementation and improvement of assessment of impact on human rights, and ⑤ implementation of education on human rights, etc.

2. Establishment of Procedures for Grievance Settlement

(1) Operation of Counter for Reporting and Reception of Violation of Human Rights

Daehan Solution shall operate channels that can receive reports on violation of human rights from employees, other visitors or organizations. For reporting on violation of human rights, various channels such as e-mail, on-line report box, hotline, mobile phone, and SNS.

(2) Handling of Report on Violation of Human Rights

If any report on violation of human rights is received, Daehan Solution shall seek for the best remedy after quickly reviewing the precedents of courts and regulations of competent authorities, etc.

(3) Identity Security of Reporter

All employees of Daehan Solution shall not inform or disclose the personal information of the reporter or any fact that can identify the reporter to any other person, and keep the secrets of the details of report, reception and notification including the victim, details of damage, and processing procedures, etc. in confidence. In addition, Daehan Solution shall prepare the necessary measures to ensure that the reporter, etc. who has reported the fact of violation of human rights shall not be disadvantaged due to reporting.

3. Education of Employees

Daehan Solution shall regularly implement education on human rights management in order to induce enhancement of understanding and improvement of awareness for human rights of employees, and to share the direction of promotion of human rights management and their action plan, etc.

4. Diffusion of Human Rights Management

Daehan Solution shall endeavor to diffuse the obligation of practicing human rights management to its suppliers and other organizations in business relationship, without limiting the scope of application of such obligation to inside.

[Assessment of Risk to Human Rights]

1. Operation of Assessment Process

Daehan Solution shall operate the assessment process that can check the status of occurrence of the cases of violation of human rights and the possibility of occurrence of potential risks to human rights for the organizations included in the scope of application of this Charter of Human Rights.

It shall cause a written inspection (self-assessment) to be conducted by providing the indicators for assessment and guidelines to the subjects of assessment, and recommend establishment of their own improvement plan for the insufficient matters after the subjects of assessment has conducted the self-assessment.

It may conduct the on-site due diligence that specifically checks about risks through the process of checking the internal regulations and system related to human rights, interviews and site inspection for the organization on the basis of the result of the written inspection. In addition, it may conduct a 3rd party audit via an independent 3rd party institution in order to secure the objectivity of the written inspection and on-site due diligence, and it may request immediate improvement or establishment of improvement plan for the 'high-risk' and 'inappropriate' matters discovered through the written inspection, on-site due diligence or 3rd party audit.

Each affiliate shall regularly review and revise the indicators and process for evaluation of risks to human rights in order to accurately identify the cases of violation of human rights and to efficiently operate the assessment process.

2. Preparation and Implementation of Countermeasures

Daehan Solution shall prepare the countermeasures for improvement for the risks to human rights deduced after assessment of the risks to human rights, and implement the countermeasures after setting up the specific action plan. Each affiliate of Daehan Solution shall construct the monitoring system that can consistently check whether the countermeasures for improvement for the deduced risks to human rights are properly implemented.

3. Development of Indicators for Assessment

Daehan Solution shall develop and operate the indicators for inspection and due diligence that can assess the working environment, working conditions, manpower management, industrial safety, and risks to human rights of local residents and customers after reflecting the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for responsible Business Conduct, and the Standard Guidelines (draft) for Human Rights Management of Companies of the Ministry of Justice, etc. on the basis of the basic principles of this Charter of Human Rights.

4. Disclosure of Result

The working-level department for human rights management of Daehan Solution may disclose the reports related to monitoring of the assessment of risks and implementation via the homepage of the Company. Any overseas corporation shall ensure that its local government, companies and business partners can check the reports by translating the reports into the local language.