

KCI Human Rights Management Policy



1. Purpose

Upholding its business motto “To deliver sustainable health and beauty”, KCI (hereinafter the “Company”) respects and protects human rights of all stakeholders including employees, clients, partners and local communities, and purses its growth to become a sustainable corporation.

To this end, KCI adheres to international human rights principles and regulations such as the Universal Declaration of Human Rights of the United Nations (UN), the Guiding Principles on Business and Human Rights of the UN, the Guidelines for Multinational Enterprises of the Organization for Economic Co-operation and Development, and the Convention on the Rights of the Child of the UN.

2. Scope

KCI applies this Human Rights Management Policy (hereinafter the “Policy”) to its all business sites around the world, and seeks to monitor and improve human rights- and labor-related risks through continuous monitoring.

Moreover, the Company shares this Policy with all its stakeholders such as employees, customers and partners, and will contribute to improving and spreading relevant awareness.

3. Basic Principles

(1) Respect for Human Rights

KCI respects the human rights of all employees and offers fair opportunities. The Company strives to prevent any incidents of inhumane treatments such as psychological or physical coercion and verbal abuse.

(2) Prohibition of Forced Labor

KCI does not force any forms of labor in which individuals are compelled against their free will by psychological and/or physical coercion such as violation, threatening or confinement. The company does not require employees to hand over their government-issued identifications, passports or work permits for employment purpose.

(3) Prohibition of Child Labor

KCI complies with the minimum age of employment permitted by the local law and prohibits any employment of children below 15 years of age. In case where the Company employs persons under the age of 18 (young workers), such employment should comply with applicable labor laws. The Company should ensure that young workers do not engage in dangerous or hazardous work with regards to safety and health matters.

(4) Prohibition of Discrimination

KCI provides its employees with equal opportunities regarding its HR operations such as employment, promotion, compensation and training. The Company does not discriminate employees for any reasons including, without limitation, race, gender, age, geography, academic backgrounds, religions, marital status, political views, social status or disabilities.

(5) Prohibition of Sexual Harassment and Bullying at Work

KCI prohibits all forms of sexual harassment in the workplace and bullying causing physical and/or psychological pain by taking advantage of superiority in rank or relationship in the workplace. The Company provides trainings to prevent sexual harassment and bullying at work and build channels to report when such wrongdoing occurs. When a workplace sexual harassment or bullying case occurs, the Company takes immediate measures to protect the victim, takes disciplinary actions against the harasser, and develops a plan to prevent such incidents from recurring.

(6) Guarantee of Freedom of Association and Collective Bargaining

KCI guarantees the freedom of association and collective bargaining stipulated in the applicable local laws, and does not disadvantage employees for organizing and joining labor union and/or engaging in union activities.

(7) Wage and Working Hours

KCI complies with the wage and work condition requirements including, without limitation, minimum wages and overtime pay stipulated in applicable local law.

(8) Safety & Health Compliance

KCI puts its utmost priority to the safety and health of its employees, and provides optimal working environment

(9) Responsible Supply Chain Management

KCI pursues mutual growth with its partners as equal entities, supports and collaborates with its partners for them to implement human rights management.

(10) Customer/User Rights & Personal Data Protection

All KCI employees put the utmost priority on the protection of life, health and wealth of customers when supplying products and services. KCI establishes and operates personal data control procedure, and complies with applicable laws.

4. Grievance Mechanisms

- (1) All employees experiencing discrimination or human rights violation guaranteed and protected by international principles and laws including this Human Rights Management Policy can submit a complaint to an internal report channel. Also, KCI establishes a report channel to report stakeholders violating – or their potential violation risks – this Policy.
- (2) KCI strictly protects the confidentiality of stakeholders including reporting employees, and takes necessary measures to prevent disadvantages against them.

5. Human Rights Management Training

To enhance employees' understanding on human rights and improve employee awareness, KCI provides human rights trainings on a regular basis.

6. Monitoring & Reporting

KCI continues to monitor and improve the compliance status of Human Rights Management Policy. To internalize this Policy, KCI periodically communicates monitoring results and improvements via ESG Committee, leadership meetings and/or sustainable management reports.

7. Addendum

- (1) This Human Rights Management Policy was established and took into effect as of September 1, 2021.
- (2) This Human Rights Management Policy was revised and took into effect as of May 11, 2023.

[Appendix. Summary of Document]

Category	Description
Initial Draft Date	September 1, 2021
Latest Revision Date	May 22, 2023
Owner	Human Resources Strategy Team, KCI
Approver	ESG Committee, KCI Board of Directors
Draft/Revision Description	Overall revision of Human Rights Management Policy
Contact	E-mail: yoodong.son@samyang.com Phone: +82-2-855-9531