SK Square Human Rights Policy

SK Square enacts this human rights policy to pursue the sustainable growth and development of the company and prevent human rights violations that may occur in the course of business management. In addition, for proper implementation of the value of corporate social responsibility, we support international standards and guidelines, such as the Korean Constitution, Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, International Labor Organization constitution, and OECD Due Diligence Guidance for responsible Business Conduct and promise to fulfill responsibilities related to respect for human rights.

I. Scope of application

This human rights policy applies to all business sites, subsidiaries and partner companies of SK Square. SK Square will strive to prevent human rights violations by all stakeholders and spread a culture of respect for human rights.

II. General

Article 1. Non-discrimination

SK Square does not discriminate against employees on the ground of gender, race, religion, age, physical condition, political belief, social status, etc. in all business activities without any reasonable reason, and structures the organizational culture to respect diversity of employees.

Article 2. Compliance with working conditions

SK Square complies with the statutory working hours of each country in which it operates, pays all employees remuneration at or above a living wage that ensures an adequate standard of living, and provides equal remuneration for work of equal value regardless of gender. We guarantee statutory paid leave and ensure that employees can freely use such leave. In addition, we provide a work environment appropriate for the performance of duties and sufficient opportunity of education for developing the competency of and improving the quality of life for employees.

Article 3. Humane treatment

SK Square respects the privacy of all employees, fully protects personal information, and does not coerce, abuse, or adversely treat employees mentally or physically. Sexual harassment and harassment in the workplace are strictly prohibited. Victim protection and remedies are implemented by operating a report channel in case of damage.

Article 4. Guaranteed freedom of association and collective bargaining

SK Square respects the labor relations laws of the country to which this Human Rights Policy applies and provides sufficient opportunity for communication with all employees. We do not allow any discriminatory or disadvantage committed on the basis of workers' union membership or non-membership or activities in the union. In the event that workforce adjustments, including mass layoffs, are required for managerial reasons, we comply with the relevant laws and regulations and secure sufficient prior consultation and notice periods with worker representatives.

Article 5. Prohibition of forced labor and child labor

SK Square does not engage in any act of violence, false imprisonment, threat or the like against any executives and employees and does not coerce any work against the free will including human trafficking. We also comply with the minimum employment age standards set by the laws of the countries and regions in which we do business. We can provide work opportunities as long as the employment is not illegal (violation) under local law, but in this case we guarantee that work will not limit educational opportunities.

Article 6. Safe working environment

SK Square regularly inspects the facilities, equipment, tools and others of the business premises for all employees to work in a safe working environment and prepares the support plan for post management and appropriate measures for the purpose of preventing physical and mental hazard. In addition, we conduct regular crisis response training in preparation for emergencies, and promptly provide appropriate compensation for accidents or diseases occurring at the workplace.

Article 7. Responsible supplier management

SK Square recommends major suppliers to comply with their obligation to protect human rights, and, if necessary, takes appropriate measures to implement human rights management.

Article 8. Information security

SK Square recognizes all information related to its employees and customers as valuable assets, and takes the best measures to protect the information collected and stored through business activities. For systematic security management activities, we enact information security regulations and operate an organization dedicated to information security, and ensure that all business activities do not infringe the information of employees and customers.

III. Human rights risk management system

SK Square regularly evaluates and improves human rights risks and shares the results with stakeholders. In addition, by establishing a human rights risk management system, we designated an organization or person in charge of human rights management to promote efficient human rights management activities.

1. Risk check and identification

   SK Square regularly checks the status of compliance with the basic principles stipulated in the human rights policy based on international standards and guidelines related to human rights and labor, such as the UN Guiding Principles on Business and Human Rights and identifies major human rights risks.

※ ※ Receiving and settlement of grievances (reporting channel: https://ethics.sk.co.kr/)

SK Square always keeps the channels of stakeholder communication open to prevent any human rights violations. Its main purpose is to freely share activities and damage cases throughout the business and

to resolve related issues, and information and identity of the whistleblower are thoroughly protected. In addition, necessary measures are taken to prevent any disadvantages resulting from reporting grievances.

2. Risk mitigation and remediation

1 Deduction of improvement plan and consultation

SK Square establishes plans for improvement and performance regarding the human rights risk formulated as a result of evaluating the human rights risk. The evaluated organizations formulate the detailed enforcement tasks to carry out the improvement plan for the risks.

2 Monitoring of implementation

SK Square continuously monitors whether the person in charge of the organization that received the evaluation of human rights risks is diligently and effectively performing the mutually stipulated improvement plans. If it is expected not to carry out the improvement plan, additional measures may be taken.

3. Disclosure of status and outcome

SK Square reports meaningful indications, important risks and improvement plans confirmed through the evaluation of human rights risk to the major decision makers, including the ESG committee and working-level council. After that, the report data may be shared with the applicable departments and others through enhancing the effectiveness in promoting the human rights management. In addition, SK Square discloses the information on evaluation results on human rights risks, measures of its improvement and moderation on the homepage and sustainable management report and communicates transparently with all stakeholders.

CEO of SK Square

Jung Kyu Kim