

Human Rights Charter

Last Revision	2025.06.19
Document Owner	Department (or Team) responsible for General Affairs

Chapter 1: Overview

A. Purpose

Dongwon Metal declares this Human Rights Charter to ensure that all affiliated companies actively implement human rights management while preventing potential human rights violations arising from business operations and mitigating related risks. To fulfill its human rights commitments, Dongwon Metal complies with international human rights and labor standards and guidelines, including:

- Universal Declaration of Human Rights (UDHR)
- UN Guiding Principles on Business and Human Rights (UNGPs)
- International Labour Organization (ILO) Constitution
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Business Conduct

B. Scope

This Human Rights Charter applies to all domestic and overseas employees (executives, staff, and non-regular workers) of Dongwon Metal and its affiliates. Furthermore, all stakeholders in business relationships are encouraged to respect this Charter.

Where provisions of this Charter conflict with local laws, local laws shall take precedence. Each affiliated company may adapt this Charter to reflect applicable national laws and industry characteristics and may establish separate detailed policies as needed. Except where special provisions exist under local laws, organizational bylaws, or internal regulations, all employees of Dongwon Metal shall carry out their duties in accordance with this Charter.

C. Human Rights Risk Management System

Dongwon Metal respects the human rights of all employees and establishes internal systems to implement human rights management. Regular human rights risk assessments are conducted, and improvement measures are taken. Results are transparently shared with stakeholders in accordance with the company's human rights due diligence policy.

Responsible departments implement the human rights risk management system (including human rights management and due diligence) in good faith, periodically reviewing considerations for human rights management and actively reflecting social changes in updates to the system.

Chapter 2: Principles of Human Rights Management

Article 1: Respect for Human Rights

All stakeholders shall be treated with respect as human beings. Efforts shall be made to prevent any form of demeaning or abusive treatment, whether physical or psychological. Acts such as sexual harassment, abuse, corporal punishment, or verbal abuse shall be strictly addressed in accordance with disciplinary regulations.

Article 2: Non-Discrimination

Discrimination without reasonable grounds in recruitment, hiring, wages, promotion, training, or benefits based on gender, age, race, skin color, nationality, place of origin, disability, religion, political opinion, family status, pregnancy, or childbirth is prohibited. A culture that respects workforce diversity shall be fostered.

Article 3: Prohibition of Forced Labor and Child Labor

No employee shall be subjected to violence, threats, confinement, or compelled labor against their free will, including the withholding of identification documents. Child labor is strictly prohibited. Measures shall be taken to ensure that young workers' education is not restricted due to work.

Article 4: Compliance with Labor Laws and Freedom of Association

Working hours prescribed by local laws shall be respected, and fair compensation standards shall be established and provided. Labor laws in each country or region are to be respected, and employees shall be given adequate opportunities for communication.

Article 5: Occupational Health and Safety

Health and safety standards required by local laws shall be adhered to. Workplaces, facilities, equipment, and tools shall be regularly inspected to ensure employees can work in safe and sanitary conditions.

Article 6: Responsible Supply Chain Management

Suppliers within Dongwon Metal's supply chain are encouraged and supported to implement the principles

outlined in this Charter, ensuring that no human rights risks are created throughout the supply chain. Collaboration shall aim to strengthen and develop suppliers' competitiveness.

Article 7: Protection of Stakeholder Information

Products and services shall be provided with utmost care to avoid harming the life, health, or safety of stakeholders. Reasonable measures shall be taken to ensure the security of personal information collected during business operations.

Article 8: Environmental Rights

Recognizing that environmental issues may constitute serious human rights violations affecting life and health, policies and measures shall be established to minimize negative environmental impacts from business activities.

Article 9: Human Rights of Local Communities and Indigenous Peoples

As a member of the community, Dongwon Metal acknowledges its social responsibilities and actively engages in social contribution activities. Business activities shall respect the human rights of local residents, including safety, health, and freedom of residence.

When expanding operations or undertaking new projects, the company shall assess potential impacts on human rights and the environment. Prior to acquiring land, the company shall verify not only the rights of the legal owner but also the legal and customary rights of local residents and indigenous peoples, and shall review whether any customarily protected intellectual property rights exist when verifying copyrights or other intellectual property. Engagement and consultation with local communities and indigenous peoples shall be ensured throughout all business activities.

Article 10: Living Wage Guarantee

Dongwon Metal guarantees that all employees receive fair compensation at or above a living wage, in accordance with ILO standards, the UNGPs, and local laws. Compensation shall ensure employees' basic livelihood, education, health, housing, and cultural needs are met. Standards are regularly reviewed and continuously improved.

Human Rights Reporting Channel

Dongwon Metal operates reporting channels to receive complaints from employees or any individuals/organizations regarding potential human rights violations. Each case is reviewed by the relevant department, and appropriate remedial measures are discussed and implemented.

- **Receiving Department:** General Affairs Team
- **Email:** dwhr@dwmic.com

Dongwon Metal is committed to actively respecting human rights and continuously improving its human rights policies.

Dongwon Metal Co., Ltd.

CEO Sungyong Park

[Revision History]

Version	Date Issued	Effective Date	Key Changes	Author
0	2023-12-01	2023-12-01	Initial Establishment	Department (or Team) responsible for General Affairs
1	2024-12-13	2024-12-13	Article 9 Update	Department (or Team) responsible for General Affairs
2	2025-06-19	2025-06-19	Article 10 Addition	Department (or Team) responsible for General Affairs