

Child Labor Prohibition Guidelines

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Dongwon Metal Co., Ltd. Child Labor Prohibition Guidelines

Article 1 (Purpose)

These guidelines are established based on the Human Rights Charter and related regulations of Dongwon Metal Co., Ltd. (hereinafter "the Company") to provide management principles for preventing child labor. The Company respects internationally recognized human rights and labor standards, including the Universal Declaration of Human Rights, the UN Global Compact, and the International Labour Organization (ILO) core conventions, and aims to fulfill its social responsibility by prohibiting child labor.

Article 2 (Scope of Application)

These guidelines apply to all employees (including executives, regular and non-regular employees) of the Company and its affiliates, both domestic and overseas, as well as all relevant stakeholders. The Company's employees are encouraged to ensure that this policy is upheld in dealings with suppliers, distributors, outsourcing partners, and other business partners.

Article 3 (Definitions)

The following terms are used in these guidelines:

1. **"Young worker"** refers to a person under the age of 18.
2. **"Child"** refers to a person under the age of 15, including those under 18 who are enrolled in middle school.
3. **"Child labor"** refers to the engagement of young workers in forced or unlawful work that deprives them of education and freedom or exposes them to hazardous conditions, in accordance with ILO conventions and the Labor Standards Act of the Republic of Korea.

Article 4 (Prohibition of Child Employment)

In accordance with the Company's human rights policy and related regulations, only individuals aged 18 or older may be hired, and employment of children under 15 or underage youth is strictly prohibited.

Article 5 (Employment Verification)

1. The HR department must verify the age of new hires using officially recognized documents, such as a resident registration certificate. Candidates under the age of 18 shall not be employed.
2. Work-study programs coordinated with government or educational institutions may be allowed as exceptions; however, children under 15 shall not be employed under any circumstances.

Article 6 (Working Conditions for Young Workers)

1. In cases where the employment of young workers is necessary due to special or unavoidable circumstances (as per Article 5, Section 2), the Company must verify and keep records of age, family relationship documentation, and parental or guardian consent in the workplace.
2. The Company shall comply with labor-related laws to restrict young workers from handling hazardous machinery or equipment or moving heavy objects.
3. The Company shall not assign harsh or excessive work to young workers, including exposure to chemicals, machinery, dust, extreme cold or heat, or loud noise. Identification measures, such as uniforms, badges, or helmets, must be implemented, and personal protective equipment must be provided.
4. Young workers shall not be assigned to underground, underwater, elevated, or confined work locations.
5. Working hours shall comply with the Labor Standards Act and related regulations, limited to 7 hours per day and 35 hours per week. With mutual agreement, working hours may be extended by up to 1 hour per day and 5 hours per week.

Article 7 (Measures upon Detection of Child Labor)

If a child worker is discovered, the Company shall take the following measures to protect the child's rights:

1. Ensure that the child's mandatory education opportunities are not hindered due to employment. Working hours shall be adjusted to prevent disruption of schooling and academic disadvantage.
2. Instead of immediate termination, the Company shall identify the underlying causes of child labor. If economic hardship or poverty is the cause, measures shall be taken to maintain the child's income legally, such as providing employment opportunities to the child's family, until lawful work becomes feasible.

Dongwon Metal Co., Ltd.

CEO Sungyong Park

[Revision History]

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0	2024-06-03	2024-06-03	Initial Establishment	Department (or Team) responsible for General Affairs