

Anti-Discrimination and Harassment Policy

Effective Date	Last Revised	Rev No.
2023.03.16	2023.03.16	0

1. Purpose

- 1.1 The purpose of this document is to prevent discrimination, workplace harassment, and sexual harassment (hereinafter referred to as “discrimination and harassment”), which may occur in the workplace while Hyosung Heavy Industries (hereinafter referred to as the “Company”) engages in business-related activities, as well as to ensure that all employees are treated equally and without discrimination.
- 1.2 This Policy shall serve as an annex to the Human Rights Policy of Hyosung Heavy Industries and complies with discrimination and harassment-related laws, including the Equal Employment Opportunity and Work-Family Balance Assistance Act, the Labor Standards Act, the Occupational Safety and Health Act, and the Industrial Accident Compensation Insurance Act.

2. Definition of Terms

- 2.1 The term “discrimination” refers to the unjustified exclusion, rejection, or unfavorable treatment of a particular individual or group on the basis of gender, religion, disability, age, social status, national origin, ethnicity, physical conditions such as appearance, marital status, family type or status, race, color, ideology or political opinion, sexual orientation, or medical history.
- 2.2 The term “workplace harassment” refers to an act in which an employer or worker inflicts physical or mental harm on another worker or degrades the work environment beyond what is acceptable by taking advantage of the position or relationship between employees in the workplace.
- 2.3 The term “sexual harassment in the workplace” refers to when a business unit, superior, or worker makes other workers feel sexually humiliated or disgusted through insulting words and actions related to work, as well as the imposition of disadvantages on working conditions and employment for refusing to comply with sexual innuendos and other requests.
- 2.4 The definitions of terms not listed above are as described in the Human Rights Policy of Hyosung Heavy Industries.

3. Scope of Application

- 3.1 This Policy applies to all employees within the Company’s financial consolidation scope, which includes the Company’s headquarters, domestic and overseas production and sales corporations and branches, and subsidiaries.
- 3.2 Even when interacting with suppliers, agencies, and outsourcing partners, employees shall encourage compliance with this Policy.
- 3.3 However, if the recommended actions in this Policy conflict with the laws of the relevant country, the laws of the country in question shall take precedence.

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4. General Principles

4.1 Prevention and Detection

4.1.1 The Company shall be committed to preventing discrimination and harassment and fostering a culture of respect for human beings by providing education and guidance through various internal channels on the prohibition of discrimination and harassment.

4.1.2 The Company shall conduct regular diagnosis activities to determine whether prohibited acts of discrimination and harassment occur, and encourage the voluntary and independent reporting of such acts through various channels.

4.2 Proactive Response

4.2.1 The Company shall apply a zero-tolerance policy to discrimination and harassment in order to foster a culture of human respect in the workplace.

4.2.2 For all forms of workplace discrimination and harassment, as well as other illegal violations of the rights of others, the Company shall take corrective measures and personnel measures commensurate with the gravity of the situation. The Company shall also share the relevant cases to serve as educational materials for preventing recurrence.

5. Implementation Plans and Goals

5.1 To prevent discrimination and harassment, the Company shall inform and educate all employees on the contents of this Policy and strive to increase awareness of human rights management, the Policy's core value. To this end, the Company shall conduct activities such as ongoing education and the operation of reporting channels.

5.2 The Company shall promote and operate channels so that all employees can report through the HR Counseling Center run by the HR Team or the Whistleblowing Center available on the website. If discrimination or harassment occurs, the Company shall provide appropriate procedures to address it and prevent a recurrence, as outlined in its Human Rights Policy and the Redress Manual for Human Rights Violations, and shall provide instructions on these procedures.

5.3 The Company shall maintain a 100% response rate to all reports submitted by stakeholders through the HR Counseling Center or the Whistleblowing Center for the next three years.