

# The SG Holdings Group's Human Rights Policy



## Preamble

The SG Holdings Group respects and advocates the Universal Declaration of Human Rights and its goals related to human rights.

This policy on human rights expresses our stance based on our Corporate Charter of Business Conduct and Code of Ethics and Conduct in detail.

## Respecting Everyone's Human Rights

We will not discriminate on account of gender, race, religion, nationality, ethnicity, political opinion, sexual orientation (LGBT, etc.), marital status, pregnancy, childbirth, medical history, disability, or illness.

## Legal Compliance

We will comply with all laws in each country and region.

We will comply with international rules in countries or regions that do not have strict laws.

## Preventing Human Rights Abuse

We will build and continue to implement a system for "Human Rights Due Diligence" to prevent occurrences of human rights abuse.

## Prohibition of Child and Forced Labor

We will prohibit children, under the minimum working age designated by the laws in each country or region, to work.

We will also prohibit forced labor.

Further, we request our business partners to also prohibit child and forced labor.

## Avoiding being Complicit in Human Rights Abuse

We will not be complicit in the abuse of human rights.

Also we will strive to not be complicit through receiving benefits, nor silently condone being a complicit.

## Responding to Occurrence of Abuse

We will set countermeasures in the case of occurrence of human rights abuse while protecting the victim and informer and promptly, and fairly, solve these issues.

## Health and Safety

We will prioritize safety in the workplace and promote the health of all employees.

## Transparency and Promoting Awareness

We will report activities of the SG Holdings Group with transparency.

We will continue promoting awareness of the "SG Holdings Group's Human Rights Policy" to the employees and also request business partners to respect and respond to human rights.

\* Process to recognize negative effects of human rights and prevent and respond to them.