



Regulations prohibiting harassment and sexual harassment

(Appendix of Guideline for Human Rights Management Execution)

SK Chemicals explicitly opposes all harassment, including mental and linguistic harassment, and sexual harassment that may occur in the workplace, and has established the following guidelines to prevent such harassment.

Article1 Harassment

① (No harassment)

1. Definition of harassment: This refers to an act in which an employee uses his/her superior position or relationship in the workplace to cause physical or mental suffering to another employee or worsen the working environment beyond the appropriate scope of work
2. Employees must not harass other employees or employees of partner companies, and the company actively supervises this.

② (Actions to take when harassment occurs)

1. Anyone who becomes aware of harassment may report it to the company
2. If the company receives a report in accordance with the preceding paragraph or becomes aware of the occurrence of harassment the department in charge shall conduct an investigation to confirm the facts without delay.
3. Specific procedures for measures including investigations into harassment and disciplinary action based on the principle of zero tolerance are separately determined.

③ (Prevention of harassment)

In order to prevent harassment, the company may provide harassment prevention training, including the definition of harassment, cases of recognition, reporting methods, and measures to be taken.

Article 2 Sexual harassment

④ (No sexual harassment)

1. Definition of sexual harassment: Sexual harassment refers to when an employer, superior, or employee uses their position in the workplace or in relation to work to cause another employee to feel sexually humiliated or disgusted through sexual remarks or other actions, or causes disadvantages in working conditions or employment for not complying with sexual remarks or other demands.
2. Sexual harassment includes sexual harassment that is not only committed by other employees but also by third parties who are recognized as being within the scope of the company's control or who are work-related.

⑤ (Actions to take when sexual harassment occurs)

1. Anyone who becomes aware of sexual harassment occurring may report it to the company.
2. If the company receives a report in accordance with the preceding paragraph or becomes aware of the occurrence of sexual harassment, the department in charge shall conduct an investigation to confirm the facts without delay.
3. Specific procedures for investigations into sexual harassment and measures including disciplinary action based on the principle of zero tolerance are separately determined.

⑥ (Prevention of sexual harassment)

Specific procedures for measures including investigation and disciplinary action on sexual harassment in the workplace are separately determined.