

# Statement of Human Rights Management

Version 3.0



310 Pangyo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do

SK Chemicals

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## Statement of Human Rights Management

Document #: SK Chemicals-Basic  
Regulations

Version #: 3.0

Issue Date: 2024/06/25

### CHAPTER I GENERAL PROVISIONS

#### Article 1 ( Purpose )

SK Chemicals is committed to pursuing and managing both Economic Value (EV) and Social Value (SV) simultaneously through the Double Bottom Line (DBL) management philosophy. The Company respects the human rights of all stakeholders, including members, customers, business partners, local communities, shareholders, and investors. The Company assumes responsibility for respecting human rights in these relationships and strives to promote and protect human rights. Furthermore, we aim to prevent actual and potential human rights risks in advance, respond promptly to human rights violations, and endeavor to find fundamental solutions.

#### Article 2 ( Principles and Scope of Application )

SK Chemicals supports the Universal Declaration of Human Rights, the International Bill of Rights, the UN Guiding Principles on Business and Human Rights, International Labor Organization core conventions\*, OECD Guidelines for Multinational Enterprises, the UN Convention on the Rights of the Child, the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, and the UN Declaration on the Rights of Indigenous Peoples. The Company complies with domestic laws reflecting these principles

In cases where actual or potential negative impacts on vulnerable groups, such as indigenous peoples, women, national, ethnic, religious, and linguistic minorities, children, persons with disabilities, migrant workers and their families, and human rights defenders, are possible, we also consider other international standards and principles that specify the rights of these individuals or groups.

This human rights management declaration applies to SK Chemicals and its domestic and international affiliates. We also encourage our business partners to understand and practice the principles of respecting human rights.

\*This includes the Convention on Freedom of Association and Protection of the Right to Organize (No. 87), the Right to Organize and Collective Bargaining Convention (No. 98), the Forced Labour Convention (No. 29) and its 2014 Protocol, the Abolition of Forced Labour Convention (No. 105), the Minimum Age Convention (No. 138), the Worst Forms of Child Labour Convention (No. 182), the Equal Remuneration Convention (No. 100), and the Discrimination (Employment and Occupation)



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Convention (No. 111).

### Article 3 ( Responsibilities and Obligations of Top Management )

The top management of SK Chemicals shares the responsibility of implementing and managing human rights responsibilities throughout SK Chemicals' business activities. The top management and Board of Directors manage and supervise the implementation of human rights management within various business relationships, value chains, operational functions, and business departments. Furthermore, top management listens to the opinions of internal and external stakeholders when establishing and revising human rights management policies.

## CHAPTER II Key Human Rights Impact Areas

### Article 4 ( Employees' Human Rights)

- ① Child labor is strictly prohibited. Efforts are made to ensure the safety and protection of minors and to ensure that their work does not interfere with their educational opportunities.
- ② There is no discrimination in employment, wages, and promotions based on origin, race, gender, disability, religion, age, or political opinion. We strive to build an organizational culture that respects diversity and provide equal opportunities for self-development and education based on abilities and qualifications. Fair evaluation and compensation are provided based on objective standards.
- ③ The Company respects the privacy of all members, protects personal information, and ensures that their dignity as human beings is not compromised.
- ④ The Company complies with labor laws concerning working hours, strives to prevent involuntary work, and works to improve working conditions to balance work and personal life while maximizing individual abilities.
- ⑤ Continuous efforts are made to prevent safety accidents and to create a safe and clean working environment to protect and maintain health, providing optimal working conditions.
- ⑥ Freedom of association and collective bargaining is guaranteed, and sufficient communication opportunities are provided to members.



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### Article 5 (Customer Human Rights)

- ① The Company strives to ensure that customers can use its products and services safely and conveniently, responds promptly and accurately to customer demands, and works to enhance customer satisfaction.
- ② The Company protects the personal information of stakeholders, including customers, according to national and regional laws, and continuously improves technical and physical measures to responsibly protect customer information collected in the course of business.

### Article 6 ( Human Rights of Business Partners and Supply Chain )

- ① The Company does not engage in unfair or corrupt transactions by exploiting a superior position and strives to grow and coexist through fair and transparent transactions.
- ② Communication and support are provided to business partners (supply chain) to adopt and practice human rights and ethical management.

### Article 7 ( Human Rights in Local Communities )

- ① The Company ensures that its business activities do not infringe on the human rights of local community members and protects their rights and freedoms.
- ② The Company complies with domestic and international environmental laws, strives to protect the environment and prevent pollution, and encourages the spread of environmentally friendly technologies and research and development to continuously improve environmental protection performance.

### Article 8 ( Rights of Shareholders and Investors )

- ① The Company provides necessary information to shareholders and investors in a timely, accurate, and fair manner according to relevant laws, ensures transparency through the disclosure of accurate accounting data, and maintains the trust of shareholders and investors.
- ② The Company strives to enhance the value of shareholders and investors through reasonable decision-making and transparent management activities.



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### Article 9 ( Human Rights Violation Reporting and Handling Process )

- ① The Company operates reporting channels to allow stakeholders, including members, business partners, and customers, to report potential human rights violations. Upon receiving a report, it is forwarded to the dedicated human rights department, which will strive to develop solutions promptly according to internal procedures and inform the reporter of the results. The confidentiality of the report and the identity of the reporter will be strictly protected to ensure that reporters can report without concern.
- ② If necessary, the Company may delegate the reception, consultation, reporting, investigation, and result reporting of human rights violations to external agencies to ensure objective and professional investigations

### Article 10 ( Online Reporting and Responsible Organization )

To ensure that reporters can report without concern, the confidentiality of the report and the identity of the reporter will be strictly protected.

- Responsible Organization: Human Rights Management Committee Secretariat
- Website: <https://ethics.sk.co.kr>
- Email: [skchemicals.ethics@sk.com](mailto:skchemicals.ethics@sk.com)
- Phone: 02-2008-2486

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Jae-hyun Ahn

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