

# **Suppliers Code of Conduct**

2022. 05. 17

**GS E&C**

## **1. Purpose**

We recognize the importance of sustainable management principles and philosophies for sustainable growth, and endeavor to put them into practice. We also recognize the importance of the values of our suppliers as co-existing partners who share these understandings and practices. We respect the autonomy and independence of our suppliers and recommend that they follow and implement this code of conduct in accordance with sustainable management principles and philosophies.

## **2. Scope of Application**

We may recommend our suppliers to spontaneously implement this code of conduct regardless of the location of their business operations.

## **3. Respect for Workers' Basic Rights**

### **3.1 Prohibition of Forced Labor**

- All work activities must be based on the voluntary will of the worker, and the worker must be free to change jobs or to retire at any time.
- We do not request money, goods, etc. from workers on condition of employment, but prepare and provide a labor contract.

### **3.2 Protection for Minor Workers and the Vulnerable Workers**

- We comply with the minimum employment age standards established by the laws and regulations of the nations and regions in which our business is conducted.
- Juvenile workers above the legal minimum age of employment may be employed, but workers under the age of 18 should not perform work that is dangerous in terms of safety and health.

### **3.3 Observance of Working Hours**

- We comply with the working hour limits prescribed by the relevant applicable laws, and take care that the prescribed working hours are not exceeded except in cases of emergency or special circumstances. In addition, we require that all overtime must be voluntary, and we provide legitimate compensation in events of unavoidable overtime.

### **3.4 Wages and Welfare**

- We pay our workers more than the minimum wage prescribed by the relevant applicable laws, and implement a welfare system to improve their quality of life. In addition, wages are paid in an appropriate manner at the designated time.

### 3.5 Privacy and Humane Treatment

- We protect the privacy of workers, including their personal information, and do not treat them in any way that risks harming their personal dignity. We also do not tolerate any harsh and inhumane treatment including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers.

### 3.6 Anti-discrimination

- We provide equal opportunities to workers, and do not unfairly discriminate against them on the grounds of nationality, gender, religion, social status, etc., in regard to employment and promotions, compensation, and training opportunities.

### 3.7 Procedures for Human Rights Violation Prevention

- We give our best efforts in preparing and operating related systems and procedures to prevent any violations of workers' human rights.

## **4. Workplace Safety and Health**

### 4.1 Occupational Safety

- We work to eliminate risk factors that may pose threats to workers' safety. To this end, we provide workers with appropriate personal protective equipment, install technical controls or establish safe work procedures, and provide workers with continuous safety education.

### 4.2 Occupational Accident and Disease Control

- We prepare systems and procedures to prevent and manage industrial accidents and occupational diseases.
- We establish a safety and health management system in which the CEO reviews the results of planning, implementation, and inspection by reflecting the safety and health policy in order to prevent industrial accidents and create and maintain an optimal working environment.

### 4.3 Industrial Hygiene and Health

- We provide workers with a hygienic working environment and auxiliary facilities, and strive continuously to improve working conditions in order to protect the health of our workers from being damaged by excessive fatigue and stress.

#### 4.4 Compliance with safety and health laws and regulations

- We comply with the safety and health-related laws and regulations of each country in which the project is operated and obtain and maintain all safety and health-related permits necessary for the operation of the project.

#### 4.5 Emergency preparedness and response

- We establish plans to respond to emergency situations such as natural disasters, mass infections, fires and safety accidents. In addition, a manual consisting of reporting, response, and follow-up measures in case of an emergency should be prepared.
- We immediately stop the work and take necessary measures such as evacuating executives and employees in the event of an industrial accident or a serious disease.
- We endeavor to investigate the cause of the accident and prepare improvement measures in the event of an industrial accident or a serious disease.

### 5. **Environment**

#### 5.1 Environmental Law Compliance

- We faithfully comply with the applicable laws and regulations related to the environment, and obtain, maintain, and manage the environmental permits and registration requirements stipulated by those laws.

#### 5.2 Waste Reduction and Efficient Use of Resources

- We strive to reduce or eliminate all forms of waste, through changes in our processes, replacements of our raw materials and the recycling and reuse of materials, and endeavor to expand our uses of eco- friendly energy and water, and to improve our resource use efficiency.

#### 5.3 Pollution Prevention

- We devote our best efforts to identifying pollutants that are harmful to the human body or can cause environmental pollution, and to handling and managing them safely.

### 6. **Business Ethics**

#### 6.1 Fairness and Integrity at Work

- We manage and supervise our executives and employees to ensure that they do not participate in unfair transactions or undermine fair market order, and that they perform their duties honestly and transparently.

## 6.2 Anti-bribery and Anti-corruption

- We establish policies and standards for prohibiting bribery and preventing corruption, and manage and supervise our executives and employees to ensure their compliance with them.

## 6.3 Privacy Protection

- We protect the personal information of our customers and other individuals, in accordance with the relevant applicable laws, and take physical and technical measures to this end.

## 6.4 Mutual Growth with Suppliers

- We strive for a win-win relationship of mutual respect with our partners, and do not impose unfair practices on them using our superior status.

## 6.5 Contribution to Local Communities

- We recognize our responsibility to contribute to the communities in which our business activities are based, share social responsibility with stakeholders in the communities, and participate actively in activities to contribute to the communities.

# 7. **Management System**

## 7.1 Identifying Risks

- We shall devote efforts to identifying any possible risks in the areas of ethics, the environment, labor/human rights, and safety/health that can arise in the course of our business operations.
- If we discover a significant risk, we shall devise and implement measures to mitigate that risk.

## 7.2 Compliance

- We shall provide information on our compliance with this Code of Conduct and the level of its implementation, during any written inspection or on-site visit by a third party.
- We shall draw up and manage appropriate documents to prove compliance with this Code of Conduct, and they shall be prepared based on the true facts about operation of the business.
- We shall endeavor to establish and implement plans to remedy in a timely manner any deficiencies or violations, found through written inspections or on-site visits to verify our compliance with this Code of Conduct.

### 7.3 Education and Communication

- We shall educate our executives and employees on the matters presented in this Code of Conduct, and on matters covered by the laws and systems related to this Code of Conduct.
- We shall share with our executives and employees the plan for implementation of matters presented in this Code of Conduct, and our performance in their implementation.

### 7.4 Business Partner (Supplier) Management

- We shall encourage our contractors (subcontractors) to manage factors related to ethical, environmental, labor/human rights and safety/health issues, in the planning, designing, selling and manufacturing of our products and services.
- We shall devote efforts to advising or inducing contractors (subcontractors) to make improvements, if we confirm the occurrence of violations against laws and regulations in the areas of ethics, environment, labor/human rights, safety/health by a trader (subcontractor), or become aware of such risk.

### **Addendum**

This policy will take effect on May 17, 2022.