

ESG Business Principles and Code of Conduct

SK ecoplant Business Principles and Code of Conduct

Principle 1. Establish sound governance.

1.1 Implement responsible management centered on the Board of Directors.

- Ensure the independence, expertise, and diversity of the Board of Directors.
- Lead ESG management through the Board of Directors as top decision-making body.
- Protect the rights and interests of stakeholders and promote SK ecoplant’s sustainable growth through upright operation of the Board of Directors.

1.2 Reflect ESG values in the overall business activities and decision-making

- Set the direction of our business activities so that they reflect ESG values
- Disclose results of ESG management activities in a transparent manner.
- Establish an ESG performance-based incentive system and conduct fair evaluation.

Principle 2. Pursue Happiness Management with all stakeholders.

2.1 Create a company that grows together with clients.

- Respect and protect personal information of customers.
- Provide accurate information so that customers can make right decisions.
- Provide quality services to customers and improve customer satisfaction through open communication.

2.2 Pursue shared growth management with business partners.

- Respect legitimate suggestions and needs of business partners.
- Provide accurate information so that business partners can make right decisions.
- Strengthen business partners’ competitiveness by providing support in various ways.

2.3 Strive to fulfill the happiness of all employees.

- Actively support the realization of happiness of all employees and create a work environment where a balanced life is attainable.
- Create an environment for self-development and guarantee opportunities for education and training necessary for job performance.
- Compensate through fair performance evaluation.

Principle 3. Comply with law and ethics.

3.1 Establish fair trade order through compliance management.

- Do not engage in unfair monopoly practices or any unfair joint actions (collusion, etc.) concerning bidding, market allocation, price, or the like.
- In dealing with subcontractors, do not engage in unfair transaction activities, such as abusing trading positions, and do not acquire or use information in unjust ways, such as unfairly demanding technical information.
- Comply with all domestic and foreign laws and thrive to establish the company’s culture of compliance.

3.2 Do not engage in unethical behavior.

- Refrain from words and actions that undermine a healthy workplace culture.
- Do not abuse one’s status for personal or corporate advantage.

Principle 4. Do not compromise with corruption.

4.1 Do not engage in any act of bribery such as improper solicitation, acceptance of gifts, assets, graft, or any other valuables.

- Comply with laws and international agreements related to anti-corruption in operating countries.
- Strictly prohibit criminal activities of all employees.

4.2 Do not take unfair private interests.

- Distinguish clearly between public and private affairs while performing tasks.
- Do not utilize or disclose important information about the company and stakeholders for personal advantage.

Principle 5. Respect human rights.

5.1 Respect all employees.

- Strictly comply with legal standards related to working conditions in operating countries.
- Exclude all forms of forced labor and prohibit child labor.

5.2 Recognize and embrace diversity.

- Recognize and respect the dignity and rights of others.
- Do not discriminate on the basis of nationality, race, religion, gender, or any other individual characteristic (marital status, disability, origin, etc.).
- Recognize the diversity of all stakeholders and provide equal opportunities.

Principle 6. Lead a safety culture.

6.1 Create a pleasant working environment that guarantees the health and safety of all employees.

- Raise safety awareness by providing continuous educational training and learning opportunities.
- Establish safety rules at the workplace or operation site and strictly adhere to the rules.
- Do not generate hazardous substances at workplaces or operation sites.
- Create a healthy working environment that ensures physical health and psychological stability.

6.2 Value the health and safety of all stakeholders.

- Respect the health and safety of local residents within the business area.
- Prevent the spread of infectious diseases.
- Prevent workplace accidents by complying with domestic and foreign safety laws, procedures, and standards.
- Contribute to the establishment of a proper safety culture.

Principle 7. Provide the best quality.

7.1 Pursue customer satisfaction through quality management.

- Prevent accidents by analyzing and eliminating the root causes of quality accidents.
- Establish and practice a systematic quality management system based on basics and principles.
- Provide optimal products and services to enhance the happiness of stakeholders and society.

Principle 8. Solve environmental problems through eco friendly management activities.

8.1 Pursue eco friendly management activities.

- Support the international environmental declaration and establish stricter internal standards to thoroughly comply with domestic and international environmental regulations.
- Improve negative environmental factors that occur at business partners’ workplaces or operation sites.
- Take initiative to solve environmental issues by providing eco-friendly solutions.

8.2 Contribute to sustainable development.

- Achieve a circular economy by supplying new and renewable energy, recycling resources, and reducing pollutant emissions.
- Build a sustainable growth model through innovation and advancement of environmental technology.

Principle 9. Aim toward a low carbon future.

9.1 Comply with international climate change standards.

- Disclose results of climate change response activities in a transparent manner.
- Drive efforts to gradually meet international standards of greenhouse gas reduction targets and environmental indicators.

9.2 Establish climate change response strategies and implement accordingly.

- Design in a way that a carbon reduction plan is included in all business activities.
- Establish and implement a specific plan to achieve ‘2040 Net Zero.’
- Build a system in which our response towards a low-carbon future is disseminated to our business partners.

Principle 10. Fulfill environmental and social responsibilities for the local community and future generations.

10.1 Exert positive influence on the global society.

- Continue social contribution activities in which all stakeholders can participate.
- Enrich the lives of members of society through business activities.
- Strive for sustainable development.