

Hanmi Group's Human Rights Policy

Our Commitment

Hanmi Group aims to identify, prevent, mitigate, and respond to actual and potential human rights risks throughout all our management activities including the supply chain based on the statements set out in this human rights policy. Hanmi Group complies with international and domestic human rights norms, including the Universal Declaration of Human Rights, the International Bill of Rights, the UN Guiding Principles on Business and Human Rights, the International Labor Organization's Fundamental Conventions, the OECD Guidelines for Multinational Enterprises, and the Convention on the Rights of the Child.

We identify and monitor human rights risks according to this human rights policy statement, correct cases of noncompliance, aid and support damage due to non-compliance in a timely manner and transparently report our progress in these matters. Additionally, if it cannot be viewed as sufficient to solve a human rights issue despite our having executed the internal grievance settlement and relief process, or if a petitioner (victim) so desires, we promise to let the person concerned know about judicial or extrajudicial means of relief and will cooperate actively.

If the international human rights norms and standards presented in this human rights policy statement conflict in any way with the regulations of the host state of each business site, Hanmi Group will apply the stricter standard. In addition, we will actively respond so as to not cause a negative impact on human rights or be involved in or aid human rights violations, and we will support and comply with domestic and overseas human rights principles. This human rights policy statement shall apply to the entire staff of Hanmi Group, the employees of its domestic and overseas production and sales corporations, and those of its subsidiaries.

Furthermore, Hanmi Group employees shall follow this human rights policy statement even when dealing with suppliers and sales-service organizations, and the company advises all stakeholders involved in a business relationship with our company to respect this human rights policy statement. Moreover, this statement shall also apply comprehensively to all our business operations and investment activities including customers who use our products and services, employees in the supply chain having various business relations with us, and the residents of the local communities in which Hanmi Group conducts its business activities.

Except for cases where there is a special clause in the relevant laws and regulations or in an organization's articles of association or company regulations, all executives and employees of Hanmi Group shall perform their work in accordance with this human rights policy statement.

Salient Human Rights Issue

Prohibition of Discrimination

Hanmi Group is working hard to create a work environment free from any form of discrimination against its workers. Concerning employment practices and the labor environment, we prohibit all forms of illegal discrimination on the grounds of race or ethnicity, skin color, age, gender, ancestry, disability, pregnancy, religion, political orientation, and marital status so on.

Worker's Human Rights

Hanmi Group treats all its workers respectfully and has established a work environment free from inhumane treatment or threats, such as sexual harassment, abuse, physical punishment, mental or physical coercion, verbal abuse, etc.

Prohibition of Child Labor

Hanmi Group strictly prohibits the employment of children below the minimum legal working age.

Forced or Compulsory Labor

Hanmi Group complies with the related legal standards for workers, such as maximum working hours, minimum wage, welfare, compensation, etc.

Freedom of Association

Hanmi Group respects workers' freedom of association and collective bargaining rights guaranteed by law, such as labor unions or employee associations. In addition, we do not treat our workers unfairly because they organize, join or engage in labor union activities.

Health & Safety

Hanmi Group abides by legal standards, such as the evaluation and removal of risk factors, continuous education, emergency response training, and the provision of personal protective gear in order to ensure the health and safety of workers during their business activities.

Protection of Consumer & Local Community Rights

Hanmi Group complies with the product quality and safety management standards in accordance with the related laws on the development, manufacturing and labeling of products so as not to damage the health of consumers due to product defects.

Protection of Personal Information

Hanmi Group will take the best possible measures to protect any personal information collected during the course of our business activities.

Our Approach to Respecting Human Rights

Hanmi Group will periodically implement human rights inspections and human rights impact assessments based on the UN Guiding Principles (UNGPs), disclose and report the major results and reflect them in our human rights policy. By discussing improvement measures with internal and external stakeholders, we are able to prevent and promptly respond to negative impacts on human rights.

Kim Jae-gyo, CEO of Hanmi Science