

SK ecoplant Human Rights Management Declaration

| Commitment

"All human beings are born free and equal in dignity and rights" (Article 1 of the Universal Declaration of Human Rights)
“Good Impact For Tomorrow”
SK ecoplant promises to fulfill our role of corporate social responsibility and actively pursue human rights management to expand its positive impact on the future of humanity.
To this end, we duly pledge to support, respect, and faithfully comply with internationally recognized universal standards, the Universal Declaration of Human Rights¹⁾, the core conventions of the International Labour Organization²⁾, and the Ten Principles³⁾ of the UN Global Compact (UNGC)⁴⁾.

| Scope

SK ecoplant recognizes and respects the equal dignity and rights of others.
SK ecoplant respectfully requests that all employees as well as our entire value chain - including our subsidiaries, Biz. Partners, and joint ventures - to support and comply with not only the international conventions on human rights and labor above, but also our internal human rights policies.

| Human Rights Impact Assessment

SK ecoplant strives to identify and evaluate actual and potential human rights risks that may impact the human rights of our stakeholders in the course of our business activities.
SK ecoplant will strive for human rights-friendly business operation by identifying the impacts that our business activities have on the human rights of our stakeholders based on the human rights risk assessment and proposing measures to prevent and resolve any potential negative impacts.

1) The Universal Declaration of Human Rights
2) Core conventions of The International Labour Organization: Conventions on prohibition of forced labor, freedom of association and protection of the right to organise, prohibition of child labor, etc.
3) UNGC Ten Principles: A set of ten principles to urge corporate social responsibility and implementation.
4) UN Global Compact (UNGC): A UN framework and world’s largest corporate citizenship initiative, with thousands of members in over 100 countries and an overarching goal to facilitate social responsibility and growth by corporations and international markets.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2: Make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4: The elimination of all forms of forced and compulsory labour;
Principle 5: The effective abolition of child labour; and
Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;
Principle 8: Undertake initiatives to promote greater environmental responsibility; and
Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Ground Rules

1. Prohibition of discrimination

We prohibit discrimination on the grounds of gender, race, ethnicity, nationality, religion, disability, age, social status, or political stance across the entirety of our business operations without reasonable cause.

2. Respect for diversity

The diversity of ethnic, racial, religious, and linguistic minorities is officially recognized and respected at all domestic and overseas business sites. Further, we strive to realize their equality of opportunity.

3. Prohibition of forced labor and child labor

All forms of forced labor against the free will of employees, and stakeholders are prohibited, including assault, threats, confinement, and human trafficking. Child labor* is prohibited in all our domestic and overseas business sites as a matter of principle. In regions where employment of minors is not illegal under local laws, we may offer opportunities for work only if such employment does not restrict their right to education.
*For overseas business sites, the definition of a minor is defined by local laws and regulations.

4. Freedom of association and protection of collective bargaining rights

We respect and advocate the freedom of association and right to collective bargaining guaranteed by the Constitution and labor laws, and provide adequate opportunities for communication regarding working conditions to all employees.

5. Fair treatment and support for education and training

We treat all employees fairly in terms of their capabilities and talents, foster an environment that facilitates their self-development, and proactively support them with opportunities to receive the training and education required for their jobs.

6. Compliance with and improvement of working conditions

We strictly comply with the legal standards governing working conditions of the country in which we operate, including working hours and minimum wage. Further, we guarantee equal compensation under the principle of “equal pay for equal work”, and strive to improve working conditions.

7. Establishment of a pleasant and safe working environment

We foster a safe and pleasant working environment to improve the health of our employees and those of our Biz. Partners. Moreover, we proactively pursue necessary measures to prevent safety incidents and establish plans to support follow-up management in this regard.

8. Compliance with environmental protection laws and regulations

We comply with all related laws and international standards on environmental protection.

9. Fulfilling environmental and social responsibilities

As a leader in the environmental business, we relentlessly promote environmental responsibility in all business activities and take measures to advance the development and dissemination of eco-friendly technologies.

10. Protecting environment, safety, and property rights of local residents

We respect the basic rights and property rights of local residents who are directly or indirectly affected by business activities, and take preventive measures to ensure that the environment, safety, and property rights of local residents are not infringed when undertaking projects.

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