

Human Rights Management Policy

Samsung SDS Co., Ltd.

Human Rights Management Policy

Article 1 Objective

Samsung SDS is committed to fostering shared prosperity with its clients, employees, shareholders, investors, partner companies, and local communities, while upholding the fundamental rights of all stakeholders.

In pursuit of this commitment, we have established our Human Rights Management Policy, grounded in internationally recognized human rights principles, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the Core Conventions of the International Labour Organization (ILO). We dedicate ourselves to faithfully putting these principles into action.

Article 2 Scope

This Human Rights Management Policy applies to all employees of Samsung SDS headquarters, its overseas entities, and domestic subsidiaries. It also extends to all stakeholders, including temporary workers, employees of partner companies, clients, users, and members of local communities.

Article 3 Governance for Human Rights Management

With the aim of embedding respect for human rights across all aspects of its operations, Samsung SDS has established a comprehensive governance framework for human rights management. The Board of Directors and the ESG Committee serve as the top decision making bodies, responsible for deliberating on and supervising key issues related to sustainability management, including human rights. They review and approve major human rights related agenda items covering areas such as labor rights, compliance, occupational safety and health, and supply chain management.

In addition, we have put in place a department dedicated to human rights management. This department is tasked with conducting human rights risk assessments and remediation, investigating potential human rights violations and developing countermeasures, establishing and revising human rights management policies, and operating the Human Rights Management Working Group. This structured system enables the integrated and organic operation of human rights management governance.

1. Voluntary Labor

We do not employ forced laborers, workers bound by contracts of involuntary servitude (including debt bondage), involuntary prison laborers, or trafficked workers, ensuring that all labor is voluntary. Any activity that involves coercing socially vulnerable individuals to relocate, be recruited, or transferred through threats, intimidation, coercion, abduction, or fraud for the purpose of labor exploitation falls under this prohibition.

2. Wages and Fringe Benefits

Strictly complying with all applicable local laws and regulations, we ensure that wages include at least the statutory minimum wage, overtime pay, and legally mandated fringe benefits. Furthermore, all overtime work is performed voluntarily at the free will of employees. In accordance with local laws and regulations, we provide overtime compensation at rates higher than those applied to regular working hours.

3. Freedom of Association

We abide by applicable local laws and respect the rights of workers to organize, join employee councils or labor unions, and freely associate with other workers for collective bargaining and peaceful assembly. We also respect the right of workers not to participate in such activities.

4. Prohibition of Child Labor

We strictly prohibit the recruitment of child workers. A “child” refers to any person under the highest age among 15 years old, the age at which compulsory education ends, or the statutory minimum age for employment under local law. While the engagement of adolescent workers who have attained the statutory minimum hiring age is permissible, we ensure that no worker under the age of eighteen is assigned to hazardous duties (including overtime or night work) in order to safeguard their safety and health.

5. Humane Treatment

We strictly prohibit all forms of sexual harassment, sexual abuse, corporal punishment, psychological or physical coercion, and any manner of harsh or inhumane treatment, including the use of abusive language. The issuance of threats relating to such conduct is likewise forbidden.



6. Work Hour Compliance

We categorically prohibit the assignment of work in excess of the maximum weekly hours stipulated under applicable local legislation. Except in cases of emergency or extraordinary circumstances, total weekly working hours shall not exceed 52 hours, inclusive of overtime. Moreover, every employee must be granted at least one full day of rest within each consecutive seven day period.

7. Prohibition of Discrimination

We impose a categorical ban on bullying and any form of unlawful discrimination. Covering the full spectrum of employment practices, including recruitment, wages, promotion, compensation, and access to educational opportunities, we strictly ban discrimination on the grounds of race, skin color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political orientation, union membership status, or marital status.

8. Workplace Safety and Environment

Fully cognizant of the paramount importance of safeguarding workers' safety across all operations, we spare no effort in establishing and sustaining healthy and environmentally sound workplaces in full compliance with applicable local laws and regulations.

9. Supply Chain Management

We sustainedly manage not only our subsidiaries but also partner companies to make them incorporate human rights management into their operations.

10. Protection of Clients' Human Rights

We remain fully cognizant of our duty to ensure that our products and services cause no harm to clients' lives, health, or safety. In addition, we implement rational measures to safeguard the security of all personal information entrusted to us by our clients.

11. Protection of Local Residents

We fully respect and safeguard the human rights of local residents in the communities where we conduct our business operations, abiding by all applicable local laws and regulations.



1. Identification and Assessment of Human Rights Risks

With the objective of identifying in advance any potential elements of human rights abuse both within and beyond the organization, we conduct comprehensive human rights risk assessments to ensure effective prevention. For these assessments, risks are meticulously categorized to derive practical assessment indicators, followed by the designation of evaluation subjects. Each subject is provided with clear assessment instructions and guidelines to guarantee the consistency of evaluation.

The assessment is carried out through written inspections and due diligence. To secure the objectivity of both written inspections and due diligence, independent third party verification may be incorporated.

2, Human Rights Risk Mitigation and Remediation

In the event that risks are identified through the human rights risk assessment, we formulate concrete measures to mitigate them and put those measures into action.

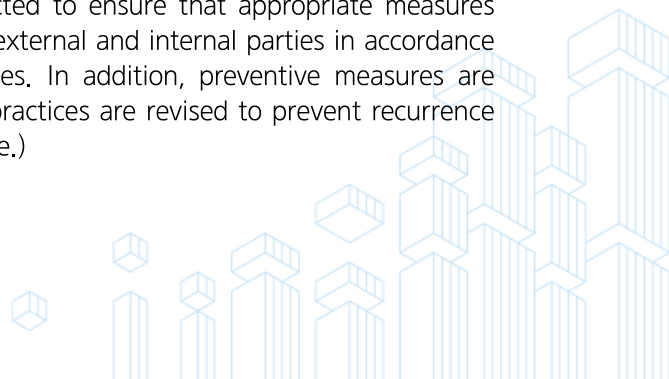
Following implementation, a formal report is submitted to the relevant committee and to business meetings, detailing the critical risks identified, together with the corresponding mitigation and remediation plans. Subsequently, comprehensive information, including cases of human rights infringement, the results of the risk assessment, and the measures adopted to mitigate and ameliorate such risks, is shared through a variety of channels.

3. Grievance Handling Process

We have established multiple channels to receive and address human rights related grievances and cases of harm raised by stakeholders. For our employees, we operate a channel dedicated to safeguarding organizational culture; for partner companies and business partners, we provide access through the Smart Together Partner Portal; and for other external stakeholders, we maintain a dedicated email channel.

Channel: humanrights.sds@samsung.com

Once a grievance report is filed, the informant is immediately separated from the respondent according to the gravity of the case and the will of the parties in cases related to discrimination or workplace bullying. The matter is then submitted to the Review Committee for Workplace Bullying and the Disciplinary Committee to ensure that similar cases do not recur. In the case of reports submitted by partner companies or business partners, thorough inspections are conducted to ensure that appropriate measures are taken fairly for all external and internal parties in accordance with internal procedures. In addition, preventive measures are formulated and work practices are revised to prevent recurrence of the same type of case.)



President & CEO of Samsung SDS Co., Ltd.
Junehee Lee

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