

Kangwon Land

Code of Conduct for Suppliers



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Foreword

Kangwon Land Co., Ltd. (“Kangwon Land”) is a company established to revitalize the economy in abandoned mine areas. Kangwon Land seeks to develop itself as a high-quality, eco-friendly healing resort that fulfills its social roles and responsibilities as a public corporation by laying the foundation for self-sustaining growth in local economies by achieving its vision of becoming a national resting place that is trusted by the people and grows together with the abandoned mine areas.

To this end, Kangwon Land's Code of Conduct for Suppliers covers basic ethical, social and human rights, environmental, and safety standards that all suppliers dealing with Kangwon Land shall comply with, and we believe that these standards will bring benefits for Kangwon Land and all its suppliers as well as global competitiveness.

Kangwon Land's Code of Conduct for Suppliers is a standard that suppliers and their employees, agents, and subcontractors (hereinafter “supplier”) shall comply with, and suppliers shall comply with legal requirements, this Code of Conduct, and Kangwon Land’s requirements specified in the transaction contracts.

In addition, suppliers shall require and manage their own stakeholders and suppliers to comply with this Code of Conduct and legal requirements, and recommend establishing a purchasing policy and supply chain management system to practice sustainable management.

Kangwon Land supports and respects the Universal Declaration of Human Rights as well as human rights protection and labor standards of international organizations such as the OECD Guidelines, the Ten Principles of the UN Global Compact, the UN Convention on the Rights of the Child, and ILO standards.

Through this, we establish and recommend this Code of Conduct for Suppliers in order to establish a clean and transparent corporate culture and to lay the foundation for a happy future for everyone.

Detailed Requirements

I . Ethical standards

- A. Suppliers shall do their best to eradicate corruption by ethically and legally performing their duties and establishing a fair trade order.
- B. Suppliers shall not engage in illegal or unfair practices such as bid fixing, illegal subcontracting, etc., and shall not offer bribes (money, other valuables or entertainment, etc.) or make improper solicitations to employees of Kangwon Land for the benefit of themselves or others.
- C. Suppliers shall educate their employees to create a clean corporate culture that refuses offering and demand of bribes. If they find corruption related to performance of a contract, they shall report it to the Public-Interest Corruption Reporting Center on Kangwon Land's website. (<http://kangwonland.high1.com>).
- D. Suppliers shall operate anonymous complaint filing, protect confidentiality of whistleblowers, prohibit retaliation, inform the employees of the relevant procedures, and identity protection.
- E. Suppliers shall comply with the Personal Information Protection Act, and make reasonable efforts to respect and protect intellectual property rights, customer information, and personal information.

II . Social and human rights standards

- A. Suppliers shall actively cooperate for the development of the abandoned mine areas, the purpose for which Kangwon Land was established, and shall not act in a way that is harmful to the community.
- B. Suppliers shall respect all their employees as human beings and prevent any acts that are in violation of human rights. Also, suppliers shall not compel employees to work against their free will due to mental and physical restraints, including fees for hiring and maintained employment or Indentured servitude.
- C. Suppliers shall ensure that regular and overtime work hours comply with labor laws except for emergencies or special circumstances and that employees' wages exceed the minimum level prescribed by labor laws.

- D. Suppliers shall comply with the legally regulated working age, and will not employ child workers. If a child worker is found, immediate measures shall be taken.
- E. Suppliers shall not discriminate in employment for any reason, such as gender, race, nationality, ethnicity, or religion, and shall guarantee freedom of association and right of collective bargaining under labor laws.

III. Environmental standards

- A. Suppliers shall obtain all environmental authorizations, permits and registrations required by the government and comply with environmental laws. Also, suppliers shall strive to prevent environmental pollution and reduce resource use, thereby protecting the environment of their business sites and communities.
- B. In order to manage the safe handling, transport, storage, use, recycling, reuse, and disposal of chemicals that can cause health and environmental hazards, suppliers shall identify such chemicals, and implement legally required safety measures such as compliance with facility standards, education of handlers, and exchange of related information.
- C. Suppliers shall be aware of their energy consumption and greenhouse gas emissions. Also, suppliers shall conduct management activities that focus on the environment, such as striving to minimize energy consumption and greenhouse gas emissions while increasing energy efficiency.

IV. Safety and health standards

- A. Suppliers shall endeavor to build and maintain safe, healthy workplaces in accordance with laws and regulations in order to ensure the safety and health of workers in all activities of the Company, including product production, construction, and maintenance.
- B. Suppliers shall eradicate all risk elements for industrial safety and take preventive measures accordingly, and provide workers with appropriate personal protective equipment for industrial hygiene to prevent workers' exposure to risk factors.
- C. By identifying and evaluating potential emergencies and accidents, suppliers shall establish emergency measures and response procedures to minimize damage and establish procedures and systems to manage industrial accidents and occupational diseases.

D. Suppliers shall regularly provide appropriate safety and health education/training to their employees. Also, safety and health information shall be posted so that it can be easily seen within the facility and easily accessible to employees.