

# **2019 Kangwon Land Human Rights Impact Assessment Result Report**

2019.11

**Sangmyung University Industrial-Academic Cooperation Group**

## **Submission Statement**

We submit this report  
as the final report of the “2019 Kangwon Land Human Rights Impact Assessment”  
promoted by Kangwon Land.

2019.11.18

**Sangmyung University Industrial-Academic Cooperation Group**

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## I. 2019 Kangwon Land Human Rights Impact Assessment Overview

\* The evaluation period is from August 21st to November 20th, 2019.

Period	Contents	Note
2018.9.21.	Establish strategies to promote human rights management	2019 Business Plan
2018.10.31.	Revise human rights/ethical management regulations	
2018.11.20.	Establish Kangwon Land human rights management plan	
2018.12.7.	Declare the charter of human rights management	
2018.12.13.	Commission human rights/ethical management committee (Four internal members, five external members)	The chairman of the committee is selected from among the internal members.
	Human rights/ethical management committee the 1st regular meeting	
2019.4.19.	Human rights/ethical management committee the 2nd regular meeting	
2019.7.16.	Post the charter of human rights management	
2019.8.	Establish a plan to conduct human rights impact assessment	
	Establish indicators for human rights impact assessment on the operation of the institution	
2019.8.21. ~11.20.	Conduct human rights impact assessment and product results (Stakeholder interview included)	Sangmyung University Industrial-Academic Cooperation Group
2019.12.	Conduct feedback on the results of the human rights impact assessment	Scheduled
	Disclose the results of the human rights impact assessment	

Category	Basis for Selection
Reason for Selection	<ul style="list-style-type: none"> <li>• The casino business is a core business directly related to the existence of the institution among the various businesses of Kangwon Land, and is a business that accounts for the majority of the institution's profits.</li> <li>• In particular, it can be subject to social criticism in terms of gambling business, and there are various human rights violation factors that can be experienced by external and internal customers.</li> <li>• Although the casino business is not a new business, we will identify and discover possible human rights violation factors in the course of future business operations to derive improvement factors.</li> </ul>
Goals	<ul style="list-style-type: none"> <li>• Conduct human rights impact assessment to discover possible human rights violation factors in the course of business operation and to derive implication for improvement.</li> </ul>
Assessment Principle	<ul style="list-style-type: none"> <li>• After reviewing the readjustment of the system for human rights management, evaluate the level of establishment and implementation performance of the human rights management system in Kangwon Land through interview-based due diligence.</li> </ul>
Assessment Subject	<ul style="list-style-type: none"> <li>• Experts from Sangmyung University Industrial-Academic Cooperation Group(External, 2 people)</li> <li>• Kangwon Land Legal Team (Internal)</li> </ul>
Assessment Period	<ul style="list-style-type: none"> <li>• August 21st, 2019 ~ November 20th, 2019</li> </ul>
Required Budget	<ul style="list-style-type: none"> <li>• KRW 10,936,200 won (including VAT)</li> </ul>

## II. Results of 2019 Kangwon Land Human Rights Impact Assessment on the Operation of the Institution

### 1. Assessment Results of 2019 Kangwon Land Human Rights Impact Assessment on the Operation of the Institution(Table)<sup>1)</sup>

Assessment Issue	Assessment Area (Number of Indicators)	Score/Total	Converted Score
1. Establishment of a human rights management system (10 points)	1. Establish a human rights management promotion system (5)	38/50	356/380 93.68% 9.4 Points
	2. Prepare for the declaration and announcement of human rights management in advance (3)	30/30	
	3. Declare policies on respect for human rights (6)	57/60	
	4. Conduct human rights impact assessment on regular basis(6)	60/60	
	5. Take necessary measures for institutionalization of human rights management (5)	44/50	
	6. Human rights management performance (7)	70/70	
	7. Prepare remedial procedures (6)	57/60	
2. Non-Discrimination in Employment (10 points)	1. Non-discrimination in employment (6)	60/60	170/170 100% 10 points
	2. Non-sex discrimination in employment (6)	60/60	
	3. Non-discrimination of non-regular employees (3)	30/30	
	4. Non-discrimination of foreign employees (3-1 not applicable)	20/20	
3. Guarantee of freedom of association and collective bargaining (10 points)	1. Freedom of association and collective bargaining (4)	40/40	140/140 10 points
	2. No disadvantageous treatment on labor union activities(5)	50/50	
	3. Guarantee collective bargaining and implement faithfully (5)	50/50	
	4. Take alternative measures for absence of labor union (2-2 not applicable)	-	
4. Prohibition of forced labor (10 points)	1. Prohibit forced labor (8)	80/80	97/100 9.7 points
	2. Prevent forced labor by subsidiaries/partners	17/20	

	(3-1 not applicable)		
<b>5. Prohibition of Child Labor</b> (10 points)	<b>1.</b> Prohibit employment of minors (6-1 Not Applicable)	50/50	50/50 10 points
	<b>2.</b> Take measures in case of finding employment of minors (8-8 not applicable)	-	
<b>6. Industrial Safety Assurance</b> (10 points)	<b>1.</b> Workplace safety (5)	50/50	170/170 10 points
	<b>2.</b> Protect pregnant women and disabled persons (4)	40/40	
	<b>3.</b> Provide essential equipment and conduct education, etc. (5)	50/50	
	<b>4.</b> Support employees harmed by industrial accidents (3)	30/30	
<b>7. Responsible Supply Chain Management</b> (10 points)	<b>1.</b> Prevent human rights violations by partner companies (4)	16/40	52/100 52% 5.2 points
	<b>2.</b> Perform monitoring (2)	11/20	
	<b>3.</b> Prevent human rights violations by security personnel (4)	25/40	
<b>8. Protection of Human Rights of Local Residents</b> (10 points)	<b>1.</b> Respect/protect the human rights of local residents (7)	70/70	73/100 73% 7.3 points
	<b>2.</b> Protect intellectual property rights of local residents (3)	3/30	
<b>9. Guarantee for Environmental Rights</b> (10 points)	<b>1.</b> Establish and maintain environmental management system (5-1 not applicable)	40/40	148/160 92.5% 9.3 points
	<b>2.</b> Disclose environmental information (3)	24/30	
	<b>3.</b> Principles of preventive approach to environmental problems (4)	40/40	
	<b>4.</b> Emergency planning (5)	44/50	
<b>10. Consumer Human Rights Protection</b> (10 points)	<b>1.</b> Protect human rights of consumers (6-1 Not Applicable)	50/50	140/140 100% 10 points
	<b>2.</b> Take measures in case of product defects (3)	30/30	
	<b>3.</b> Protect privacy of consumers(6)	60/60	
<b>Total (100 points)</b>			<b>90.9 points</b>
<b>Grade</b>			<b>A<sup>0</sup></b>

1) The human rights impact assessment on the operation of the institution is based on a five-point scale, which is calculated as the total score after assigning a score of Yes (10 points), Complement required (7 points), No (4 points), No information (1 point), and Not applicable (excluded from

parameters).

2)

### III. Results of 2019 Kangwon Land Human Rights Impact Assessment on Major Business

#### 1. Assessment Results of 2019 Kangwon Land Human Rights Impact Assessment on Major Business(Casino) (Table)

Category	Assessment Area	Indicator	Score	Converted Score	
Internal Assessment (70) <sup>2)</sup>	1. Fair Operation (15 points)	1) Customer rights	10/10	30/30 100% 15 points	
		2) Response to civil complaints	10/10		
		3) Prevention of sexual violence against customers	10/10		
	2. Support for the Use of Facilities by the Socially Disadvantaged (15 points)	1) Convenience of entering by disabled customers	10/10	20/20 100%	15 points
		2) Support for those with low vision	10/10		
	3. Customer Safety and Human Rights Protection (20 points)	1) Position safety management personnel	10/10	60/60 100% 20 points	
		2) Safety personnel response manual	10/10		
		3) Secure first aid facilities	10/10		
		4) Conduct safety training	10/10		
		5) Compliance with safety-related regulations	10/10		
		6) Search instructions	-		
	4. Employee Safety and Human Rights Protection (20 points)	1) Regulations for safety protection for employees	10/10	40/40 100% 20 points	
		2) Safety accident response manual	10/10		
		3) Establishment of rest room	10/10		
		4) Mental health support system	10/10		
5. Local Resident Human Rights	1) Prevent overindulgence of local residents	8/10	excluded		

	Protection (0 point)			
Expert Assessment (30) <sup>3)</sup>	<b>1.</b> Guarantee of Customer Rights (2 points)	<b>1)</b> Operation of the civil service desk	10/10	80%, 1.6 points
	<b>2.</b> Response to Civil Complaints (2 points)	<b>1)</b> Kindness in responding to complaints	10/10	100%, 2 points
	<b>3.</b> Support for Disabled Customers (2 points)	<b>1)</b> Convenience for disabled customers	8/10	80%, 1.6 points
	<b>4.</b> Safety Management in the Workplace (6 points)	<b>1)</b> Safety management education (sustainability)	10/10	96% 5.8 points
		<b>2)</b> Safety management education (systematicity)	10/10	
		<b>3)</b> Emergency exit management	10/10	
		<b>4)</b> Pre-search activities	10/10	
		<b>5)</b> Possibility of human rights violations during the search process	8/10	
	<b>5.</b> Customer Management (3 points)	<b>1)</b> Proper management of convenience facilities	10/10	100%, 3 points
	<b>6.</b> Information Protection (3 points)	<b>1)</b> Personal information management of incoming customers	10/10	100%, 3 points
	<b>7.</b> Safety Protection of Employees (3 points)	<b>1)</b> Creating an environment to prevent violence against employees	10/10	100%, 3 points
		<b>2)</b> Industrial safety and health education for employees	10/10	
	<b>8.</b> Employee Human Rights Protection (3 points)	<b>1)</b> Proper management of rest facilities for employees	8/10	93.3% 2.8 points
<b>2)</b> Guaranteeing employees' right to rest		10/10		
<b>3)</b> Treatment of non-regular employees (part-timers, etc.)		10/10		



	<b>9.</b> Managing Overindulgence in Casinos of Local Residents (4 points)	<b>1)</b> Overindulgence prevention program for local residents	6/10	60%, 2.4 points
	<b>10.</b> Human Rights Management of Partner Companies (2 points)	<b>1)</b> Support prevention of discrimination against employees of partner companies	8/10	8%, 1.6 points
Total (100 points)				96.8 points
Grade				A <sup>+</sup>

2) The human rights impact assessment on the operation of the institution is based on a five-point scale, which is calculated as the total score after assigning a score of Yes (10 points), Complement required (7 points), No (4 points), No information (1 point), and Not applicable (excluded from parameters).

3) Expert assessment is based on a qualitative assessment of the frequency and intensity (quality) of performance related to the institution's casino business based on due diligence results (very yes 10, yes 8 points, normal 6 points, no 4 points, very no 2 points).

## **5. Results of Kangwon Land Human Rights Impact Assessment**

\* We, the assessment team rate Kangwon Land as "Excellent A" grade, as a result of the human rights impact assessment on the operation of the institution and on its major business regarding human rights management.