**Supplier Code of Conduct**

Version: August 2023

Kyung-In Synthetic Corporation and its affiliates (hereinafter collectively referred to as KISCO) are committed to complying with laws and corporate ethics based on the founding principle of "respecting people, continuously pursuing research and development, and providing genuine value to customers through transparent management." We strive to fulfill our corporate social responsibilities by coexisting and prospering with stakeholders such as customers and shareholders, aiming to become a functional chemical materials specialized company that operates at the highest standards.

The Code of Conduct for KISCO's Suppliers is based on the principle of mutual respect and growth between KISCO and its suppliers. We expect suppliers to align with our social responsibilities and efforts for sustainable value creation, emphasizing human rights and the environment, and to contribute to building a sustainable supply chain.

This Code of Conduct consists of four areas: Labor/Human Rights, Health and Safety, Environment, and Ethics. All suppliers are required to comply with relevant laws and regulations and adhere to the provisions of this Code of Conduct, and they must also extend the same principles to their sub-suppliers.

To assess the compliance of suppliers with this Code of Conduct, third-party organizations authorized by KISCO may conduct inspections and audits of suppliers within the limits allowed by law. In case of violations of the terms of this code, improvements may be demanded, and suppliers must make efforts to develop and implement risk mitigation plans and corrective actions based on mutual consultations.

This Code of Conduct does not specify all obligations of suppliers and is subject to periodic review and amendment for the purpose of building a sustainable supply chain. It can be accessed through KISCO's official website.

This Code of Conduct has been developed based on various international norms and standards, including the Responsible Business Alliance (RBA), as well as legal requirements. In cases where discrepancies arise between recommended actions in this Code and legal requirements of a specific country, the relevant country's laws should take precedence.

**1. Labor and Human Rights**

1.1 Prohibition of Forced and Child Labor

All labor practices of suppliers must be based on the voluntary consent of workers, who should be free to leave or terminate their employment at any time. Suppliers must adhere to regulations regarding the employment of minors and prohibit the employment of children below the minimum working age.

1.2 Labor Policies (Wages and Benefits, Working Hours Management)

Suppliers must comply with wage payment laws and regulations in each country of operation and ensure adherence to proper working hours. Written employment contracts, including clear terms and conditions in the native language of workers, must be provided.

1.3 Humane Treatment

Suppliers are strictly prohibited from subjecting workers to any form of harsh or inhumane treatment, including violence, sexual harassment, mental or physical coercion, harassment, public humiliation, and verbal abuse. Appropriate measures must be taken upon confirming any instances where this has occurred.

1.4 Non-Discrimination and Harassment

Suppliers should make efforts to prevent discrimination in employment, promotion, education, etc., based on factors such as race, gender, gender identity, sexuality, ethnicity, disability, religion, political orientation, family status, and social status. Efforts should also be made to prevent workplace harassment.

**2. Health and Safety**

2.1 Industrial Safety

Suppliers must eliminate factors that could threaten the health and safety of workers. This involves providing appropriate personal protective equipment, establishing safe work procedures, and conducting ongoing health and safety education for workers.

2.2 Emergency Response

Suppliers must minimize potential damage from emergencies by reporting potential emergency situations, establishing worker notification and evacuation procedures, and conducting education and training for workers.

2.3 Health and Safety Education

Suppliers must provide workers with appropriate workplace health and safety information and education in languages that workers can understand. This includes information about risks at work sites, including mechanical, electrical, chemical, fire, and physical hazards.

**3. Environment**

3.1 Environmental Permits and Reporting

Suppliers must comply with environmental laws and regulations in each country of operation. They should obtain, maintain, and manage all necessary environmental permits, approvals, and registrations required for business operations.

3.2 Pollution Prevention and Resource Conservation

Suppliers should explore methods to monitor and minimize energy consumption, water usage, air/water pollutants, and waste emissions to the extent possible.

3.3 Hazardous Substance Management

Suppliers must make efforts to safely manage the handling, transportation, storage, use, recycling, reuse, and disposal of hazardous chemicals to ensure the safety of people and the environment.

**4. Ethics**

4.1 Anti-Corruption and Anti-Bribery

Suppliers must strictly prohibit all forms of bribery, corruption, embezzlement, and similar practices. They should not promise, offer, approve, provide, or accept bribes, gifts, or other inappropriate or unjust benefits for personal gain.

4.2 Fair Trade

Suppliers must adhere to fair trade laws and standards.

4.3 Personal Information Protection

Suppliers must make efforts to protect the personal information of all individuals, including suppliers, customers, consumers, and employees, at a reasonable level. Suppliers must also comply with laws and regulations related to the collection, storage, processing, transmission, and sharing of personal information.

This Code of Conduct declares KISCO’s commitment to building a sustainable supply chain and does not impose any legal rights or obligations on suppliers. Violations of this Code of Conduct by suppliers will not lead to legal disputes, civil, criminal, or administrative proceedings against suppliers or employees.