**KISCO Supplier Code of Conduct**

Enactment on June 26, 2023

Revision on February 20th, 2025

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.

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**

KISCO’s suppliers commit to protect and respect the human rights of workers, and to treat them with dignity.

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, and the youth labor shall also comply with the minimum working age, working hours and working conditions.

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 e-contract), 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, gender-based 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**

KISCO’s suppliers recognize that activities to ensure the safety and health of workers are essential in all working activities,and strive to build and maintain safe workplace in accordance with laws and regulations.

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 their native or other languages that workers can understand. This includes information about risks at work sites, including mechanical, electrical, chemical, fire, and physical hazards.

2.4 Hazardous factors and facility Management

Suppliers shall endeavor to ensure that hazardous factors (chemicals, viruses, noise, radiation, etc) used in the workplace do not cause problems in health and safety of workers. Workers shall be provided with protective equipment and barriers when using production and other facilities that may be exposed to risks.

**3. Environment**

KISCO’s suppliers shall manage and strive to reduce the environmental pollutants generated across all business functions, and comply with environmental laws and regulations such as chemical and waste management and disposal etc.

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.

3.4 Water Management

Suppliers shall seek opportunities to conserve water and strive to properly manage and preserve the water environment by preventing hazards or disasters from contamination of water.

**4. Ethics**

KISCO’s suppliers shall comply with all the laws and regulations in all business activities, and strive to uphold the high standards of 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.

4.4 Intellectual Property

KISCO’s suppliers must protect any of KISCO’s intellectual property including information regarding technologies of production and quality assessment, required quality etc from any external leakage.

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.

To demonstrate agreement with this Code of Conduct, one copy each, signed by representatives of KISCO and the suppliers, is retained.

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