

SK ie technology

Human Rights Policy

1. Compliance with Human Rights Due Diligence

SK ie technology (“SKIET”) exercises its best care so that there may be no human rights violations in its conduct of business or business relations. SKIET endeavors to formulate talent recruitment and training strategies, safety, health and environment (SHE) policies, and ethics norms and thereby strictly comply with the principle of human rights protection in its business activities.

2. Human Rights Policy and Applicability Thereof

First, SKIET shall respect all its employees’ dignity and value as humans in order to achieve sustainable happiness.

Second, SKIET, shall do its best to maintain a good work environment on the basis of good morale, so that all its employees can pursue happiness.

Third, SKIET shall support and respect the human rights protection and labor standards of labor-related international organizations such as the UN and ILO, and shall not discriminate on the basis of any grounds including gender, race, nationality, religion, or age.

Fourth, SKIET shall comply with its human rights policies and the labor laws of the relevant country or region where it has work sites, and affirm that this policy is the basic duty of all suppliers and business partners having business relations with SKIET.

Fifth, SKIET shall designates a department in charge of human rights management and SKIET regularly conducts human rights education for all stakeholders.

3. Detailed Guidelines

A. Respect for human rights

SKIET shall respect all its employees as humans, and endeavor not to make any compromises on human rights.

B. Prohibition of forced labor

SKIET shall not force labor against an employee's free will through mental or physical oppression including slavery and human trafficking. It shall not demand the transfer of government-issued IDs, passports, or labor permits as condition for employment.

C. Prohibition of child labor

SKIET shall not hire children or youths under 15 years of age.

D. Child labor

Regarding anyone less than 18 years of age, SKIET shall hire him/her in compliance with labor laws, and shall not put him/her to dangerous, hazardous work.

E. Working hours

Regular working hours and overtime work shall comply with the standards prescribed by the labor laws of the relevant country or region.

F. Wages

SKIET shall set its employees' wages at a level not lower than the minimum level set by the labor laws of the respective country or region.

G. Non-discrimination

SKIET shall not discriminate when hiring on any basis including gender, race, nationality, ethnicity, or religion, and shall not discriminate in conditions of work such as wages and promotions on the basis of the same.

H. Freedom of association

SKIET shall guarantee freedom of association and the right to collective bargaining under the labor laws of the relevant country or region, and shall not impose unfavorable treatment on the basis of labor union membership, activities, or organization.

I. Workplace safety and environment

SKIET shall endeavor to create a pleasant work environment and prevent safety accidents by complying with international standards, applicable laws, and internal regulations on the work environment.

J. Due diligence process for human rights protection

SKIET, for effective human rights protection, shall strive for risk prevention and human rights protection by diligently performing its human rights due diligence process.

