

Human Right Policy

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**KUMHO
TIRE**

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I. Preface

1. Purpose

Kumho Tire establishes a human right policy to prevent human rights violations of stakeholders within the sphere of influence of the company's management activities and to mitigate risks. To implement human rights management, Kumho Tire complies with the other international standards and guidelines related to human rights and labor such as Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights (UNGPR), ILO Declaration, and OECD Due Diligence Guidance for Responsible Business Conduct.

2. Scope of Application

Kumho Tire applies this human right policy to all employees and executives at its business sites and checks and improves human rights and labor-related risk factors through continuous management and monitoring. Furthermore, Kumho Tire strives to expand the application to key stakeholders such as suppliers, customers, and local communities.

II. Principle

1. Respect for Human Rights

Kumho Tire respects all stakeholders as human beings and uses its best effort to prevent mental or physical inhumane treatment.

2. Non-discrimination

Kumho Tire does not tolerate any discriminatory acts by applying the principle of zero tolerance. Kumho Tire prohibits any and all forms of discrimination in personnel matters, such as hiring, wages, promotion and compensation, and welfare on the grounds of gender, age, race, ethnicity, nationality, disability, religion, political belief, marital status, pregnancy, or childbirth. In addition, Kumho Tire strives to build an organizational culture that respects the diversity, equity, and inclusion. .

3. Women's Rights

Kumho Tire does not discriminate against women and supports gender equality. Kumho Tire guarantees the same conditions and equal opportunities regardless of gender in terms of employment, promotion, job performance, and wages. In addition, Kumho Tire implements maternity protection policies and procedures in accordance with the laws to protect the health and safety of pregnant women, women within the first year of childbirth, and lactating female workers.

4. Prohibition of Forced Labor

Kumho Tire does not force its executives and employees to provide work that restricts their mental or physical freedom, such as assault, intimidation, confinement, fees, expenses, slavery, or human trafficking for employment and employment retention. Kumho Tire does not keep workers' personal documents such as government-issued identification cards, passports, or work permits as a condition of employment.

5. Prohibition of Child Labor

Kumho Tire does not employ children under the age of 15 (or, if the child age standards set by local laws are strict, local laws will be applied.), and all business partners doing business with Kumho Tire must comply with this. Accordingly, Kumho's domestic and overseas business sites and business partners must comply with strict employment procedures such as age screening of new employees. Any form of child labor is not allowed.

6. Working Condition

Kumho Tire complies with regulations regarding working hours, holidays, and wages set forth in each country and regional laws. In addition, Kumho Tire provides educational opportunities and a work environment appropriate for job performance to develop all employees' competencies and improve their quality of life.

7. Prohibition of Sexual Harassment and Harassment in the Workplace

Kumho Tires prohibits any and all acts that cause sexual humiliation, such as sexual harassment and sexual assault in the workplace, and prohibits any and all acts of harassment that cause physical or mental pain by taking advantage of a position or relationship in the workplace. Kumho Tires strives to prevent harm and damage by providing education on the prevention of sexual harassment and harassment in the workplace and establishes a channel where anyone can report any harm.

8. Guarantee of Freedom of Association and Collective Bargaining

Kumho Tire respects the right to association and collective bargaining guaranteed by the labor laws of each country/region. In addition, Kumho Tire does not unfairly treat those members on the grounds of union formation, membership, or activities.

9. Ensuring a Safe Working Environment

Kumho Tire provides a safe and sanitary work environment to its employees and executives. Kumho Tire regularly inspects and manages the facilities and equipment of business sites and provides additional safety protection equipment and safety training to employees and executives working in hazardous work environments. In addition, vulnerable workers such as pregnant women and the disabled are guaranteed the necessary support and measures for smooth work.

10. Protection of Human Rights of Local Residents and Environmental Rights

Kumho Tire takes care not to infringe on the human rights of local residents when performing the duties of all executives and employees and protects the right of residence and residence of local residents. Kumho Tires also checks whether there are any negative impacts on the local environment, such as land, forests, and water resources, as well as destruction of the ecosystem and environmental damage, in the course of business operation, and strives to prevent the infringement of local residents' environmental rights (the right to live in a healthy and pleasant environment) caused by these reasons.

11. Protection of Customer Human Rights

When providing products and services, Kumho Tire must prioritize the protection of customers' lives, health, and property and does its best to manage customer personal information collected through management activities in compliance with relevant laws and regulations, and takes the best measures to prevent infringement of personal information such as loss, leakage, or damage.

12. Supply Chain Expansion

Kumho Tire encourages suppliers to implement human rights management for responsible supply chain management and strives to prevent human rights violations within the supply chain. Furthermore, Kumho Tire manages human rights issues in accordance with relevant laws and guidelines, and continues to manage human rights risks within the supply chain through appropriate measures and prevention of identified risks.

III. Propulsion System

1. Governance

Kumho Tire controls and supervises the progress of human rights management through departments related to human rights management. The scope of roles and control is 1) enactment and revision of human right policy, 2) establishment and revision of internal regulations such as personnel system and employment rules, 3) implementation of human rights impact assessment and risk inspection, 4) operation and improvement of grievance handling process, 5) training and by raising awareness, etc.

2. Education

Kumho Tire conducts training and provides education program to improve employee awareness of human rights and prevent human rights violations. Kumho Tire spreads a culture of respect for human rights and strives to internalize human rights management by providing training to domestic and foreign executives and employees on workplace harassment prevention, sexual harassment prevention, raising awareness of the disabled, and personal information protection.

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