

CHARTER FOR HUMAN RIGHTS



TYM CORPORATION

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I. Introduction

1. Purpose of Establishing the Charter for Human Rights

TYM is committed to complying with the Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights, and TYM declares the Charter for Human Rights in order to practice the respect for human rights of all stakeholders, including all employees, business partners, and consumers and to prevent and mitigate human rights violations and risks in all business activities.

2. Scope of Application of the Charter for Human Rights

The Charter for Human Rights applies to all executives and employees of TYM and the related executives and employees who shall perform their duties in accordance with the Charter for Human Rights. Furthermore, the executives and employees of TYM are encouraged to follow and respect this Charter for Human Rights when dealing with stakeholders such as suppliers, etc.

3. Human Rights Risk Management System

TYM shall establish an internal system required for implementing the human rights management in accordance with this Charter for Human Rights for respecting the human rights of all executives and employees and relieving the ensuing risk. The human rights risk is regularly evaluated and improved, and the result is shared with stakeholders. The organization in charge of human rights management for TYM carries out the management of human rights risk following the principle of good faith and due diligence and reviews the human rights management procedure on a regular basis, actively reflecting social changes to revise and supplement the management system.

II. BASIC PRINCIPLE

Article 1 Prohibition of Discrimination

The Company does not discriminate against anyone in the aspect of employment, promotion, education, wage, welfare, etc. or on the ground of gender, race, ethnicity, nationality, disability, religion, age, family status, academic background, connections, social status, and political opinion for all executives and employees and it structures the organizational culture to respect the diversity of executives and employees. Any case of discrimination shall be handled by zero tolerance policy

Article 2 Prohibition of Harassment

TYM prohibits any act that cause physical or mental suffering of other employees or deteriorate the work environment beyond the appropriate scope of work by taking advantage of a person's superiority in relationship in the workplace. This includes sexual harassment, which causes to feel sexual humiliation, repulsion, or shame with sexual words or behaviors, and non-sexual harassment such as mobbing, bullying, and threats.

Article 3 Compliance with Working Conditions

TYM complies with the legal working hours, and it pays all executives and employees reasonable remunerations for the work along with the salary statement. In addition, TYM pays more than the minimum wage in accordance with each minimum wage-related law, including the Minimum Wage Act, and provides sufficient training opportunities and a work environment suitable for job performance for all executives and employees to develop their capabilities and improve their quality of life.

Article 4 Humane Treatment

TYM respects the privacy of the executives and employees and fully protects personal information, and it does not abuse, physically or mentally, or adversely treat any executives or employees.

Article 5 Guarantee of the Freedom of Association and Collective Bargaining

TYM respects the labor relations laws and provides sufficient opportunity for communication with all executives and employees.

Article 6 Prohibition of Forced Labor and Child Labor

TYM does not engage in any act of violence, threat, false imprisonment, or goes against the will of any executive or employee and it does not coerce any work against the free will by the method of confiscating a personal ID or company ID. In addition, any labor or employment of children and adolescents under the age of 15 are prohibited in principle.

Article 7 Guarantee of Industrial Safety

TYM regularly inspects the facilities, equipment, tools, and others of the business premises for all executives and employees to work in a safe work environment and prepares the support plan for post management and appropriate measures for the purpose of preventing physical and mental hazards.

Article 8 Protection of the Human Rights of Residents

All executives and employees of TYM are cautioned not to interfere with the human rights of the residents when carrying out their work. Moreover, the rights to safety and health for residents, and freedom of residence are protected.

Article 9 Protection of the Human Rights for Customers

All executives and employees of TYM shall make it their highest priority to protect the life, health and property of customers when providing products and services and shall make their best endeavors and take measures to protect the personal information collected from management activities.

III. ESTABLISHMENT OF THE SYSTEM

1. Establishment of Governance

- i. Responsibility of Human Rights Management
 - TYM shall manage and supervise the status of promoting the human rights management through the meetings of committees or management conferences participated in by the highest decision makers or decision makers of major departments or working conferences participated in by decision makers of key departments.
 - The role of committees, management conferences, or working meetings and the scope of responsibilities are as follows:
 - a. Review of the establishment or revision of the Charter for Human Rights
 - b. Proposal for revising pertinent internal regulations, such as the personnel system, employment regulations, audit standards and others
 - c. Recommendation for actions on implementation and result of evaluating human rights risks
 - d. Instruction for investigation on cases of human rights violations and deliberation for relief plans
 - e. Other matters deemed to be required for the protection of human rights

- ii. Performance of Human Rights Management
 - TYM shall have the organization to oversee human rights management to carry out the relevant affairs.
 - The works to be carried out by the organization in charge of human rights management are as follows:
 - a. Establishment and revision of the Charter for Human Rights
 - b. Establishment of the human rights management execution plan
 - c. Evaluation of the human rights risk
 - d. Operation of the grievance channel
 - e. In-house education and report as well as external communication, etc.

2. Operation of the Grievance Procedure

- TYM operates grievance procedure for all types of human rights violations related to discrimination, harassment, working conditions, humane treatment, freedom of association and collective bargaining, forced or child labor, industrial safety and human rights of local residents and customers as follows:
 - i. Report and Reception of Violations of Human Rights
 - TYM shall operate a channel to receive the report from executives and employees or other persons or organizations (reporters) that suffer a human rights violation or perceived human rights risk.
 - Upon receiving a report of a human rights violation, the characteristics of the individual report case are considered in discussion for a detailed relief plan regarding the case of human rights violence by the pertinent department.

Grievance Channel to Report Violations of Human Rights

- **Department: TYM Audit team, General Affairs Team (HR)**
- **E-mail: audit@tym.world**
- **Tel: 02) 3014-2770 (Fax: 02) 544-9801)**
- ii. Processing of Reports on Violations of Human Rights
 - TYM shall, with reference to court precedents, regulations of relevant government agencies, past internal practices, and other industrial practices, strive to identify the best course of remedial action with support from the legal department.
 - If the cases of human rights violence exercise significant influence on freedom and the rights of victims or it is highly likely to create risks to the corporate reputation, the relief plan may be discussed by a committee, management conference, practical meeting, and gatherings in which the highest decision makers participate.
- iii. Guarantee of Status for Reporters
 - Executives and employees of TYM shall not disclose, reveal or otherwise report any personally identifiable information that may be used to identify a reporter. All information relating to victims, incidents, remedial procedures, and outcomes, as transmitted during the reporting and notification process, shall be kept strictly confidential.
 - Measures shall be implemented to protect employees from adverse consequences arising from the reporting of human rights violations and risks.

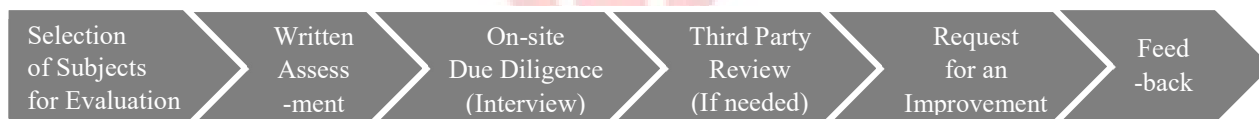
3. Education and Efforts to Raise Awareness

- i. Human Rights Management Education
 - TYM shall encourage the promotion of the understanding of human rights of executives and employees and improvement of perception and process the human rights management education with the purpose of the internal promotion scheme for human rights management and delivery of the enforcement plan.
 - TYM prohibits discrimination or harassment by executives and employees and encourage active reporting of detected cases and risks of human rights violation through the human rights management.
- ii. Enhancing Human Rights Management
 - TYM shares information pertaining to the Charter for Human Rights, its implementation plan, and the human rights risk assessment process and associated outcomes to all executives and employees of TYM and the related.
 - Content is shared via the optimal channels (voice, video, and written media) and methods (Korean, English, etc.) for all organizational members to conveniently access information relating to human rights management.

IV. RISK MANAGEMENT

1. Evaluation of Risk

- i. Evaluation Index and Operation of the Evaluation Process
 - Based on the basic principles of the Charter for Human Rights, UN Guiding Principles on Business and Human Rights and others are applied mutatis mutandis to evaluate the work environment, work conditions, human resource operation, industrial safety, and human rights risks to residents and customers.
 - Operational diagram of the evaluation process



- a. The cycle of periodic evaluation and self-improvement
- b. Conducting a separate examination by a third-party organization if necessary

2. Performance of Risk Management



3. Disclosure of Status and Outcome

- i. Report to the Key Decision Makers
 - TYM shall report meaningful indications, important risks and improvement plans confirmed through the evaluation of human rights risk to the major decision makers, including the committees and working conference of management meetings.
 - The report data obtained with the approval of the committees, management meetings, major decision makers, etc. may be shared with the applicable departments and others through enhancing the effectiveness in promoting the human rights management.
- ii. Information Disclosure
 - TYM shall disclose the information on cases of reports for human rights violations and evaluation results on human rights risks, measures of its improvement and moderation on the homepage, integrated report, and sustainable management report or separate channels on human rights white book, etc., and it shall select the disclosure channel that are easily accessible and understandable to the executives, employees, and other stakeholders.