

Coway's Human Rights Policy

As a best life-solution company, Coway is committed to creating a robust and convenient living environment and ultimately a better world through our innovations. Our human rights policy contains basic principles on responsible conduct and human rights that Coway should uphold for a sustainable society. It follows the UN Guiding Principles on Business and Human Rights (UNGP), the 10 principles of the UN Global Compact, and the standards of ILO, and the Responsible Business Alliance (RBA).

1. Non-Discrimination

Coway respects all employees equally and believes that the diversity of employees is an important factor in sustainability of the company. Coway does not discriminate its employees based on individual's political, economic and social status irrelevant to job competency such as race, age, gender, body, religion in every employment practice such as hiring, discharge, wages, rewards, and training.

2. No Child Labor

Coway does not use any form of child labor (employee under the minimum age of employment of the relevant country). Also, we hire young workers (based on the law of each nation) by complying with labor-related laws of respective nations. We do not allow young workers to perform hazardous work. In addition, we provide young workers with proper support and education in accordance with relevant laws and regulations.

3. No Forced Labor

Coway guarantees that no employee is required to be physically and mentally restrained or to work against his/her will, and employment conditions are voluntary. We provide all employees with the employment contract written in their own language (or the language they understand). We do not retain employees' personal documents, such as ID cards, passports, or work permits, on condition of employment.

4. Working Hours

Coway does not require its employees to work more than the maximum working hours set by the law of the relevant country. We do not allow our employees to work in excess of the maximum work hours prescribed by the respective nations. In case where employees have to work overtime, we require their voluntary agreements and pay overtime in accordance with the standards regulated by the labor-related laws of their respective nations.

5. Humane Treatment

Coway creates a working environment free from harassment. It prohibits any inhumane treatment against employees including sexual harassment, sexual abuse, corporal punishment and mental or physical coercion. We also prohibit abuse of a superior bargaining position in the workplace. In the event of any violation, we take appropriate action to protect and remedy victims and provide employee education to prevent it.

6. Health and Safety

Coway provides all employees with a safe working environment according to the local requirements of the relevant country and international norms. It also commits to establishing a safe and healthy working environment to minimize work-related injury and illness, and promote worker retention and morale.

7. Freedom of Association

We guarantee (respect) the rights to freedom of association and collective bargaining under the labor laws of each nation or region. We do not put them at a disadvantage or discriminate against them based on union membership, activities, or formation.

8. Responsible Mineral Procurement

Coway does not use raw materials (minerals mined from the mines occupied by armed forces, illegally logged timber, etc.). We do not use minerals, such as tantalum, tin, tungsten, gold, and so forth, that have been produced by directly or indirectly providing financial resources or benefits to armed forces that seriously violate human rights in the Democratic Republic of the Congo or neighboring countries. We also conduct due diligence on suppliers in relation to the use of minerals and disclose the results.

9. Health and Safety of Consumers

Coway ensures that it does not harm the health and safety of consumers in providing products and services.

10. Responsible Marketing

Coway upholds standards of competition in advertising or marketing, and does not mislead consumers. It publicizes only verifiable information of products and services without exaggerating the quality and performance.

11. Privacy

Coway respects the privacy of individuals and commits to the protection of personal information by complying with requirements when personal information is collected, stored, processed, transmitted, and shared.

12. Protection of Human Rights of Local Residents

Coway ensures that the human rights of local residents in areas where it conducts business activities are not violated. It values and safeguards the local residents' rights to life, individual safety and property.

Human rights policy	Date
Coway Trust Guidelines V.1.0	May 2017
Coway Human Rights Policy V.2.0	Feb. 2022

- For inquiries about our human rights policy, please contact us at sustainability@coway.co.kr.

