

[Coway Supplier Code of Conduct]

As the Best Life-Solution Company, Coway strives to create a healthy and convenient living environment and a better world through its innovations. This Code of Conduct is intended to advance corporate social and environmental responsibility, and corporate ethics for a sustainable society. It contains basic principles regarding respect for labor and personnel, environmental responsibility, and ethics that must be implemented together as a business partner of Coway.

- Coway may visit its business partners to assess whether they are complying with this Code of Conduct.
- This Code of Conduct is created based on major international guidelines and directives, such as the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the Responsible Business Alliance (“RBA”).

Human Right and Labor

Non-discrimination

Coway’s business partners shall not discriminate (against their employees) on the basis of political, economic or social status, such as race, age, gender, physical condition, religion, which are irrelevant to job performance with regard to employment practices, such as hiring, promotion, compensation, and training.

Prohibition of child labor

The business partners must not use child labor (i.e. employees below the minimum employment age in their respective countries). In addition, young workers (based on the laws of each country) must not be engaged in hazardous work in terms of safety and health, and the business partners must provide appropriate support and training to young workers in accordance with relevant laws and regulations.

Voluntary work

The business partners shall guarantee that no employee will be unreasonably restricted in their mental or physical freedom or required to work against their will, and that employment is voluntary. In addition, the business partners must provide all employees with an employment contract written in the local language (or a language that can be understood) and will not retain workers' personal documents, such as ID cards, passports or work permits, as a condition of employment.

Compliance with working hours

The business partners shall not require their employees to work more than the maximum weekly working hours stipulated by law in their respective countries. Employees must not work more than the maximum working hours set by the applicable country. In case of overtime work, the employee's voluntary consent is required, and overtime wages must be paid in accordance with the standards set by the labor-related laws of the applicable country.

Humane treatment

The business partners are prohibited from any inhumane treatment of workers, including violence, verbal abuse, sexual harassment and abuse, corporal punishment, and mental or physical coercion. Additionally, harassment that takes advantage of workplace status or dominance in relationships is prohibited. If any damages occur, the business partners must implement appropriate protection and relief measures and provide training to prevent such damage.

Wages

The business partners shall pay wages to workers in accordance with the relevant country's wage-related laws (minimum wage, overtime pay, etc.) and provide workers with wage statements that contain accurate and sufficient information in accordance with compensation standards.

Freedom of association and collective bargaining

The freedom of association and collective bargaining of employees must be guaranteed in accordance with the local laws and regulations of the countries in which the business partners operate, and the establishment and operation of a legitimate bargaining group must be permitted. The business partners must faithfully negotiate the matters related to collective bargaining with representatives of the business partners' employees. In absence of the business partners' representatives, individual employees shall be allowed to freely suggest matters for negotiation.

Safety and Health

Occupational Safety and Health

Business partners ensures industrial safety by preventing exposure to hazards for all employees, providing appropriate personal protective equipment, and provide continuous safety and health training in a language understandable to workers, providing a safe and pleasant working environment. Also, the business partners shall strive to establish a safe and healthy working environment to prevent work-related injuries and diseases, retain workers, and improve morale.

Emergency Preparedness

The business partners must identify emergency situations that may occur and prepare emergency response plans and procedures to minimize damage caused by emergencies.

Environment

Compliance with environmental laws and pollution prevention

The business partners must comply with environmental laws and reporting requirements, as well as Coway's environmental and quality management standards. In addition, the business partners must strive to manage air, rainwater, and waste to prevent environmental pollution, identify chemicals and other substances that may pollute the environment when discharged and ensure safe handling, use, and disposal of such substances.

Greenhouse gas emissions and energy consumption

The business partners must establish a system that can measure energy consumption and greenhouse gas emissions (Scope 1_direct emissions & Scope 2_indirect emissions), and must strive to reduce energy consumption and greenhouse gas emissions

Resource efficiency

In order to realize sustainable management, the business partners must strive to operate their businesses that use resources (raw materials, water, etc.) more efficiently, and must strive to adopt processes to reduce use of resources while conducting their business.

Regulation of substances contained in products

The business partners must comply with all laws and regulations related to substances contained in the products and product-related labeling, as well as the customers' requirements.

Business Ethics

Anti-corruption

The business partners shall strive to promote ethical and transparent management. The business partners shall prohibit all forms of bribery, corruption, acceptance of valuables and embezzlement, and must establish a compliance system to monitor the above and strengthen enforcement related thereto. The business partners shall establish channels for reporting of unethical behaviors and operate the informant protection programs.

Conflict of interest

The business partners must carry out their work with a sense of responsibility in accordance with the established work regulations. Employees of business partners must not promise, suggest, permit, or provide any other means to gain unfair or inappropriate profits. This includes acts that cause damage to the company for the personal benefit of an employee, or receipt of a promise of personal benefit through a third party.

Fair competition

Business partners shall comply with the laws related to fair competition and conduct all procedures, including pricing, bidding and transactions, fairly and reasonably. Business partners shall not commit any unfair act by abusing their market-dominant position.

Responsible sourcing of minerals

Business partners shall not use raw materials obtained by illegal and unethical methods (e.g., minerals acquired from mines occupied by armed forces, wood harvested from the protected forests, etc.). Business partners shall not use minerals, such as tantalum, tin, tungsten or gold, contained in raw materials, parts or products that are produced by directly or indirectly providing financial resources or benefits to armed forces that are seriously violating human rights in the Democratic Republic of the Congo, or its neighboring countries.

Privacy protection

Business partners shall respect the privacy and do their best to comply with relevant laws to protect personal information and take necessary measures while collecting, storing, processing, transmitting and sharing personal information.

Management system

Business partners must adopt or establish a management system that encompasses the contents of this Code. The applicable management system must be designed and continuously improved, to ensure that the business partner: (1) Complies with the laws that govern corporate activities, the laws related to their products and customers' requirements; (2) complies with this Code; and (3) identifies and mitigates operational risks related to this Code.

Major Contents	Dates
Coway Business Partner Code of Conduct V.1.0	April 2017
Coway Business Partner Code of Conduct V.2.0	February 2022
Coway Supplier Code of Conduct V3.0	March 2024

- If you have any question about this Code, please contact sustainability@coway.co.kr.