

Coway Supplier Code of Conduct

As a best life-solution company, Coway committed to creating a robust and convenient living environment and ultimately a better world through our innovations. Designed to upgrade corporate social and environmental responsibility and corporate ethics, this code of conduct contains basic principles of labor and human rights and environmental and ethical responsibility that Coway suppliers shall uphold for a sustainable society.

- We may visit suppliers to assess their compliance with this code of conduct.
- This code of conduct is based on the UN Guiding Principles on Business and Human Rights (UNGP) and the Responsible Business Alliance (RBA).

Human Right and Labor

1. Prohibition of Discrimination

A supplier shall not discriminate based on their political, economic, or social status regardless of their ability to perform their duties such as race, age, gender, physical condition, or religion in their employment practices such as recruitment, promotion, compensation, and education.

2. Prohibition of Child Labor

A supplier shall not use child labor (employees below the minimum employment age of the country). In addition, it shall hire young workers (based on the law of each nation) by complying with related laws of respective nations. A supplier shall not allow young workers to perform hazardous work, and shall provide young workers with proper support and education in accordance with relevant laws and regulations.

3. Prohibition of Forced Labor

A supplier shall not demand any employees to improperly impose mental and physical freedoms or work against their will, and guarantee that employment conditions are voluntary. In addition, a

supplier shall provide all employees with an employment contract written in their own language (or the language they understand). A supplier shall not retain employees' personal documents, such as ID cards, passports, or work permits, as a condition of employment.

4. Compliance with Working Hour Policy

A supplier shall not demand to work more than the maximum working hours per week required by law in their respective countries. A supplier shall not allow its employees to work more than the maximum work hours prescribed by the respective nations. In cases where employees have to work overtime, a supplier shall obtain their voluntary agreement and pay overtime in accordance with the standards stipulated by the labor-related laws of its respective nations.

5. Humane Treatment

A supplier shall prohibit any non-humanitarian treatment, including sexual harassment, sexual abuse, corporal punishment, and mental and physical coercion, among others. It also prohibits abuse of a superior bargaining position in the workplace. In the event of any violation, a supplier takes appropriate actions to protect and provide remedies to victims, and provides employee education to prevent it.

6. Wage

A supplier shall pay wages to its employees in accordance with the wage-related laws (minimum wage, overtime, and so on) of the respective nations. It shall also provide its employees with the pay stubs that include accurate and sufficient information in accordance with the compensation standards for employees.

Safety and Health

7. Industry Safety and Health

A supplier is responsible for preventing all employees from being exposed to risks to secure their safety and health. A supplier shall provide employees with proper safety equipment for personal protection and safety and health training in the language they understand consistently to ensure that they work in a safe and pleasant work environment. In addition, it should strive to establish a safe and healthy working environment to prevent work-related injuries and illnesses, and to maintain and promote morale.

8. Emergency Preparedness

A supplier shall identify possible emergency situations and apply emergency response plans and procedures to minimize the damage caused by the emergency.

Environmental

9. Compliance with Environmental Laws and Regulations and Pollution Prevention

A supplier shall comply with environmental laws, reporting requirements, and Coway's environmental/quality management standards. In addition, it should strive to manage air, water, and waste to prevent environmental pollution, identify chemicals and other substances that may cause environmental pollution when discharged, and safely handle, use, and dispose of them.

10. Substance Regulations in Products

A supplier shall comply with all laws and regulations related to product-containing materials, laws related to product labeling, and customer requirements.

Ethics

11. Anti-Corruption

A supplier must be committed to promoting ethical and transparent management. A supplier shall prohibit all forms of bribery, corruption, graft, and embezzlement – equip itself with a compliance system designed to monitor corruption and take appropriate action. In addition, a supplier shall operate a whistleblowing channel to fight corruption and a whistleblower protection program.

12. Fair Competition

A supplier shall comply with fair competition laws and regulations, and perform all procedures including price, bidding, and transactions fairly and reasonably. It does not take any unfair action by abusing our market dominance.

13. Responsible Mineral Procurement

A supplier shall not use raw materials obtained through illegal and unethical methods (minerals mined from armed-occupied mines, timber harvested in forest conservation and logging bans, etc.). A supplier does not use any minerals such as tantalum, tin, tungsten, gold, etc., contained in raw materials included in any parts and products that provide resources or benefits either directly or indirectly to armed forces that violate serious human rights in the Democratic Republic of the Congo or neighboring countries.

14. Personal Information Protection

A supplier shall respect personal privacy and does its best to take necessary measures in the collection, storage, processing, transmission, and sharing of personal information to protect personal information.

Management System

A supplier shall adopt or build a management system that covers the scope of this Code. The management system that (1) complies with the corporate activities and product-related laws and customer requirements of participating companies, (2) not only complies with this Code, but also

(3) identifies and mitigates operational risks related to this Code. The management system should be designed accordingly for continuous improvement.

Contents	Date
Coway Supplier Code of Conduct V.1.0	April 2017
Coway Supplier Code of Conduct V.2.0	February 2022

- If you have any questions about this Code, please send to sustainability@coway.co.kr.