Rev.03

Youngshin Precision's

# Code of Conduct

## [ 영신정공㈜ 행동규범 ]

Youngshin Precision Co., Ltd.

| 영신정공주식회사 | Code of Conduct<br>〔 영신정공㈜ 행동규범 〕 | Document No | 총인24-08-01 |
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| | | Page | 22page |

# INDEX

1. Introduction
2. Ethic
3. Environment
4. Labor/ Human Rights
5. Safety/Health
6. Management System
7. Supply Chain Audit

| Revision | Rev. | Date | Main contents | Remark |
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# Index

**1. Introduction**
1) Purpose of the Code of Conduct
2) Subject of the code of conduct
3) Partner Responsibilities and Roles

**2. Ethic(Reference: Ethics Code)**
1) Transparent Management and Anti-Corruption
2) Prevention of conflicts of interest
3) Prevention of unfair trade
4) Prevention of counterfeit parts
5) Compliance with export restrictions and economic sanctions
6) Information Protection
7) Intellectual Property Protection
8) Responsible Material Purchasing

**3. Environment**
1) Establishment of environmental management system
2) Energy and Greenhouse Gas Emissions Management
3) Water Resources Management
4) Air Pollutant Management
5) Resource Circulation and Waste Management
6) Chemical Management
7) Animal welfare
8) Biodiversity and forest protection

**4. Labor/ Human Rights**
1) Prohibition of child labor
2) Prohibition of forced labor
3) Prohibit discrimination and harassment
4) Providing wages and benefits
5) Working Hours Management
6) humane treatment
7) Freedom of association
8) Ethical Recruitment

# Index

**5. Safety/Health**

1) Establishment of safety and health management system
2) Safety management of mechanical equipment
3) Emergency response
4) Accident management
5) Safety Diagnosis
6) Health Care
7) Contractor Safety and Health

**6. Management System**

1) Disclosure of corporate statement
2) Appointment of person in charge
3) Risk assessment
4) Education and Communication
5) Information Management
6) Grievance procedure system
7) Set up remedies
8) Partner Management
9) Compliance with laws and regulations

**7. Supply Chain Audit**

# 1. Introduction

**1) Purpose of the Code of Conduct**

Youngshin Precision Co., Ltd. has established this Code of Conduct to build an ethical and sustainable supply chain. This Code of Conduct requires domestic and international partners (hereinafter referred to as "partners") who provide goods and services to Youngshin Precision Co., Ltd. or enter into contracts for other transactions to thoroughly comply with laws applicable to corporate management activities (including but not limited to laws related to corruption, economic sanctions, forced labor, safety/health, and fair trade), and to have the best operating practices in the areas of ethics, environment, labor/human rights, safety/health, and management systems.
Youngshin Precision Co., Ltd. hopes that the entire supply chain, including its partners, will comply with this Code of Conduct to grow into a company that is more respected by society, and that it will become an opportunity for mutual growth.

This Code of Conduct is based on Drive Sustainability's Global Automotive Sustainability Practical Guidance and references the Responsible Business Alliance's Code of Conduct. In addition, we have reflected recent global trends, such as the EU Corporate Sustainability Due Diligence Guidelines, supply chain laws on human rights and the environment, and ESG-related guidelines. However, if the actions recommended and required in this Code of Conduct are inconsistent with the laws of the relevant country, the laws of the relevant country shall take precedence, and this Code of Conduct may be changed in the future in accordance with domestic and international industrial trends and industry trends.

**2) Subject of the code of conduct**

Youngshin Precision Co., Ltd. must comply with this Code of Conduct.
Youngshin Precision Co., Ltd., to which this Code of Conduct applies, must recommend that its entire supply chain, including trading companies (sub-partners), comply with the matters presented in this Code of Conduct.

**3) Partner Responsibilities and Roles**

Youngshin Precision Co., Ltd. and its partners must consider the matters set forth in this Code of Conduct in their management decisions and business operations. Youngshin Precision Co., Ltd. and third-party organizations commissioned by Youngshin Precision Co., Ltd. may inspect and inspect whether the partners are complying with the matters set forth in this Code of Conduct within the scope permitted by law.
Based on the inspection and audit results of compliance with this Code of Conduct, Youngshin Precision Co., Ltd. may recommend improvements to identified risks, and its partners will establish risk mitigation plans and take action based on mutual agreement on the matters to be improved. Compliance with this Code of Conduct may be an important criterion for selecting partners, and if a partner that violates this Code of Conduct does not make appropriate efforts to improve, it may be difficult to maintain a reasonable business relationship with Youngshin Precision Co., Ltd.

This Code of Conduct does not specify all obligations that partners must fulfill, and in order to build a sustainable supply chain, this Code of Conduct may be regularly reviewed, supplemented, and revised. This code of conduct can be found on the Youngshin Precision Co., Ltd. website, and you can inquire about specific details about this code of conduct through the responsible department of Youngshin Precision Co., Ltd. In addition, Youngshin Precision Co., Ltd. uses the optimal channels (voice, video, written, etc.) and methods (Korean, English, etc.) that allow members of partner companies to conveniently access information related to this Code of Conduct. We will ensure full understanding and compliance, and at the same time, we will support our partners to actively communicate the purpose of this code of conduct throughout the supply chain, including business partners (subcontractors).

# 2. Ethic (Reference: Code of Ethics)

**1) Transparent Management and Anti-Corruption**

① Youngshin Precision Co., Ltd. officers and employees must comply with the highest standards of integrity and laws in each country in which they do business.
② Executives and employees of Youngshin Precision Co., Ltd. must not use their superior position in business to engage in bribery, blackmail, embezzlement, mediation, solicitation, or money laundering, and they must not intend to receive unfair compensation by taking advantage of weaknesses or defects.
③ Youngshin Precision Co., Ltd. must establish internal procedures to ensure that suspicious transactions are reported and processed, and reporters must be prevented from taking unreasonable measures for reporting, etc.
④ Youngshin Precision Co., Ltd. must not request recruitment-related fees or placement costs from employees hired at the workplace.
⑤ Youngshin Precision Co., Ltd. shall regularly review and assess risks related to ethical management, including corruption, bribery, and unfair trade practices, and establish and implement corrective measures to address identified risks and deficiencies based on the assessment results.

**2) Avoiding conflicts of interest**

① Youngshin Precision Co., Ltd. must conduct business with a sense of responsibility in accordance with established business regulations.
② Executives and employees of Youngshin Precision Co., Ltd. must not promise, suggest, permit, or provide any other means for the purpose of making unfair or inappropriate profits.This includes acts that cause damage to the company for the personal benefit of officers and employees, or acts that promise personal benefits through third parties.

**3) Prevention of unfair trade**

① Youngshin Precision Co., Ltd. must comply with the laws and standards related to fair trade in each country where it conducts business.
② Youngshin Precision Co., Ltd. must not engage in any actions that may undermine fair competition through unfair transactions, such as abusing its dominant market position or trading position.
③ Youngshin Precision Co., Ltd. must pay the amount to be paid to its partners on the due date, and must not arbitrarily adjust the amount to be paid.
④ Youngshin Precision Co., Ltd. must not agree to engage in acts that unfairly restrict competition with other businesses regarding the price of products or services, supply volume, trading area, trading conditions, etc.
⑤ Youngshin Precision Co., Ltd. shall not obtain information from competitors, trading partners (subordinate partners), or other organizations through unfair means, and shall not use or disclose information obtained unfairly by the company or a third party.

**※ Youngshin Precison Co., Ltd. shall not engage in the following unnecessary activities for fair trade.**

- **The act of rejecting a transaction without justifiable reasons**
- **The act of weakening the position of a counterparty**
- **The act of adjusting prices, etc. to exclude competitors from the market**
- **Unfair customer inducement, such as providing excessive profits to customers**
- **Forcing competitors' customers to do business with us**
- **The act that interferes with the counterparty's free decision-making**
- **Excessive interference or restriction of the counterparty's business methods and business activities**

**4) Prevention of counterfeit parts**

① Youngshin Precision Co., Ltd. must not produce or use unauthorized raw materials and parts, and must not use or sell counterfeit raw materials and parts.

② Youngshin Precision Co., Ltd. must periodically check whether counterfeit raw materials and parts are used or produced within the workplace, and if this is confirmed, immediately notify the government or customers.

③ Youngshin Precision Co., Ltd. must strive to ensure that the raw materials and parts produced are used and distributed in accordance with business purposes or contract conditions.

**④ Youngshin Precision Co., Ltd. shall check whether third-party intellectual property rights are infringed on materials, services, etc. procured from trading companies**

**5) Compliance with export restrictions and economic sanctions**

① Youngshin Precision Co., Ltd. must comply with national laws and international regulations related to export restrictions and economic sanctions.

② Youngshin Precision Co., Ltd. must not transact with countries, regions, corporations, organizations, or individuals subject to export restrictions or economic
sanctions.

③ Youngshin Precision Co., Ltd. must check whether it is complying with laws and regulations related to export restrictions and economic sanctions.

**※ Youngshin Precision Co., Ltd. shall include the following in its policy for the protection of personal information.**

- Minimal collection: gather the least amount of information you need, avoid unnecessary collection
- Guarantee of rights: Notify the collection entity of personal information on the purpose of collection, retention, and period of use, and obtain consent
- Safety: When transmitting and storing personal information, technical measures such as access rights, access control, and access records are taken
- Information destruction: The principle of destruction when the purpose of use of personal information is achieved or the retention period has elapsed
- Purpose: Do not use for any purpose other than the purpose of obtaining personal consent
- Obtaining prior guidance and consent, etc., if necessary to provide it to a third party

**6) Information Protection**

① Youngshin Precision Co., Ltd. shall not disclose without permission the trade secrets or information requiring security of its customers and business partners (subordinate partners), and shall not store or use information acquired during the performance of its duties without prior permission and approval.

② Youngshin Precision Co., Ltd. must collect and use personal information within the scope that does not deviate from the purpose of collection and use of personal information and the period of retention and use, etc., and in case of changes to the above information, prior consent must be obtained.

**7) Intellectual Property Protection**

① Youngshin Precision Co., Ltd. must respect the intellectual property rights held by its customers and business partners (sub-contractors), take appropriate measures to protect the intellectual property rights held by its partners, and periodically check whether the intellectual property rights are being infringed.

**8) Responsible Material Purchasing**

① Youngshin Precision Co., Ltd. must establish a process to identify the countries and regions from which it procures raw materials, parts and components used directly or indirectly in the manufacture of products delivered to customers at any stage in the supply chain.

② Youngshin Precision Co., Ltd. must ensure that it does not receive raw materials, parts and/or components manufactured using forced labor directly or indirectly at any stage in the supply chain.

③ Youngshin Precision Co., Ltd. shall establish a process to identify the origin and refinery of all minerals and raw materials, including conflict minerals (Note 1), such as tin, tungsten, tantalum, and gold, battery materials (Note 2), such as cobalt, nickel, lithium, copper, and graphite, and other minerals (Note 3), such as aluminum, iron ore, and zinc, contained in its products.

④ Youngshin Precision Co., Ltd. must strive to inspect (Note 2) social and environmental issues such as serious human rights violations, ethical violations and negative environmental impacts at the origin and smelter of minerals and raw materials in accordance with the relevant process.

⑤ If Youngshin Precision Co., Ltd. primarily deals with minerals and raw materials, it must self-verify or strive to obtain external certification that there is no connection with issues such as personnel infringement, ethical violations or negative environmental impacts during the mining and processing of the minerals and raw materials.

⑥ When procuring materials or products subject to the EU Deforestation Regulation (EUDR), Youngshin Precision Co., Ltd. shall verify compliance with requirements to prevent deforestation and forest degradation and applicable laws of the producing country. The Company shall ensure supply chain traceability and manage supply chain due diligence requirements, including obtaining origin, production location information, and supporting documents from suppliers..

Note 1) The four major minerals produced in conflict zones in Africa (10 countries including DR Congo) are causing social problems such as human rights abuse and child labor during the mining process, and are raising international concerns as funds from mineral exports are used to incite civil wars and conflicts.

Note 2) The four key minerals used in secondary battery production (cobalt, nickel, copper, and graphite) require ongoing due diligence and management due to their supply concentration in certain countries, ESG risks such as environmental pollution and labor rights violations during processing, and increasingly stringent global supply chain regulations.

Note 3) These key minerals are widely used in advanced industries, automotive manufacturing, and chemical processes. They are subject to global ESG due diligence and management due to concentrated production in certain regions, environmental damage and labor rights violations during mining and smelting, and supply chain instability. → Mica, Platinum, Palladium, Rhodium, Zinc, Manganese, Ruthenium, Iridium, Iron Ore, Aluminum, Chromium, Titanium, Osmium

Note 4) Through the U.S. Securities and Exchange Commission enforcement decree in 2012, listed companies are required to disclose the use of conflict minerals in their products. In 2015, the European Parliament required importers of minerals, etc. to report the origin of the minerals and the results of the issue inspection to the competent authorities of each country.

# 3. Environment

**1) Establishment of environmental management system**

① Youngshin Precision Co., Ltd. must comply with the environmental laws and regulations of each country in which it conducts business, and must obtain and maintain all environmental-related permits which arenecessary for business operations.

② Youngshin Precision Co., Ltd. must operate an environmental management system (Note 3) consisting of organization, planning, procedures, and performance inspections to mitigate the environmental impact of its business operations.

Note 3) ISO14001 standard, etc. (ISO14001 standard is an international standard for environmental management system (EMS) established by the International Organization for Standardization (ISO) to induce continuous improvement of environmental performance throughout the entire process of corporate activities, and is suitable for the relevant standard. (Can be certified through a third-party organization to ensure that environmental management is being properly implemented)

**2) Energy and Greenhouse Gas Emissions Management**

① Youngshin Precision Co., Ltd. must establish a system to measure energy consumption and greenhouse gas emissions.

② Youngshin Precision Co., Ltd. must strive to reduce energy consumption and greenhouse gas emissions.

③ Youngshin Precision Co., Ltd. shall regularly measure and monitor energy consumption and greenhouse gas emissions.

**3) Water Resources Management**

① Youngshin Precision Co., Ltd. must establish a system that can measure water resource usage and wastewater discharge.

② Youngshin Precision Co., Ltd. must strive to reduce water resource usage and increase recycling. In addition, water pollutants discharged must be regularly managed according to legal standards or internal standards that are higher than legal standards.

**4) Air Pollutant Management**

① Youngshin Precision Co., Ltd. must establish a system to measure air pollutant emissions.

② Youngshin Precision Co., Ltd. must minimize air pollutant emissions through appropriate methods.In addition, it must establish and comply with legal or higher internal standards for the amount of air pollutants emitted, and regularly inspect and manage air pollutant emissions.

**5) Resource Circulation and Waste Management**

① Youngshin Precision Co., Ltd. must establish a system to measure waste emissions.
② Youngshin Precision Co., Ltd. must minimize the discharge of waste to landfill and incineration through appropriate methods. In addition, it must expand the reuse and recycling of waste and strive to recover discarded raw materials and parts.
③ Youngshin Precision Co., Ltd. must consider the entire life cycle of the products it produces and strive to minimize residues that have an environmental impact when landfilling or incinerating waste.

**6) Chemical Management**

① Youngshin Precision Co., Ltd. must strive to ensure that chemicals handled during business operations are safely managed during transportation, storage, use, and disposal. In addition, it must display or disclose information that can identify the hazards and harmfulness of the chemicals handled.
② Youngshin Precision Co., Ltd. must endeavor to verify whether the raw materials and parts it procures, produces, sells, and distributes contain substances harmful to the human body or the environment (Note 4).

Note 4) Matters related to the EU, Restriction of Hazardous Substances in Electrical and Electronic Products (RoHS), (2006), etc.

**7) Animal welfare**

① If Youngshin Precision Co., Ltd. must inevitably conduct animal testing for business purposes, it must comply with Article 23 (Principles of Animal Testing) of the Animal Protection Act.
② Youngshin Precision Co., Ltd. must respect the five freedoms of animals set by the World Organization for Animal Health (WOAH).

- Freedom from hunger or thirst
- Freedom from discomfort
- Freedom from pain, injury or disease
- Freedom to express (most) normal behavior
- Freedom from fear and distress

**8) Biodiversity and forest protection**

① In order to preserve, restore, and expand the biodiversity of the local community, Youngshin Precision Co., Ltd. shall endeavor to measure the impact and dependency of its business activities on biodiversity, and establish and implement strategies and implementation plans to prevent, reduce, and offset negative impacts.
② In order to protect the forests of the local community, Youngshin Precision Co., Ltd. establishes a procedure to check the list of potential forest destruction due to business activities and takes appropriate measures when the status of forest destruction is confirmed or the risk of forest destruction is recognized. Efforts must be made to establish a response system that can take action.

③ Youngshin Precision Co., Ltd. shall regularly review the implementation of biodiversity and forest protection activities and establish and implement necessary corrective measures based on the review results.

# 4. Labor/ Human Rights

## 1) Purpose of establishing the Labor/Human Rights Charter

Youngshin Co., Ltd. aims to lead the automotive parts industry with the best technology and quality, satisfying customers while respecting the dignity and human rights of employees and business partners.

We strive to ensure human dignity and value across all business activities and promote sustainable development by fulfilling our social responsibilities with stakeholders.

All employees of Youngshin Co., Ltd. actively protect the human rights of customers, suppliers, and the local community and declare and practice the following principles.

### ▣ Labor and Human Rights Charter

- Youngshin Precison Co., Ltd. supports and adheres to the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights, and international standards such as those from the International Labour Organization (ILO).

- Youngshin Precison Co., Ltd. opposes child labor and does not tolerate any form of forced labor under any circumstances.

- Youngshin Precison Co., Ltd. opposes discrimination and harassment in the workplace based on gender, race, ethnicity, nationality, disability, age, family status, social status, or political views.

- Youngshin Precison Co., Ltd. complies with legal standards for freedom of association, collective bargaining, and working hours in each country of operation.

- Youngshin Precison Co., Ltd. strives to improve the wages, welfare, and quality of life of its employees.

- Youngshin Precison Co., Ltd. protects the personal information of employees and ensures their human rights and humane treatment.

- Youngshin Precison Co., Ltd. complies with safety and health regulations to ensure the safety of its employees.

- Youngshin Precison Co., Ltd. protects the human rights of customers, including life, health, and property, and strives to protect the human rights of local residents, including the safety and health of the local community, when performing each task.

## 2) Basic Principles of the Charter

### 1) Prohibition of use of child labor

① Youngshin Precision Co., Ltd. adheres to the zero-tolerance principle of prohibiting any form of child labor in all workplaces, unless permitted by relevant laws and regulations. Youngshin Precision Co., Ltd. must verify the age of employees and job applicants through legal documents such as identification cards and birth certificates, and if child labor is confirmed, employment must be stopped and reasonable follow-up measures must be taken through improvement and education programs.

② When Youngshin Precision Co., Ltd. employs minors, it must not assign them to work that is highly hazardous to safety and health, and must take measures to ensure that minors do not have their educational opportunities restricted due to their work.

③ Youngshin Precision Co., Ltd. must not receive goods and services from business partners (subcontractors) that violate laws related to child labor, and must take appropriate measures if the above-mentioned facts are confirmed.

### 2) Prohibition of use of forced labor

① Youngshin Precision Co., Ltd. shall assign its employees to work in accordance with the labor standards laws of the countries in which it operates, and shall prohibit any form of forced labor or mandatory work against the will of its employees. "Forced labor" means work or services provided by a specific person under the threat of punishment or disadvantage for non-performance, or work or services provided involuntarily by a worker, including involuntary prison labor and contract labor under criminal sanctions.

② Youngshin Precision Co., Ltd. Does not produce all or part of the products to be supplied to customers through forced labor, and does not use products that were produced all or part of the products by persons or corporations subject to forced labor regulations or supplied in violation of forced labor regulations. "Forced Labor Regulations" includes any laws, regulations, ordinances, rules, or conditions imposed, implemented or enforced from time to time by the United Nations (UN), the United States (including but not limited to U.S. Customs and Border Protection), the European Union (EU), the United Kingdom, the Republic of Korea or any other governmental authority relating to the prevention of forced labor (including but not limited to prohibiting the importation of products manufactured in whole or in part using forced labor).

③ Youngshin Precision Co., Ltd. conducts risk-based due diligence on its supply chain, which includes mapping the supply chain of its partners to determine whether forced labor is used in the supply chain, and identifying the regions, companies, and other factors that pose the greatest risk of forced labor. This due diligence is updated regularly.

④ Youngshin Precision Co., Ltd. establishes a code of conduct that clearly states its position on prohibiting the use of forced labor at any stage in its supply chain. Each partner company shall establish and implement relevant procedures to identify the countries and regions related to all raw materials, parts, and components used directly or indirectly in the manufacture of goods supplied to Youngshin Precision Co., Ltd. at any stage in the supply chain when establishing the Code of Conduct. The Code of Conduct and relevant procedures shall be structured to ensure that the partner company does not receive raw materials, parts, etc. manufactured using forced labor directly or indirectly at any stage in the supply chain.

⑤ Youngshin Precision Co., Ltd. provides regular training on the Code of Conduct and the Prohibition of Forced Labor to its employees and business partners (subordinate partners).

⑥ If forced labor is is verified in the supply chain of a business partner, Youngshin Precision Co., Ltd. implements a corrective plan and immediately provides Youngshin Precision Co., Ltd. with information on the use of forced labor and its corrective measures.

⑦ Youngshin Precision Co., Ltd. requires its business partners (subordinate partners) to adopt equivalent codes of conduct and related procedures, and verifies that its business partners (subordinate partners) are complying with each code of conduct and related procedures through inspections or monitoring.

⑧ Youngshin Precision Co., Ltd. does not require submission of identification cards, visas, etc. that may restrict the personal activities of its employees, and shall not use physical/mental restraints such as assault, threats, and confinement for the purpose of forced labor.

⑨ Youngshin Precison Co., Ltd. must not receive goods and services from business partners (subordinate companies) that are involved in forced labor due to physical/mental restraint or debt obligations, and must require its business partners (subordinate companies) to receive the same promises from their business partners.

⑩ If Youngshin Precision Co., Ltd. are aware of that the business partners (subordinate partners) of its business partners have used forced labor in the production of products sold (including products directly or indirectly included in products sold), it shall immediately stop using the company product and notify Youngshin Precision Co., Ltd. of this.

**3) Prohibit discrimination and harassment(**other than sexual harassment)

① Youngshin Precision Co., Ltd. shall not discriminate in employment-related treatment such as hiring, promotion, education, and training of employees based on gender, race, ethnicity, nationality, religion, disability, age, family status, social status, and political views.
In particular, reasonable accommodations for religious activities are provided, necessary measures are taken after review upon request, an environment that promotes gender equality and inclusiveness of sexual minorities is created in the workplace, and additional measures are taken when necessary.

② Youngshin Precision Co., Ltd. shall not discriminate based on gender in wages or other working conditions and shall maintain a fair and reasonable wage system by providing equal pay for the same job grade. The Company shall also ensure pay equity across job grades and conduct regular reviews to prevent wage discrimination.

③ Youngshin Precision Co., Ltd. shall not require conditions that are not necessary for the performance of duties when recruiting or hiring employees.

④ Youngshin Precision Co., Ltd. does not discriminate against women due to pregnancy and childbirth (childcare leave, etc.).

⑤ Youngshin Precision Co., Ltd. shall establish policies and procedures to prevent any inhumane acts, including sexual harassment, mental or physical coercion, or verbal abuse of employees, and may refer to the Youngshin Precision Co., Ltd. Partner Code of Conduct for this purpose.

**4) Providing wages and benefits**

① Youngshin Precision Co., Ltd. must pay wages in compliance with the laws and regulations of the countries in which it operates. Wages must be paid on the specified date, and standard employment contracts and pay statements written in a language that employees (including foreign workers) can understand must be provided.

② Youngshin Precision Co., Ltd. must provide a pleasant work environment for employees and strive to operate a welfare system to improve the quality of life.

③ Youngshin Precision Co., Ltd. must provide mandatory training as stipulated by the laws and regulations of the countries in which it operates. In addition, it must strive to develop the careers and enhance the capabilities of employees.

④ Youngshin Precision Co., Ltd. shall comply with the statutory minimum wage and strive to determine appropriate wage levels by reviewing living wage standards at least once a year to ensure employees' financial stability and well-being.

**5) Working Hours Management**

① Youngshin Precision Co., Ltd. must comply with the legal working hours of each country in which it operates and manage working hours, including breaks.

② Youngshin Precision Co., Ltd. must refrain from undesirable overtime work by its employees, and must provide reasonable compensation in the event of unavoidable overtime work.

③ Youngshin Precision Co., Ltd. must guarantee an average of at least one holiday per week to its executives and employees.

**6) humane treatment**

① Youngshin Precision Co., Ltd. shall respect the privacy of its employees and refrain from giving unnecessary work instructions outside of working hours.
② Youngshin Precision Co., Ltd. shall notify employees in advance when collecting their personal information and obtain their voluntary consent.
③ Youngshin Precision Co., Ltd. must prohibit workplace bullying, which is an act that causes physical or mental pain to other workers or worsens the working environment beyond the appropriate scope of work by taking advantage of superiority in workplace status or relationship between executives and employees. Appropriate measures, such as change of work location or reassignment, must be taken to the affected executives and employees upon request, and necessary measures, such as disciplinary action and change of work location, must be taken against the offending executives and employees.

**7) Freedom of association**

① Youngshin Precision Co., Ltd. shall respect the labor relations laws of the country to which the Code of Conduct applies and provide sufficient communication opportunities to all executives and employees.

**8) Ethical Recruitment**

① Unless specifically permitted by law, Youngshin Precision Co., Ltd. shall not store, destroy, conceal, confiscate, or otherwise restrict access by workers to employee identification documents (such as ID cards, passports, or driver's licenses).
② Youngshin Precision Co., Ltd. must not request any type of fee in the name of employment.
③ Youngshin Precision Co., Ltd. shall ensure that all workers receive written notice of working conditions or explain the working conditions in a language that workers can understand.

## 5. Safety/Health

**1) Establishment of safety and health management system**

① Youngshin Precision Co., Ltd. must comply with the safety and health related laws and regulations of the countries in which it operates, and must obtain and maintain all safety and health related licenses necessary for business operations.

② Youngshin Precision Co., Ltd. must operate a safety and health management system (Note 5) consisting of organization, planning, procedures, and result inspections to prevent safety and health accidents resulting from business operations.

Note 5) ISO45001, KOSHA18001 standards, etc. (a system that establishes safety and health management principles based on the employer's autonomous policy and gradually improves the safety and health system by carrying out plan establishment, implementation, inspection and evaluation activities based on this) As such, internationally, there is ISO45001 established by the International Organization for Standardization (ISO), and in Korea, there is KOSHA18001 developed by the Occupational Safety and Health Agency.

**2) Safety management of mechanical equipment**

① Youngshin Precision Co., Ltd. must regularly inspect and evaluate the safety of hazardous or dangerous machines, devices, and equipment within the workplace.

② Youngshin Precision Co., Ltd. must install and manage safety devices, protective walls, and emergency devices to prevent safety accidents resulting from the use of hazardous or dangerous machines, devices, and equipment within the workplace.

③ Youngshin Precision Co., Ltd. must provide safety equipment to protect its employees and personnel. Safety protective equipment must be easy and convenient for employees to use, and must be maintained and managed so that it can perform its function.

④ Provide safety and health information in a language that all workers (including foreign workers) can understand.

**3) Emergency response**

① Youngshin Precision Co., Ltd. must establish a plan to respond to emergencies such as natural disasters, mass infections, fires, and safety accidents. In addition, you must have a manual consisting of reporting, response, and follow-up measures in the event of an emergency.

② Youngshin Precision Co., Ltd. must regularly conduct training in accordance with the laws of the country in which it operates and its own established plans and manuals in order to prepare for emergencies.

③ In the event of an emergency, Youngshin Precision Co., Ltd. must be equipped with escape routes, guidance lights, fire detectors/alarms, firefighting facilities, etc., and must regularly check whether they are operating normally.

**4) Accident management**

① Youngshin Precision Co., Ltd. must establish a system to measure the status of industrial accidents or diseases.

② In the event of an industrial accident or serious disease, Youngshin Precision Co., Ltd. must immediately stop the relevant work and take necessary measures such as evacuating employees.

③ In the event of an industrial accident or serious disease, Youngshin Precision Co., Ltd. must endeavor to investigate the cause of the occurrence and prepare improvement measures to prevent recurrence, implement such measures, and verify their implementation and effectiveness.

**5) Safety Diagnosis**

① Youngshin Precision Co., Ltd. must regularly conduct a safety risk assessment of the work space to determine whether executives and employees are exposed to accident risks and harmful factors.The results of the assessment must be shared with its employees, and machinery, equipment, and facilities must be improved based on the results.

② Youngshin Precision Co., Ltd. must provide executives and employees with information on accident risks and harmful factors in the workspace based on the safety risk assessment results. The information must be written in a language that employees can understand, and must be placed in an easily accessible location.

③ Youngshin Precision Co., Ltd. must not assign pregnant women, minors, etc. to high-risk work in terms of safety and health, and must strive to create a work environment that does not cause difficulties for employees with disabilities, immigrants, and other socially vulnerable employees.

**6) Health Care**

① Youngshin Precision Co., Ltd. may provide its employees with rest areas, restrooms, and restaurants, and if it provides such facilities, it must endeavor to maintain cleanliness.

② Youngshin Precision Co., Ltd. may provide dormitories to its executives and employees, and if dormitories are provided, safety signs, lighting, heating and cooling, etc. must be provided. Additionally, dormitories must be equipped with appropriate devices to restrict access to outsiders.

③ Youngshin Precision Co., Ltd. must regularly conduct general health checkups or special health checkups for its executives and employees in accordance with the health checkup laws of each country in which it conducts business. In addition, if necessary based on the results of the health checkups, it must take measures such as changing the workspace, switching tasks, and reducing working hours.

**7) Contractor Safety and Health**

① Youngshin Precision Co., Ltd. must ensure that the safety and health of the contractor are appropriately managed during the time the contractor performs work for the benefit of the company.

# 6. Management System

**1) Disclosure of corporate statement**

① Youngshin Precision Co., Ltd. must disseminate internally and externally its will to implement this Code of Conduct or an equivalent level of sustainable management.

② Youngshin Precision Co., Ltd. must share its commitment to implementing this Code of Conduct or an equivalent level of sustainable management within the company through the management's New Year's address, internal guidelines, and internal bulletin boards. In addition, it must disclose it externally through its website, business reports, and promotional materials.

**2) Appointment of person in charge**

① Youngshin Precision Co., Ltd. must appoint a practitioner in charge of sustainability work.

② Youngshin Precision Co., Ltd. must appoint a manager in charge of establishing a sustainable management activity plan and supervising the implementation status.

**3) Risk assessment**

① Youngshin Precision Co., Ltd. must endeavor to identify risks in the areas of ethics, environment, labor/human rights, and safety/health that may arise during the course of business operations.

② If Youngshin Precision Co., Ltd. discovers a significant risk, it must prepare and implement measures to mitigate the risk.

**4) Education and Communication**

① Youngshin Precision Co., Ltd. must educate its executives and employees on the matters presented in this Code of Conduct and matters covered by laws and systems related to this Code of Conduct.

② Youngshin Precision Co., Ltd. must share with executives and employees the implementation plan and performance results for the matters presented in this Code of Conduct.

**5) Information Management**

① Youngshin Precision Co., Ltd. must accurately record and manage the status and risk-related information in the areas of ethics, environment, labor/human rights, and safety/health.

② Youngshin Precision Co., Ltd. must endeavor to disclose such information transparently, unless prohibited by law, when the laws of each country in which it operates, industrial organizations, important customers with which it has entered into business contracts, etc. request disclosure of such information.

**6) Grievance handling system**

① Youngshin Precision Co., Ltd. must operate a grievance handling system that allows its employees to report cases where they confirm or become aware of violations of laws and regulations in the areas of ethics, environment, labor/human rights, and safety/health, or where their personal rights and interests have been infringed upon.

② Youngshin Precision Co., Ltd. must protect its executives and employees from receiving unreasonable measures such as dismissal, threats, retaliation, ridicule, etc. for reporting, etc. In addition, the identity of the reporter must be thoroughly protected.

③ Grievance handling regulations must be provided in a language that all workers (including foreign workers) can understand.

④ Youngshin Precision Co., Ltd. shall regularly evaluate the effectiveness of its grievance handling system, establish and implement necessary corrective measures based on the evaluation results, and verify their implementation and effectiveness.

**7) Providing relief**

① In the event that damages occur due to negative impacts on the sustainability of the supply chain caused by business activities, Youngshin Precision Co., Ltd. Must prepare appropriate relief measures considering the scale and importance of the damages.

② Youngshin Precision Co., Ltd. must endeavor to prepare relief measures that meet international standards, and must consult with the affected parties and their representatives when deciding on relief measures.

**8) Partner Management(**a subordinate partner)

① Youngshin Precision Co., Ltd. must encourage all supply chain participating companies, including business partners (sub-contractors), to manage ethics, environment, labor/human rights, and safety/health factors when planning, designing, selling, or manufacturing products or services.

② If Youngshin Precision Co., Ltd. confirms that a company participating in the supply chain, such as a business partner (sub-contractors), has violated laws and regulations in the areas of ethics, environment, labor/human rights, and safety/health, or recognizes related risks, it will contact the business partner (subcontractor). Efforts must be made to recommend or induce improvement to companies participating in the supply chain, including partner companies.

③ Youngshin Precision Co., Ltd. shall regularly review and assess the ethical, environmental, labor and human rights, and occupational health and safety risks and compliance status of its business partners (sub-tier suppliers), request corrective actions for identified deficiencies, and strive to verify their implementation.

**9) Compliance with laws and regulations**

① Youngshin Precision Co., Ltd. shall provide information on compliance with this Code of Conduct and the level of implementation thereof when Youngshin Precision Co., Ltd. or a third party designated by Youngshin Precision Co., Ltd. conducts a written inspection or on-site visit to determine compliance with this Code of Conduct, within the scope of applicable laws and regulations.

② Youngshin Precision Co., Ltd. shall prepare and manage appropriate documents (Note 6) that can prove compliance with this Code of Conduct, and such documents shall be prepared based on actual and factual information regarding business operations.

③ Youngshin Precision Co., Ltd. shall endeavor to establish and implement a plan to timely improve any defects or violations identified through a written inspection or on-site visit to determine compliance with this Code of Conduct.

Note 6) Appropriate documents refer to 'workplace safety and health management regulations prepared in accordance with Article 225 of the Industrial Safety and Health Act (preparation of safety and health management regulations)', 'industrial accident and disease occurrence records prepared in accordance with Article 10 of the Industrial Safety and Health Act (publication of number of industrial accidents, etc.)', 'employment rules prepared in accordance with Article 93 of the Labor Standards Act (report on preparation of employment rules)', 'matters regarding wages prepared in accordance with Article 48 of the Labor Standards Act (wage ledger)', and other materials related to the requirements of this code of conduct, such as an ethics charter compliance agreement, emergency situation manual, work hour record log, and work environment measurement results, or materials that can be used as a basis for responses by indicator when evaluating the level of compliance.

## 7. Supply Chain Audit

① Youngshin Precision Co., Ltd. must identify and evaluate sustainability risks that may arise within the supply chain of its partners within the scope of compliance with relevant laws and regulations, and monitor how these risks are mitigated and handled.
② Youngshin Precision Co., Ltd. must establish a six-step due diligence procedure presented in the OECD Due Diligence Guidance for Responsible Business Conduct.

- Establish basic policies for implementing responsible management and incorporate these policies into the company's management and supervision system.
- Identify and evaluate negative impacts (actual and potential risks) on stakeholders during business activities.
- Establish and implement plans to stop, prevent, and mitigate negative impacts.
- Share and communicate information on policies, procedures, and actions related to due diligence with external parties.
- Provide appropriate means to remedy negative impacts when they actually occur or cooperate when such means are provided by others.

③ Youngshin Precision Co., Ltd. shall conduct risk assessments and due diligence on its suppliers to prevent supply chain risks related to responsible minerals and conflict-affected and high-risk areas (CAHRAs).

- Verify whether suppliers use raw materials and minerals, and confirm their origin, supplier information, and smelter information to ensure supply chain traceability.
- Assess risks associated with sourcing raw materials from conflict-affected and high-risk areas, including human rights violations, child labor, forced labor, links to armed groups, and corruption (once a year).
- Identify high-risk suppliers based on risk assessment results and conduct enhanced due diligence, including document reviews and on-site inspections when necessary.
- Require high-risk suppliers to develop risk mitigation and improvement plans, and verify the implementation and results of corrective actions.
- Record and manage supply chain risk assessment and due diligence results, and conduct periodic reassessments.

④ Youngshin Precision Co., Ltd. shall document and manage risks identified during supply chain due diligence and the results of corrective actions, and continuously improve its supply chain management system based on due diligence findings.