



인권 정책

Human Rights Policy

Last Revised	2023. 06. 14.
Responsible Department	(Primary) Human Resource Team (Secondary) Legal Team



Human Rights Policy

Creation Date: June 14, 2023

F&F Holdings Co., Ltd. (hereinafter referred to as the "Company") aims to uphold and protect the highest standards of human rights in all regions where it operates. The Company formally supports and adheres to both national labor and human rights laws, as well as internationally declared labor and human rights standards, including the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, International Labor Organization Constitution, and OECD Due Diligence Guidance for Responsible Business Conduct.

Chapter 1 General Provisions

Article 1 (Purpose)

The Company has established this policy to fulfill its social responsibility and role in protecting and promoting human rights as part of its business operations. By proactively preventing potential human rights violations across its business and value chain, the Company aspires to grow as a sustainable enterprise.

Article 2 (Scope of Application)

This policy applies to the Company's domestic and international employees (including part-time workers), subsidiaries, suppliers, partners, subcontractors, and joint ventures. The Company expects the same level of compliance from all customers, partners, and entities involved in its value chain, including service providers, distributors, and logistics operators. The Company ensures that all business activities, goods, and services comply with this policy, protecting the human rights of all value chain members, customers, and local communities.

Article 3 (Review Cycle)

The HR team, in collaboration with relevant departments, conducts an annual review of this policy



based on domestic laws, international guidelines, stakeholder feedback, and social changes, with revisions made as necessary.

1. Date of Last Review: June 14, 2023
2. Date of Next Review: June 14, 2024

Chapter 2 Human Rights Guidelines

Article 4 (Fundamental Principles)

The Company practices human rights management based on the following fundamental principles to prevent and mitigate potential human rights risks across the entire value chain and to build sustainable relationships with diverse stakeholders:

1. Prohibition of Human Trafficking

The Company strictly prohibits human trafficking throughout the entire supply chain and enforces a zero-tolerance policy.

2. Prohibition of Forced Labor

The Company strictly prohibits all forms of involuntary labor and services that unjustly restrain physical or mental freedom through means such as assault, threats, confinement, or retention of passports and identification.

3. Prohibition of Child Labor

The Company strictly prohibits the employment of children and adolescents under the age of 15. The Company prioritizes local laws if the employment of minors under the age of 18 is necessary, and provides employment or internship opportunities only with the consent of parents or guardians.

4. Prohibition of Inhumane Treatment

The Company strictly prohibits acts such as torture, physical assault, verbal abuse, and humiliating



treatment.

5. Protection of Vulnerable Workers

The Company ensures the safety and welfare of vulnerable workers, including minors, pregnant women, and persons with disabilities, and adheres to relevant laws regarding overtime work, prohibited job categories among others.

6. Compliance with Working Hours

The Company ensures that total working hours, including overtime, do not exceed the statutory working hours applicable in the region where the business operates, and adheres to international standards.

7. Health and Safety Assurance

The Company conducts regular inspections of tools, equipment, and facilities to provide all employees with a safe working environment, and conducts regular training on pre- and post-accident response measures.

8. Freedom of Association and Collective Bargaining

The Company guarantees employees the right to form or join labor unions freely and ensures the right to engage in collective bargaining in accordance with international conventions and applicable laws. The Company ensures that no employee faces unfair discrimination or retaliation for participating in such activities.

9. Wages and Benefits Assurance

The Company complies with all major legal obligations related to wages and benefits, offering fair remuneration above the statutory minimum wage.

10. Fair Compensation and Equal Pay



The Company promotes a gender-equal organizational culture and ensures fair employment practices and compensation. The Company prohibits unjust gender-based discrimination in working conditions and ensures employees receive equal pay for work of equal value.

11. Respect for Diversity and Prohibition of Discrimination

The Company prohibits unjust discrimination in employment, wages, and benefits among others based on race, ethnicity, religion, nationality, disability, age, family status, political opinions, pregnancy, childbirth, or other factors. The Company fosters a diverse and inclusive organizational culture and applies a zero-tolerance policy against unjust discrimination without valid grounds.

12. Prohibition of Workplace Bullying and Sexual Harassment

The Company strictly prohibits all forms of workplace bullying, including verbal abuse, physical violence, and ostracism based on superiority in position or relationships, as well as sexual harassment. The Company conducts annual training for all employees to prevent workplace bullying and sexual harassment, operates a grievance handling system for human rights issues, and implements measures to protect victims and prevent recurrence.

13. Respect for Customer Human Rights

The Company ensures that no human rights violations occur while providing its products and services to customers. The Company respects customer privacy and strives to safeguard their personal information. To that end, the Company makes every effort to minimize data collection and storage, takes technical and administrative protective measures to prevent information breaches, and guarantees the rights of data subjects.

14. Respect for Local Community Human Rights

The Company ensures that the human rights of residents are not violated during business operations and contributes to the development of the local community. The Company ensures that all stakeholders have the right to freely express and share their opinions.

**Article 5 (Violations and Actions)**

1. The Company may take actions such as excluding contracts or suspending business operations with suppliers and business partners involved in serious human rights violations.
2. In the event of human rights violations by employees, the Company may conduct an investigation and impose disciplinary actions, including reprimand, suspension, or termination.