

# Supplier Code of Conduct

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SAMSUNG ENGINEERING

## Samsung Engineering is committed to fulfilling its social responsibility to a globally recognized level, achieving sustainable and sound performance and sharing growth with its Suppliers.

Samsung Engineering Co., Ltd. (hereinafter "Samsung Engineering") is committed to fulfilling its social responsibility to a globally recognized level, achieving sustainable and sound performance and sharing growth with its Suppliers (as defined below). Therefore, Samsung Engineering provides this Samsung Engineering Supplier Code of Conduct (hereinafter the "Code") to ensure that its Suppliers fully comply with all applicable laws and regulations, establish a management system where workers are respected by ensuring safe working environment, and operate their business in an ethical and responsible manner. For this, Samsung Engineering is determined to cooperate with its Suppliers.

The Code applies to all "Suppliers", which are organizations in every form that design, supply, construct or otherwise provide goods or services for Samsung Engineering (including its overseas subsidiaries and branch offices), such as subcontractors, vendors and consultants. Samsung Engineering or third-party auditors appointed by Samsung Engineering may visit Suppliers to assess whether the Suppliers are complying with the Code. Suppliers who do not remedy any material violations of the Code within a given time frame can face disadvantages to its transactions with Samsung Engineering to the extent permitted by law.

Samsung Engineering may revise the Code in accordance with changes in its management policy and standards in regard to Suppliers, and the revisions may be available on Samsung Engineering's home page or Samsung Engineering's website for Suppliers (Partner Portal), etc.



## Human Rights and Labor



### Prohibition of Forced Labor

Labor those hired by Suppliers must be voluntary. In addition, Suppliers must not demand that workers submit goods or money in return for the employment opportunity, or that they hand over their work permit or passport. Also, Suppliers must provide to each worker a labor contract written in a language that is understandable to the worker.

### Minor Workers

Suppliers must strictly prohibit employment of child workers. The term “child” refers to any person under the age of 15 or under the minimum age for employment in the country concerned, whichever is greater. Suppliers may hire minors that are not children, but workers under the age of 18 must not perform dangerous work in terms of health and safety.

### Wages and Benefits

Compensation paid to workers must comply with local laws and regulations including those related to minimum wages, overtime hours and legally mandated benefits, etc.

### Working Hours

Suppliers must not make workers work more than the maximum working hours set by local laws and regulations.

### Humane Treatment and Non-Discrimination

Suppliers must treat all their workers with dignity and respect and create a working environment free of inhumane treatment or threat such as sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse. Also, Suppliers must not engage in discrimination based on race, color, age, gender, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status in employment practices such as hiring, promotion, compensation and access to training.

### Freedom of Association

Suppliers must respect the freedom of association and right of collective bargaining guaranteed by local laws and regulations, and create an environment where their workers can freely communicate with the management with respect to working conditions and management policy without fear of discrimination, reprisal, intimidation or harassment.

## Health and Safety



### Occupational Safety

Suppliers must establish and maintain a healthy working environment in accordance with local laws and regulations. For this, Suppliers must take preventive measures such as removing hazards in advance, constantly conducting safety education and providing appropriate personal protective equipments and gears for the workers.

### Emergency Preparedness

Suppliers must identify and assess potential emergencies in advance, and prepare a system for reporting emergencies and a process to notify the workers. In addition, Suppliers must minimize damage by establishing and implementing emergency plans and response procedures such as conducting evacuation drills for the workers in case of emergency and securing adequate exit facilities and firefighting equipment.

### Occupational Injury and Illness

Suppliers must establish a procedure and management system for preventing, managing, monitoring and reporting occupational injuries and illnesses of their workers and, in case of occupational injuries, provide treatment and remove their causes.

### Risk Identification and Management

Suppliers must assess and control hazards and physically demanding work to which the workers can be exposed in the work areas, appropriately maintain safety equipment for hazardous machinery, devices and facilities, and provide appropriate health and safety trainings for the workers.

## Environment



### Environmental Permits

Suppliers must obtain and keep current all environmental permits, approvals and registrations required for business operations. Also, Suppliers must comply with operation and reporting requirements for these permits.

### Wastewater and Solid Wastes

Suppliers must systematically identify, manage, reduce, dispose of and recycle solid wastes. Suppliers must monitor wastewater and solid wastes created by business operation, production and operation of sanitary facilities based on their characteristics, and manage and treat them in accordance with local laws and regulations before emitting and discarding them. In addition, Suppliers must take measures to reduce wastewater and constantly monitor the efficiency of wastewater treatment process.

### Hazardous Substances

Suppliers must select raw and subsidiary materials in a way that excludes hazardous substances, identify in advance chemicals and other substances whose release may cause environmental pollution, and treat, move, store, use, recycle or reuse, and discard them safely to at least the minimum level required by local laws and regulations.

### Air Pollutants and Greenhouse Gases

Before releasing substances that can cause air pollution, Suppliers must manage or treat them in accordance with local laws and regulations, and constantly monitor the efficiency of facilities preventing air pollution. Also, Suppliers must strive to minimize the use of energy and emission of greenhouse gases.

## Ethics



### Business Integrity and Prohibition of Improper Gains

Suppliers are required to maintain the highest standards of integrity in all business transactions with Samsung Engineering. For this, Suppliers must transparently and accurately keep and manage account books and work records, and strictly prohibit conducts in every form that compromise integrity such as bribery, corruption, acquisition or provision of improper gains, and embezzlement. In addition, Suppliers must implement monitoring and enforcement procedures to ensure compliance with anti-corruption laws.

### Fair Transaction

Suppliers must comply with laws and regulations related to fair transaction and strictly prohibit conducts that undermine fair transaction such as collusion.

### Protection of Identity and Prohibition of Retaliation

Suppliers must implement a program protecting whistleblowers and ensure that their workers can raise issues without fear of retaliation.

### Intellectual Property and Trade Secrets

Suppliers must exercise appropriate effort to protect intellectual property and trade secrets of stakeholders including Suppliers and Samsung Engineering, and comply with relevant laws.

### Personal Information

Suppliers must exercise appropriate effort to protect personal information of stakeholders, including the workers of Suppliers and Samsung Engineering, and comply with relevant laws when collecting, storing, sending and sharing personal information.

## Management System



### Establishment of Management System

To comply with the Code as well as relevant laws and regulations, each Supplier must establish a management system that integrates human rights and labor, health and safety, environment, and ethics policies into their management decision-making process.

### Disclosure of Management Information

Suppliers must make disclosures in accordance with relevant laws and regulations on human rights and labor, health and safety, status of environmental management, management activities, governance structure, financial status, and performance, and must not forge documents or keep fraudulent records.

### Risk Management of Suppliers

Suppliers must provide the Code to their suppliers (of any tier) and independently assess their compliance with the Code.

