

LG H&H Human Rights Policy

Enactment: Mar. 2021
 Revision: May. 2023
 Jun. 2024

Purpose and Scope of Application

LG H&H applies our own human rights policy to all stakeholders including employees, customers, suppliers, partners including joint ventures, and guarantees their rights and human dignity in pursuit of LG’s management philosophy, “Respecting Human Dignity”. LG H&H complies with labor-relation-related regulations in all countries and regions, strives to secure employment stability and adequate wage level for employees in the social and economic aspects. As a corporate citizen, we support the principles of human rights specified in the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights presented by the United Nations Commission on Human Rights.

Human Rights Policy

Prohibition of Discrimination

- LG H&H shall not discriminate in hiring, wages/compensation, promotion, etc., on the basis of factors such as race, age, gender, nationality, disability, pregnancy, labor union membership, marital status, social status, or sexual orientation, etc.
- In particular, the “zero tolerance” principle applies to severe discriminatory acts.

Humanitarian Treatment

- All employees shall be respected as humans, and they shall not be treated in any severe and inhumane way including sexual harassment and abuse, corporal punishment, mental and physical coercion, verbal abuse, or irrational restriction at work.

Prohibition of Forced Labor

- All employees shall not be forced to work against their free will with their mental and/or physical freedom restricted by means of assault, threat, or confinement. Forced labor and related practices, including slavery and human trafficking, are also prohibited.
- All labor shall be based on free will, and no employees shall be required to hand over their identification card, passport, and/or work permission card issued by the government on condition of employment.

Women and Labor of Children

04

- Children shall not be employed for any kind of job position.
 - "Children" signifies those aged under a certain minimum age standard, and the minimum age for work is determined by the regulations of each country and region.
 - Underage and/or pregnant employees are excluded from dangerous tasks.
 - In accordance with ILO agreements ratified by each country, working conditions including age regulations shall be observed.
-

Working Hours

05

- Working hours and days shall be determined in accordance with the regulations of each country and region concerning regular and overtime working hours and holidays.
-

Wages and Welfare

06

- LG H&H shall comply with all national and local labor-related laws and regulations in the countries in which it operates. The compensation paid to all workers includes the minimum wage, overtime, and legally mandated welfare benefits. We do not discriminate in pay based on gender among workers holding the same position and adhere to the principle of equal remuneration.
 - Furthermore, going beyond legal obligations, we strive to ensure payment of a living wage so that employees and their families can maintain a lifestyle that fulfils their basic needs. This applies to both our own operations and the companies with which we conduct business (such as affiliated companies and partners).
-

Freedom of Association

07

- In accordance with the labor-related regulations of each country and region, the freedom of association and the right to bargain collectively shall be secured. All employees should be guaranteed an environment where they can communicate with the management with no fear of discrimination, retaliation, threat, or harassment.
-

Protection of Personal Information

08

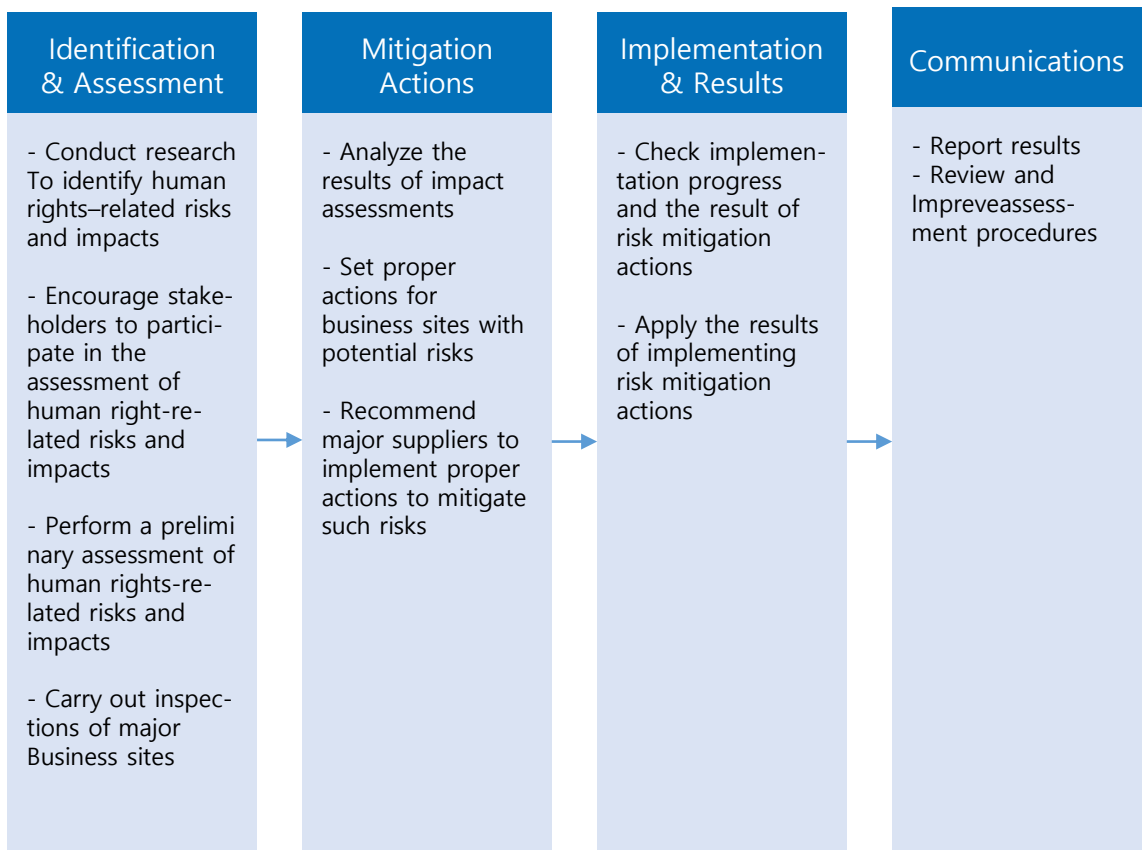
- The personal information of all stakeholders shall be strictly protected, and it shall not be leaked or utilized for any other use without prior approval of the relevant stakeholder, and there will be zero tolerance for violations.
- The company shall deliver only true information, avoid any false information, and shall fulfill this promise.

Human Rights Management

1 Human Rights Management System

LG H&H may conduct a human rights impact assessment to identify human rights risks in its overall business, including domestic and overseas business sites, suppliers, partners including joint ventures, and to check issues related to human rights vulnerabilities on a regular basis. The identified issues are intensively managed by a dedicated department to establish a mitigation plan, and to continuously monitor improvement and implementation. LG H&H reports the identified issues and mitigation plans to the CSR Committee, and may report important human rights issues to the ESG Committee.

2 Impact and Risk Management Process for Human Rights



3 Communication with Internal and External Stakeholders

LG H&H discloses its policies for human rights management to the public, actively communicates with internal and external stakeholders, and monitors potential human rights issues. In addition, we implement human rights-related training for employees to achieve respect for human rights and raise awareness of human rights management.

4 Human Rights Grievance Procedure

LG H&H's employees, suppliers, and partners can report human rights grievances related to the company at any time through the dedicated grievance-handling channel. We do not disclose any information that reveals or alludes to the identity of the informant without his/her consent.

Human Rights Grievance-Handling Channels

<p>Organizational Culture Division</p>	<p>· Tel : 02-6924-6676 · E-mail : culture@lghnh.com</p>
<p>Jeong-Do Management Division</p>	<p>· Tel : 02-6924-6830 · E-mail : justice@lghnh.com</p>