

# ■ Sexual Harassment Prohibition Policy

Enactment: Jul. 2021

LG H&H prohibits sexual harassment. This refers to an employer, superior, or worker improperly using their authority at work to humiliate or offend other workers in a sexual manner, or demonstrating sexual behavior, including suggestive language, at work.

We also prohibit employees from disadvantaging anyone, with respect to working conditions or employment,

who is not responsive to sexual language or behavior.

In accordance our the zero-tolerance policy, sexual harassment is dealt with immediately once reported.

We thoroughly guarantee the confidentiality of victims and reporters, so they will not be subjected to negative repercussions.

In addition, for improper acts verified through a fact-checking process,

we take appropriate measures such as disciplinary action, corrective actions, and/or legal action.

## Sexual Harassment Prevention Training

We conduct sexual harassment prevention education for all employees once a year.

## Reporting and Consultation Process

- 1 **Grievance:** Victims or witnesses can report workplace harassment to the 'Sexual Harassment/Workplace Harassment Counseling Center' in Plus-I, and grievances can be filed by email, over the phone, or through an interview.
- 2 **Official Handling Procedure:** A Sexual Harassment Review Committee (an organization handling accusations of sexual harassment) is formed to investigate the relevant facts.
- 3 **Informal Procedure\*:** After organizing and reviewing a complainant's request, we communicate the request to the respondent. If the respondent accepts the request, we monitor whether the request is fulfilled, and if the request is declined, we listen to the opinions of both parties through a mediation process, draw up an agreement, and check whether the agreement has been implemented.

If the complainant prefers an informal procedure, we proceed with an informal procedure in accordance with their wishes.

## Disciplinary and Corrective Action

- 1** A dedicated body for handling cases of sexual harassment investigates the facts before taking appropriate HR and disciplinary measures against perpetrators in accordance with internal regulations.
- 2** To prevent recurrence after a case is closed, we conduct sexual harassment prevention training and assess all of our employees on sexual harassment awareness. We also implement measures to restore victims' rights and constantly take action to manage both perpetrators and victims of sexual harassment.
- 3** In order to prevent collateral damage, LG H&H implements measures to temporarily separate victims and perpetrators, such as paid leave for victims and provisionally relieving perpetrators of company duties. In addition, we actively support victims' psychological recovery through internal psychological recovery programs and state-supported psychotherapy.