

# LG Energy Solution’s Global Human Rights & Labor Policy

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## Our Policy and Approach

Under the corporate management principle, “People-Oriented Management”, LG Energy Solution fulfills its basic responsibility to uphold human rights and the right for freedom and happiness.

LG Energy Solution supports the international standards including Universal Declaration of Human Rights, Human Rights and Labor Principles of UN Global Compact (UNGC), UN Guiding Principles on Business and Human Rights (UNGPR), and relevant conventions of the International Labor Organization (ILO), and is in compliance with the laws of the countries we operate in.

LG Energy Solution applies the policy on all overseas business sites, and also constantly monitors and mitigates any human rights risks.

Furthermore, LG Energy Solution shares the policy with our stakeholders including employees, customers, suppliers and partners and contributes to improving and enhancing their awareness of the policy.

## Our Principles

Category	Contents
<b>Humanitarian Treatment</b>	We shall strive to create a safe working environment for all employees by respecting their dignity and preventing them from inhumane treatment or threats, such as mental or physical force or abusive language.
<b>Prohibition of Forced Labor</b>	We shall prohibit unfair confinement of mental or physical freedom or forced labor against the will of the employees either by intimidation or threat, or by physical confinement, human

Category	Contents
	<p>trafficking, slavery or any other means. We shall not demand the transfer of personal identification, passport or the original copy of labor permit as an employment condition, and shall not require employees to pay any recruitment fees or other related fees for their employment.</p>
<p><b>Prohibition of Child Labor</b></p>	<p>We shall comply with the minimum employment age stipulated by the laws of each country and region and prohibit child labor of age 16 or under. When employing an adolescent whose age is 18 or under, we shall not offer a hazardous task in terms of occupational safety (including night shifts and overtime).</p>
<p><b>Non-discrimination</b></p>	<p>We shall give all employees equal opportunities for employment, promotion, wages, compensation, and training, and shall prohibit all types of discrimination according to gender, age, race, religion, labor union activities, disabilities, pregnancy, marital status, social status, etc.</p>
<p><b>Working Hours</b></p>	<p>We shall comply with the regulations regarding regular working hours, overtime and holidays stipulated by the laws in each country and region and shall not force anyone to work overtime outside their regular working hours. If anyone works overtime (within the limits set by the laws), we shall pay out the overtime compensation, as mandated by the relevant laws. In accordance with Responsible Business Alliance’s Code of Conduct, we shall ensure that our employees work a maximum of 60 hours per week, and that they have at least one day off every seven days.</p>
<p><b>Wage and Employee Benefit</b></p>	<p>We shall pay out wages exceeding the minimum wage stipulated by the laws in each country and region to all employees.</p>
<p><b>Freedom of Association</b></p>	<p>We acknowledge the freedom of association and right to collective bargaining, which are guaranteed by the laws in each country and region. We shall create an environment where all our employees can communicate easily without the fear of threats or retaliation. We shall not unfairly treat anyone for forming, joining or participating in a labor union.</p>