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SK Biopharmaceuticals, in line with our business values of providing health and happiness to patients and caregivers through the continuous release of innovative new drugs, aims to realize the value of respecting the human rights of our members and interested parties to pursue happiness throughout its management activities.

SK Biopharmaceuticals declares that it shall comply with the protection of rights and the labor standards of international organizations, such as the ‘UN Guiding Principles on Business and Human Rights’, ‘Universal Declaration of Human Rights’ and ‘The International Labor Organization's Declaration on Fundamental Principles and Rights at Work’.

SK Biopharmaceuticals strives to comply with employee care and nurturing strategies, health and safety environmental policies, and ethical standards so that it may continue to grow as a respected company in such areas as human rights, labor, environment, and anti-corruption. Furthermore, SK Biopharmaceuticals aims to reinforce employees’ happiness by improving job satisfaction and work-life balance, through continuously enhancing corporate welfare system and flexibility in working environment. To this end, we have established the following human rights management policy and detailed operating guidelines and shall strive to strictly adhere thereto.

SK Biopharmaceuticals Human Rights Management Policy

1. SK Biopharmaceuticals respects the dignity and value of all human beings for the realization of sustainable happiness.
2. SK Biopharmaceuticals, in the spirit of humanism, endeavors to maintain a good working environment so that all members may pursue happiness.
3. SK Biopharmaceuticals endeavors to prevent human rights violations throughout the entire business process.
4. SK Biopharmaceuticals shall fulfill its corporate social responsibilities and endeavor for the development of local communities and the respect for human rights.

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Detailed Operating Guidelines

- ① Respect for human rights: We respect all members as human beings and strive to prevent any acts that violate human rights.
- ② Prohibition of forced labor: We do not force employees to work against their free will due to either mental or physical restraints, including fees, costs, debt labor, slave labor, or human trafficking in the commencement or maintenance of employment, and we do not require the forfeit of government-issued identification cards, passports, or work permits as a condition of employment.
- ③ Prohibition of child labor: We do not employ children or adolescents below the age of 15 (alternatively, where age standards for children prescribed by national laws are stricter, such local national laws shall apply).
- ④ Youth labor: In the case of a person under the age of 18, he/she shall be employed in compliance with the related labor laws and regulations of the relevant country or region, and shall not engage in dangerous or harmful work, including night-time labor and overtime.
- ⑤ Working hours: Regular working hours and overtime hours are subject to international standards or related labor laws and regulations of each region, whichever is stricter. In the case of overtime work, overtime pay shall be paid in accordance with the standards set by national or regional labor laws.
- ⑥ Wages: The wages of employees are set so that they may exceed the minimum as stipulated by relevant labor laws and regulations of each country or region.
- ⑦ Prohibition of discrimination: We do not discriminate in the employment process on any grounds such as gender, race, nationality, ethnicity, religion, etc., and do not discriminate in terms of working conditions such as wages and promotions based on the grounds above.
- ⑧ Freedom of association: The right to the freedom of association and the right to collective bargaining are guaranteed according to the relevant labor laws and regulations of each country or region, and no disadvantageous treatment shall be given due to union membership, activities, or organization.
- ⑨ Workplace safety and environment: Continuous efforts are made to create a pleasant working environment and prevent safety accidents by complying with

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international standards, related laws, and internal regulations regarding the working environment.

- ⑩ Personal information protection: To protect the human rights of all interested parties, we protect the personal information of interested parties, including customers, in accordance with local laws and regulations.