

Code of Ethics for Partners

SK forest Co., Ltd. bases its management philosophy on SKMS, aiming to apply and adhere to ethical, social, and environmental standards. Additionally, SK forest recognizes the crucial role of entities (including their employees) or individuals working for or with SK forest (collectively referred to as "partners") in achieving these goals.

To this end, SK forest establishes its own code of ethics and expects its partners to strive for the same level of commitment. This code of ethics recommends that partners create a safe working environment, respect human rights, take responsibility for the environment, and conduct ethical business operations. SK forest's partners must endeavor to comply with this code of ethics and ensure that all subcontractors adhere to these standards.

SK forest or a designated professional organization may visit partners to evaluate compliance with this code. In the event of violations, a deadline and level of improvement may be required. This code is based on SK forest's code of ethics and may be reasonably amended as necessary. Partners will be notified of changes in advance through the SK forest website.

1. Labor & Human Rights

- **Voluntary Labor**

Partners must not use forced labor (slavery, human trafficking, etc.) against the will of workers. Employment contracts should be written in a language understandable to the worker, and a copy must be provided to the worker upon hiring. For foreign workers, original documents such as passports and work permits must be kept by the workers themselves. Partners must not unreasonably restrict workers' movement, and workers must be free to resign at their discretion.

- **Prohibition of Child Labor and Management of Young Workers**

Partners must not employ children. A "child" is defined as anyone under the age of 18 or below the minimum employment age defined by local laws. Workers under the age of 18 must not be assigned to hazardous processes or overtime/night work. Student interns must be managed and supported separately according to internship programs, distinguishing them from regular workers.

- **Non-Discrimination**

Partners must not discriminate in hiring practices, wages, promotions, rewards, training opportunities, or any employment practices based on race, color, age, gender, sexual orientation, gender identity, ethnicity, disability, pregnancy, religion, political affiliation, union membership, nationality, or marital status. Medical tests that could be used as a basis for discrimination (e.g., pregnancy status) must not be required of workers or job applicants.

- **Compliance with Working Hours**

Partners must pay workers by relevant laws, including minimum wage, overtime, and mandatory welfare as stipulated by labor standards laws. Workers' weekly working hours must not exceed the maximum hours set by law. Furthermore, except in emergencies or special circumstances, the weekly working hours, including overtime, must not exceed the limits prescribed by relevant laws.

- **Wages and Benefits**

Partners' compensation must comply with all applicable wage-related laws, including minimum wage, overtime pay, and legally mandated benefits.

- **Humane Treatment**

Partners must respect the human rights of all workers and must not

engage in sexual harassment or abuse, corporal punishment, mental or physical coercion, verbal abuse, or unreasonable restrictions. To this end, partners must establish and implement reasonable disciplinary procedures and notify workers of these procedures.

2. Safety & Health

- **Industrial Safety**

Partners must create a safe and healthy working environment and regularly conduct risk assessments to identify potential hazards. Based on the results of these assessments, partners must implement safe process designs, technical and administrative controls, preventive maintenance, safety regulations, continuous training, and provide necessary personal protective equipment while ensuring proper use and supervision.

- **Process Safety**

Partners must establish management procedures for each process, such as construction, manufacturing, repair, and service, to identify risks and prevent and respond to industrial accidents and major incidents.

- **Emergency Preparedness**

Partners must identify and assess potential emergencies and accidents in advance. They must also establish notification and evacuation procedures for employees and develop emergency response procedures to minimize damage in an emergency.

- **Prevention of Industrial Accidents and Diseases**

Partners must establish and comply with accident management procedures to prevent and reduce the recurrence of industrial accidents and occupational diseases. They should identify physically demanding tasks, such as repetitive tasks or handling heavy objects, and take

appropriate measures, including process improvements, to prevent musculoskeletal disorders among employees.

- **Management of Harmful Factors in the Work Environment**

Partners must regularly measure and assess the work environment for harmful factors such as hazardous chemicals, noise, and dust and implement technical measures and supervision to ensure exposure does not exceed permissible levels.

- **Equipment Safety**

Partners must classify hazardous equipment and conduct regular safety inspections. To ensure worker safety, they must provide physical safeguards/barriers and control devices and perform preventive maintenance on relevant facilities.

- **Hazard Information**

Partners must provide safety information related to hazardous materials (e.g., cosmetic chemicals, petroleum products, and other chemicals) and educate and train employees to protect them from these hazards.

- **Safety and Health Training**

Partners must regularly provide necessary safety and health training to employees and ensure that safety and health information employees need to know is displayed prominently in the workplace.

3. Environment

- **Compliance with Environmental Laws**

Partners must obtain, maintain, and comply with mandatory environmental permits (e.g., installation/operation/modification reports for emission/control facilities). They must adhere to environmental regulations and stay updated with the latest legal amendments.

- **Pollution Prevention and Resource/Energy Reduction**

Partners must strive to reduce resource/energy usage and waste generation through process improvements, material substitution, preventive maintenance, resource conservation, and recycling/reuse.

- **Chemical Management**

Partners must identify all chemicals (including designated waste) that could potentially cause environmental pollution if spilled. They must ensure the safe storage, transport, use, recycling/reuse, and disposal of these substances and develop spill response scenarios with regular training exercises.

- **Waste Management**

Partners must identify the characteristics of waste generated and dispose of it by relevant laws, making efforts to reduce waste generation.

- **Sustainable Sourcing and Traceability**

Partners must conduct due diligence on critical raw material suppliers to promote the procurement of legal and sustainable materials.

4. Compliance with Corporate Ethics

- **Adherence to Transparent Management and Prohibition of Unfair Gains**

Partners must implement policies to prohibit corruption, including bribery and embezzlement, and continuously monitor and audit compliance. All transactions must be transparently recorded and managed.

- **Information Disclosure**

Partners must truthfully disclose information regarding labor, health and safety, environmental management, business activities, governance,

financial status, and performance by relevant laws and industry standards.

- **Protection of Intellectual Property**

Partners must respect all intellectual property rights and protect these rights during the transfer of technology/know-how. They must also securely protect all information obtained through transactions with SK forest.

- **Adherence to Fair and Transparent Transactions**

Partners must comply with fair trade laws and avoid practices that disrupt fair trade order, such as unfair trade practices.

- **Protection of Whistleblowers and Prohibition of Retaliation**

Partners must operate an anonymous reporting system to ensure employees can participate without fear of retaliation and maintain their confidentiality.

- **Protection of Personal Information**

Partners must systematically manage and protect the personal information of all stakeholders (including partners, customers, and employees) and comply with personal information protection and information security laws during the collection, storage, processing, transfer, and sharing of personal information.

5. Management System

Partners must establish their management systems to maintain business continuity, promote continuous improvement, and comply with this code

of ethics and relevant laws.

- **Commitment and Responsibility**

Partners must allocate appropriate resources and designate senior management to demonstrate adherence to the principles outlined in this code of ethics.

- **Risk Management**

Partners must develop processes to assess and manage risks related to safety, health, environment, labor practices, and ethical concerns in their operations.

- **Documentation and Records Management**

Partners must create, maintain, and manage documentation necessary to demonstrate compliance with this code of ethics by relevant laws and internal documentation regulations.

- **Employee Education and Training Programs**

Partners must operate training programs to ensure that management and employees possess the knowledge, skills, and capabilities necessary to comply with this code of ethics.

- **Continuous Improvement**

Partners must establish performance goals and implementation plans to address deficiencies identified through internal and external evaluations, audits, and management reviews and make continuous improvements.

- **Identification of Concerns**

Partners must encourage all employees to report concerns, illegal activities, or violations of this code of ethics without fear of retaliation, threats, or bullying. Partners must investigate and take corrective actions when necessary.

- **Communication**

Partners must establish effective systems to communicate this code of ethics to employees, contractors, and suppliers.

Supplementary Provisions

1. **Effective Date**

This code of ethics shall take effect on December 1, 2023.

【End】