

# Hanwha Aerospace

## Human Rights Management Declaration

Hanwha Aerospace Co., Ltd. establishes this Human Rights Management Declaration with the aim of becoming a trusted and respected company, committed to sustainable management through active practice of human rights management, based on the corporate philosophy of dedication and integrity.

**First**, we establish and practice a human rights management system, along with related systems and policies, to ensure the dignity and value of human beings are reflected and established in our company's business activities.

**First**, we adhere to international human rights standards and norms, including the UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, and the UN Convention on the Rights of the Child.

**First**, we do not discriminate in employment or business activities based on race, gender, religion, place of origin, marital status, age, education, kinship, local connections, school ties, physical conditions, social status, etc., and we aspire to create a culture of mutual respect and consideration.

**First**, we comply with the legal working hours in each country where we operate, and pay all employees fair wages for their labor. We also provide appropriate training and optimal working environments to support work-life balance and

enhance job competencies for all employees.

**First**, we do not allow the employment or labor of minors who have not reached the minimum age for employment as set by the laws of the country where the business is conducted, nor do we permit forced labor, prisoner labor, human trafficking under any circumstances.

**First**, we guarantee freedom of association and the right to collective bargaining for our employees, in accordance with the constitution and laws, for the protection and promotion of their human rights.

**First**, we prioritize the creation of a safe and healthy working environment, fostering a vibrant and energetic work atmosphere.

**First**, we respect the dignity of our colleagues, recognize diversity, and strive to prevent violations of human rights such as sexual harassment and bullying in the workplace, while doing our utmost to provide remedies for victims.

**First**, we collaborate and support our subsidiaries, joint ventures, and partner companies to ensure compliance with human rights protection obligations.

**First**, we take utmost measures to protect the life, health, and property of our customers from harm, and to protect their privacy and personal areas, especially in managing personal information collected through business activities.

**First**, we ensure that the human rights of local residents are not infringed upon during our business operations, particularly respecting and protecting their rights to life, safety and health, and freedom of residence.

12/01/2023

CEO of Hanwha Aerospace Co., Ltd.