



Hyojin Co., Ltd. (hereinafter "Hyojin") continues to pursue efforts toward sustainable value creation alongside mutual growth with its partner companies.

As of 2024, Hyojin has partnerships with a total of **466 companies**, of which **39 are classified as major partners (Tier 1)** based on the importance of transactions to the business, transaction amounts, and the type of goods or services. Hyojin strives to establish a culture of fair trade when entering into contracts and conducting transactions with partners.

[Key Activities for Partner Companies]

- Identification of ESG risks among partners and re-establishment of key partner management criteria, including the development of an evaluation checklist.
- Issuance of letters to prevent unethical conduct (e.g., the offering of money or entertainment).
- Conducting surveys to establish fair trade and support partners: verification of compliance with ESG codes of conduct and hiring procedures.

Partner Status and Procurement Analysis

Classification	Unit	2024
Total number of partners	Companies	466
Major partners	Companies	39
Total procurement amount	KRW million	44,908
Major partners' procurement amount	KRW million	43,000

Partner ESG Code of Conduct

To build a sustainable supply chain, Hyojin has established the **Partner ESG Code of Conduct** (hereinafter the "Code"), based on the **UNGC Principles, OECD MNE Guidelines, and GeSI's Joint Audit Cooperation (JAC) Guidelines**.

This Code applies to all partners engaged in business transactions with Hyojin.

1. Labor / Human Rights Management



1.1 Prohibition of Forced Labor

All labor activities must be based on the voluntary will of workers. Neither the partner nor any labor dispatch agency shall require workers to pay fees (e.g., job placement fees) or deposits.

1.2 Prohibition of Child Labor

Child labor is strictly prohibited, and the legal minimum working age must be observed.

1.3 Compliance with Working Hours

Partners must comply with working hour requirements set forth in the Labor Standards Act and other relevant laws. All overtime work must be voluntary and performed with the consent of the worker.

1.4 Wages and Benefits

Wages must include at least the minimum wage, overtime pay, and legally mandated social insurance (e.g., the four major insurances in Korea) and benefits, in full compliance with applicable laws and regulations.

1.5 Humane Treatment

Partners must not subject workers to mental or physical coercion, harassment, unlawful discrimination, or other inhumane treatment.

1.6 Freedom of Association

Partners must respect workers' rights to join labor unions and their freedom of association.

2. Occupational Health and Safety Management

2.1 Industrial Safety

Partners must eliminate potential safety hazards and take preventive measures to ensure workers are not exposed to risks. Appropriate personal protective equipment must be provided, and ongoing safety training must be conducted to raise workers' awareness of occupational health and safety.

2.2 Industrial Accidents and Illness

Partners must identify and control physical labor risks in advance, and establish procedures and systems to prevent and manage industrial accidents and occupational illnesses.

2.3 Hygiene and Health

Partners must maintain cleanliness at all workplaces where employees work.



3. Environmental Management

3.1 Compliance with Environmental Laws

Partners must comply with all environmental laws and regulations to minimize environmental impact, and obtain any required environmental certifications and permits for all business sites.

3.2 Greenhouse Gas Emissions and Energy Efficiency

Partners must strive to improve energy efficiency and minimize greenhouse gas emissions, managing and disposing of any substances with potential greenhouse gas emissions in accordance with applicable laws.

3.3 Pollution Prevention and Waste Reduction

Partners must take actions to reduce waste, promote recycling, and ensure that hazardous or environmentally harmful substances are handled and managed safely.

3.4 Efficient Use of Resources

Partners must work to reduce the use of resources such as energy and water, and promote environmentally friendly procurement to enhance resource efficiency.

3.5 Protection of Biodiversity and Prevention of Deforestation

Partners must reduce adverse impacts on biodiversity, deforestation, and soil contamination, and comply with all legal requirements for biodiversity and land protection.

4. Ethical Management

4.1 Business Integrity

Partners must not provide any money, entertainment, or convenience—either directly or through a third party—to Hyojin employees for the purpose of influencing transactions or securing favorable terms. If a Hyojin employee requests such benefits in connection with a transaction, the partner must promptly report the matter through the anonymous reporting channel available on Hyojin's official website (www.en.hyojine.co.kr).

4.2 Fair Trade

Partners must comply with laws related to fair trade and ensure all bidding and transaction processes are conducted fairly and transparently.

4.3 Protection of Personal Information

Partners must protect personal information, including that of customers, and must not use or disclose business information obtained through the transaction without prior approval.



4.4 Whistleblower Protection

Partners must provide channels for employees to report unethical conduct, protect the identities of whistleblowers, and prohibit any retaliatory action against them.

4.5 Operation of a Grievance Mechanism

Partners must operate a grievance handling system for reporting violations of laws in the areas of human rights, safety, environment, and ethics, or for raising concerns about infringements of individual rights and interests.

The system should also collect workers' opinions on the application and conditions of the Code and promote improvements.

No worker shall face dismissal, risk, retaliation, ridicule, or any other unfair treatment for making a report, and the whistleblower's identity must be kept strictly confidential.

If you want, I can also prepare a **polished corporate English version** optimized for official ESG or sustainability reports so it reads even more professionally for investors and global partners. That would involve slightly rephrasing sentences for flow and alignment with global ESG reporting standards. Would you like me to do that?