

Coway Supplier Code of Conduct

Coway is aiming for win-win growth with suppliers on the cornerstone of "Putting the 'Goodness' philosophy" that our works contribute to creating a better world. As a part of responsible management for building a sustainable society, we established Coway Supplier Code of Conduct. This Code of Conduct proposes what Coway requires to the suppliers, such as improving the working environment and respect for human rights, environmental responsibility, and ethical management.

- Coway may visit its suppliers to assess whether they comply with the Code.
- Coway Supplier Code of Conduct was developed with reference to the EICC Code of Conduct and other global guidelines.

Labor

01. Prohibition of Discrimination

A supplier shall not discriminate based on their political, economic, or social status regardless of their ability to perform their duties such as race, age, gender, physical condition, or religion in their employment practices such as recruitment, promotion, compensation, and education.

02. Prohibition of Child Labor

A supplier shall not use child labor (employees below the minimum employment age of the country). In addition, do not place young workers (according to the applicable national law) in hazardous work in terms of safety and health.

03. Prohibition of Forced Labor

A Suppliers shall not demand any employees to improperly impose mental and physical freedoms or work against their will, and guarantee that employment conditions are voluntary.

04. Compliance with Working Hour Policy

A supplier shall not demand to work more than the maximum working hours per week required by law in their respective countries.

05. Humane Treatment

A supplier must be committed to create a free working environment from harassment. No inhumane treatment of sexual harassment, sexual abuse, corporal punishment, or mental or physical coercion against workers is permitted.

Safety and Health

06. Industry Safety and Health

A supplier shall prevent all employees from being exposed to risk factors for industrial safety, provide workers with appropriate personal protective equipment, and provide a safe working environment through continuous safety training. In addition, it should strive to establish a safe and healthy working environment to minimize work-related injuries and illnesses, and to maintain and promote morale.

07. Emergency Preparedness

A Supplier shall identify possible emergency situations and apply emergency response plans and procedures to minimize the damage caused by the emergency.

Environmental

08. Compliance with Environmental Laws and Regulations and Pollution Prevention

A supplier shall comply with environmental laws, reporting requirements, and Coway's environmental/quality management standards. In addition, it should strive to manage air, water, and waste to prevent environmental pollution, identify chemicals and other substances that may cause environmental pollution when discharged, and safely handle, use, and dispose of them.

09. Substance Regulations in Products

A Supplier shall comply with all laws and regulations related to product-containing materials, laws related to product labeling, and customer requirements.

Ethics

10. Anti-Corruption

A Supplier must be committed to promoting ethical and transparent management. A supplier's employees shall perform all duties with integrity and do not take any form of personal interests from stakeholders using the powers delegated to them.

11. Fair Competition

A supplier shall comply with fair competition laws and regulations, and perform all procedures including price, bidding, and transactions fairly and reasonably. It does not take any unfair action by abusing our market dominance.

12. Responsible Mineral Procurement

A supplier shall not use raw materials obtained through illegal and unethical methods (minerals mined from armed-occupied mines, timber harvested in forest conservation and logging bans, etc.). A supplier does not use any minerals such as tantalum, tin, tungsten, gold, etc., contained in raw materials included in any parts and products that provide resources or benefits either directly or indirectly to armed forces that violate serious human rights in the Democratic Republic of the Congo or neighboring countries.

13. Personal Information Protection

A supplier shall respect personal privacy and does its best to take necessary measures in the collection, storage, processing, transmission, and sharing of personal information to protect personal information.

Management System

A supplier shall adopt or build a management system that covers the scope of this Code. The management system that (1) complies with the corporate activities and product-related laws and customer requirements of participating companies, (2) not only complies with this Code, but also (3) identifies and mitigates operational risks related to this Code. The management system should be designed accordingly for continuous improvement.

Contents	Date
Coway Trust Guideline V.1.0	April 2017

· If you have any questions about this Code, please send to sustainability@coway.co.kr.