


Declaration of Human Rights Management



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	Title	
	Declaration of Human Rights Management	
	Document #: SK bioscience – Basic regulations	


SK biosciences Co., Ltd. (hereinafter referred to as the “Company”) shall conduct business activities based on its management philosophy of Double Bottom Line (DBL), which simultaneously pursues and manages Economic Value (EV) and Social Value (SV). The Company shall respect the human rights of all stakeholders, including members, customers, shareholders, investors, business partners, communities, and the environment. The Company shall also be committed to protecting and promoting their human rights. Furthermore, the Company shall pledge to prevent real and potential human rights risks, respond quickly to human rights violations should they occur, and strive for fundamental solutions.

The Company shall support international human rights principles such as the United Nations’ Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work, and comply with domestic laws and regulations that reflect these principles.

The application target of this human rights management declaration includes the Company and members of affiliates at home and abroad. Furthermore, the Company shall encourage its business partners to understand and practice the principles of respect for human rights.

Human Rights Management toward Members

- The Company shall prohibit child labor in principle, and measures shall be taken to protect the safety of minors under the age of 18 and to prevent any restriction of their educational opportunities because of labor.
- The Company shall not discriminate against members because of gender, race, ethnicity, nationality, religion, disability, age, family status, social status, and political affiliation regarding working conditions—such as employment, wages, and promotion—and strive to


	Title	
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	Document #: SK bioscience – Basic regulations	

build an organizational culture that respects the diversity of all members. The Company shall also provide equal opportunities for self-development and education based on abilities and qualifications, as well as make decisions on evaluation and compensation in accordance with fair standards.

- The Company shall respect the privacy of all members, strictly protect privacy information, and take measures to prevent damage to human dignity.
- The Company shall comply with the working hour standards set by labor-related laws and prevent involuntary work by coercion. The Company shall also improve working conditions so that work-life balance can be maintained and individual abilities can be fully demonstrated.
- The Company shall continuously strive to prevent safety accidents among its members and provide a safe and clean working environment that protects and maintains the health of its members.
- The Company shall guarantee freedom of association and collective bargaining, as well as provide sufficient communication opportunities for its members.

Human Rights Management toward Customers

- The Company shall strive to ensure that customers who use its products and services can use them safely and at their own convenience.
- The Company shall respond quickly and accurately to customer needs and strive to increase customer satisfaction.
- The Company shall protect the privacy information of stakeholders, including customers, in accordance with national and local laws. The Company shall also prepare and continuously improve various technical and physical measures to protect customer information collected in the course of business, and protect it responsibly.

	Title	
	Declaration of Human Rights Management	
	Document #: SK bioscience – Basic regulations	

Human Rights Management toward Shareholders and Investors

- The Company shall provide necessary information to shareholders and investors in a timely, accurate, and fair manner in accordance with relevant laws. The Company shall also secure management transparency by disclosing accurate accounting data and maintain the trust of shareholders and investors.
- The Company shall strive to enhance the value of shareholders and investors through rational decision-making and transparent management activities.


Human Rights Management toward Business Partners

- The Company shall not engage in unfair or unjust transactions by using its superior position. The Company shall also be committed to growing and coexisting through fair and transparent transactions.
- The Company shall communicate with and support business partners in cooperation and business relationships so that they can introduce and practice human rights and ethical management.

Human Rights Management toward Local Community and Environment

- The Company shall be careful not to infringe on the human rights of local community members in the course of business activities and be committed to protecting the rights and freedoms of its residents.
- The Company shall comply with all domestic and foreign environmental laws and regulations and strive to protect the environment and prevent pollution. The Company shall also encourage the R&D and diffusion of environmentally friendly technologies to continuously improve environmental protection performance.

Right to Health

	Title	
	Declaration of Human Rights Management	
	Document #: SK bioscience – Basic regulations	

- The Company shall support the Right to Health that was first articulated in the WHO (World Health Organization) Constitution in 1946, which states: “the enjoyment of the highest attainable standard of health is one of the fundamental rights of every human being...”.

Process for Filing and Handling Human Rights Violations

The Company is operating a reporting channel so its stakeholders, such as members, customers, and business partners, can report any potential human rights violations to the Company. If a report is received, it will be forwarded to the human rights department, and the Company will strive to promptly resolve the matter in accordance with its internal procedure and deliver the informant of the result.

Human Rights Violations Reporting Channel

The Company thoroughly protects the report contents and the identity of informant so that he/she can file a report with confidence.

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