

Pulmuone Human Rights Management Statement

Pulmuone's Commitment

Pulmuone is dedicated to creating a healthier tomorrow for people and the planet through wholesome food.

In all its business activities, Pulmuone places the highest value on human dignity and rights.

To fulfill its social responsibilities, Pulmuone officially supports the following international human rights and labor standards:

- The Universal Declaration of Human Rights
- The UN Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises
- The Ten Principles of the UN Global Compact (UNGC)
- The UN Convention on the Rights of the Child
- The Eight Core Conventions of the International Labour Organization (ILO)

Pulmuone complies with the employment and labor laws of each and every country and region in which it operates. This Declaration serves as the foundation for promoting respect for people and protecting the human rights of all stakeholders across Pulmuone's business operations. To implement Respect for Human Rights Management, Pulmuone is committed to upholding the following core principles.

Responsibility

Pulmuone's Respect for Human Rights Policy applies to all members of the organization. It upholds this policy grounded in its Corporate Social Responsibility principles in all interactions with stakeholders and business partners. Pulmuone encourages its business partners to respect international human rights standards and Pulmuone's Respect for Human Rights Policy. Furthermore, Pulmuone shares this Code of Conduct with all stakeholders directly affected by its business activities, including customers, to enhance and foster their awareness of human rights.

Core Principles

① Respect for Human Rights

- Pulmuone respects all employees and stakeholders as individuals with inherent dignity and strives to foster a working environment free from inhumane treatment or threats, including verbal abuse and mental or physical coercion.
- Pulmuone recognizes that its business activities, including product development and production; and product and service delivery, may have potential or actual impact on human rights and therefore proactively identifies and manages such risks.
- Pulmuone endeavors to remedy any human rights violations that may occur.
- Pulmuone complies with internationally recognized human rights standards and applicable local law. In cases where local regulations conflict with global human rights standards, Pulmuone seeks ways to uphold the global standards to the fullest extent possible.
- Risks that could lead to severe human rights violations are treated as critical management issues.

② Non-Discrimination and Fair Employment Practices

- Pulmuone provides equal employment opportunities and a fair working environment, free from discrimination based on gender, race, beliefs, religion, physical condition, education, age, place of origin, nationality, political opinion, disability, or medical history.
- Pulmuone respects the dignity of each employee and treats all individuals fairly and reasonably recognizing their capabilities and performance.
- Pulmuone is committed to protecting maternity and supporting a work-life balance in accordance with applicable national laws ensuring that no gender-based discrimination occurs in matters related to regarding maternity, childcare, or other family related leave.

③ Freedom of Association and Right to Collective Bargaining

- Pulmuone guarantees employees' rights to freely form and join labor unions and does not disadvantage any employee for union membership or participation in union activities.

- Pulmuone upholds the right to collective bargaining through employee representatives, does not refuse collective bargaining without just cause, and accepts and faithfully implements the outcomes of such negotiations.
- Pulmuone provides employee representatives with the information and resources necessary to carry out union activities effectively.

④ Prohibition of Forced Labor and Compliance with Legal Working Hours

- Pulmuone complies with working-hour requirements prescribed under the Labor Standards Act and strictly prohibits any form of labor performed against an employee's free will.
- Pulmuone does not tolerate any form of forced labor including human trafficking, slavery, or debt bondage, and strictly prohibits mental or physical coercion.
- Pulmuone strives to ensure that employees' wages and benefits exceed the minimum standards required by applicable labor laws and regulations in each operating country or region.

⑤ Prohibition of Child Labor

- Pulmuone is committed to eradicating child labor.
- Pulmuone strictly prohibits the employment of individuals of compulsory education age or under the age of 15, in accordance with the International Labour Organization (ILO) standards or stricter local legislation where applicable.
- If an employee under 15 years of age is identified, Pulmuone will assess the child's condition and, respecting the child's wishes, support their safe return home or the completion of compulsory education.
- Pulmuone strictly prohibits engaging in business with any partners that employ child labor.

⑥ Workplace Safety and Health

- Pulmuone provides a safe and hygienic working environment and guarantees every employee's right to safety and rest.
- Employees working in hazardous working conditions are provided with appropriate protective equipment and safety training.
- In the event of workplace accidents or illnesses, Pulmuone takes prompt and appropriate measures consistent with applicable laws and regulations, such as the Occupational Safety and Health Act.
- Pulmuone fosters systems and a culture that proactively identifies and mitigates hazards across all business processes to ensure the safety of employees and stakeholders.

⑦ Responsible Supply Chain Management

- Pulmuone ensures equal opportunity, transparency, and fairness across all business relationships.
- Pulmuone communicates its Respect for Human Rights Policy to business partners, supports implementation, and collaborates for continuous improvement.
- If human rights violations arise within business relationships, Pulmuone engages with relevant stakeholders to seek solutions.
- If significant human rights violations by a business partner remain unremedied, Pulmuone will suspend transactions with the concerned partner.

⑧ Protection of Local Communities' Rights

- Pulmuone respects and safeguards the rights to life, personal safety, and property of local residents in areas where it operates, taking necessary measures to prevent human rights violations.

⑨ Protection of Environmental Rights

- Pulmuone establishes and maintains an environmental management system and transparently discloses relevant information internally and externally.
- Pulmuone adopts a preventive approach to environmental issues and maintains contingency plans to prevent or mitigate serious environmental degradation and disasters.

⑩ Consumer Safety and Privacy Protection

- Pulmuone establishes and practices strict standards for product development and service delivery to promote consumer health and well-being.
- Pulmuone protects all personal information acquired during business operations in compliance with applicable privacy protection laws and regulations.