

**CJ CHEILHEDANG
SUPPLIER CODE OF
CONDUCT GUIDELINES**



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INTRODUCTION

1. PURPOSE

CJ CheilJedang pursues sustainable growth based on its business philosophy of “serving the country through business” (making contributions to development of the national economy and improvement of citizens’ lives through business, and further to mankind. Thus, CJ CheilJedang recognizes its suppliers as important business partners and, to strengthen ethical/ human right/ safety/ environmental management which lay the foundation for co-growth, hereby enacts the CJ CheilJedang Supplier Code of Conduct Guidelines (hereinafter ‘These Guidelines’).

The goal of these Guidelines is to present the standards of ethical/ human right/ safety/ environmental management and thereby pursue co-development between CJ CheilJedang and its suppliers and create a successful co-growth ecology based on the management of a transparent supply chain. CJ CheilJedang advises its suppliers to comply with all applicable laws and regulations, particularly the international standards set forth herein, and thereby respect employees’ human rights and run their businesses in an ethical manner.

These Guidelines reflect not only domestic laws and regulations but international standards such as the OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, International Labor Organization (ILO) Core Conventions, and UN Global Compact’s Ten Principles, and in cases of conflict between these Guidelines and local laws, the stricter standard shall prevail.

2. DEFINITION OF SUPPLIER

The term “CJ CheilJedang’s supplier” refers to any type of organization which provides CJ CheilJedang with goods and services including raw materials, packing materials, personnel, and logistical services. Not only CJ CheilJedang’s suppliers but all their sub-suppliers providing the suppliers with raw materials and packing are required to comply with these Guidelines.

ETHICAL MANAGEMENT

CJ CHEILJEDANG IMPLEMENTS THE ‘INTEGRITY MANAGEMENT’ BASED ON ‘HONESTY,’ ONE OF THE CORE VALUES IN CJ’S MANAGEMENT PHILOSOPHY, AND ENDEAVORS TO DISSEMINATE TRANSPARENT MANAGEMENT ACTIVITIES AND A FAIR TRADE CULTURE. FURTHERMORE, CJ CHEILJEDANG ADVISES ITS SUPPLIERS TO ENHANCE THE INTEGRITY AND TRUSTWORTHINESS OF THEIR MANAGEMENT ACTIVITIES AND PROHIBIT ACTS INTENDED FOR UNJUST ENRICHMENT.

1. OVERVIEW

1.1 Recognize the importance of ethical management for sustainable growth and implement ethical management by appointing personnel in charge thereof.

Score	Description
1	Ethical management is not implemented.
2	Ethical management is implemented, but the head and personnel in charge thereof have not been designated.
3	Ethical management is implemented, and the head and personnel in charge thereof have been designated but not specifically in writing.
4	Ethical management is implemented, and the head and personnel in charge thereof are specified in internal documents.
5	Ethical management is implemented, and the head and personnel in charge thereof are specified both internally and externally.

A. Definition of Indicator

- In the conduct of business in compliance with both domestic and overseas laws and regulations, designate and disclose ethical management personnel in charge of preventing ethically unjust acts and performing ethical management-related duties and communications. The management executives, by appointing the aforesaid ethical management personnel, shall affirm their will for ethical and responsible management.

B. Explanation of Terms

- None.

C. Relevant Laws & Regulations

1) Domestic:

- 『 Monopoly Regulation & Fair Trade Act 』 .
- 『 Act on Anti-Corruption and the Establishment and Operation of the Anti-Corruption & Civil Rights Commission (Anti-Corruption & Civil Rights Commission Act) 』 , Article 2.

D. Guide for Implementation

1) Designate and disclose the personnel in charge of ethical management

- Designate and document the personnel in charge of company-wide ethical management, and disclose communication channels with such personnel in and outside the company, thereby internalizing ethical management.

2) Implement ethical management based on a ‘zero-tolerance’ policy

- Champion a ‘zero-tolerance’ policy to prohibit any and all forms of bribery, corruption, unjust enrichment or embezzlement, and maintain transparent transactions, accounting books, business records, etc.

1.2. Prohibit all forms of illegal acts which can affect decision-making by internal and external stakeholders including customers.

Score	Description
1	Fines or correction orders imposed in the past year due to an ethics-related legal violation. (Please specify the grounds, such as corruption, extortion, embezzlement, bribery, and gifts, and the number of violations.)
2	Fines or correction orders imposed in the past 3 years due to ethics-related legal violations. (Please specify the grounds, such as corruption, extortion, embezzlement, bribery, and gifts, and the number of violations.)
3	No fines or correction orders imposed due to ethics-related legal violations. (Please specify the grounds, such as corruption, extortion, embezzlement, bribery, and gifts, and the number of violations.)
4	No violation of ethics-related laws has occurred, and where applicable laws are amended, internal regulations are amended to prevent violations.
5	No violation of ethics-related laws has occurred, and to prevent possible violations, continuous monitoring is conducted.

A. Definition of Indicator

- Check the degree of efforts to prohibit acts of obtaining unjust enrichment through precise fact-finding on violations of management or market ethics.

B. Explanation of Terms

- Management ethics: Moral duties and norms to be considered in selecting the means to achieve the objectives of management.
- Unjust enrichment: An act of promising, offering or providing a bribe or other undue advantage, allowing the provision thereof, or receiving the same, for purposes of improper, unjust enrichment. It includes acts of acquiring or maintaining business opportunities, providing the same to others, directly or indirectly promising through a third party, offering or providing specific values, allowing the provision thereof, or receiving the same.

C. Relevant Laws & Regulations

- 1) Domestic: 『 Act on Anti-Corruption and the Establishment and Operation of the Anti-Corruption & Civil Rights Commission (Anti-Corruption & Civil Rights Commission Act) 』 , Article 2

D. Guide for Implementation

- 1) Create a culture of company-wide ethical management
 - Under the leadership of the head of ethical management, improve executives' awareness and create a company-wide culture of ethical management by establishing and disseminating guidelines and manuals, running continuous education programs, and designating relevant personnel in each department.
- 2) Build a continuous monitoring system
 - Build a process of monitoring and investigating suspicions for workers, employees, and managers, improper transactions, and upon occurrence of a violation, take measures in accordance with HR regulations.

2. HONESTY & ANTI-CORRUPTION

2.1 Specify guidelines and regulations on ethical management by documenting an ethics pledge.

Score	Description
1	An ethics pledge is not documented.
2	An ethics pledge is documented but is not properly applied to work.
3	An ethics pledge is not documented but ethics and compliance efforts are reflected in overall work.
4	An ethics pledge is documented but is only operated at a legalistic level.
5	An ethics pledge is documented, and is not only properly applied to overall work but contains details, and is operated actively.

A. Definition of Indicator

- Check that CJ CheilJedang's ethical management guidelines and regulations are met by checking for the documentation of an ethics pledge at the time of contract with CJ CheilJedang.

B. Explanation of Terms

- Ethics pledge: A document setting forth the promise to perform ethics and obligations as a company.

C. Relevant Laws & Regulations

- 1) Domestic: 『 Act On The Prevention Of Corruption And The Establishment And Management Of The Anti-corruption And Civil Rights Commission 』 article 2, article 7
- 2) Overseas: 『 Rules of the Game: An introduction to the standards-related work of the International Labour Organization (2019) 』 Forced Labour – Forced Labour Convention, 1930 (No. 29), Abolition of Forced Labour Convention 1957 (No. 105)

D. Guide for Implementation

1) Execute and implement an ethics pledge

- Check for compliance with an ethics pledge and manage the implementation of corporate ethics and obligations.

2) Continuous monitoring

- Implement continuous ethical management, through informing, and supporting supplementation for, weaknesses in security and ethical management.
- Correct and prevent unjust management activities and unethical acts, by urging voluntary ethical management.

2.2 . Document employees’ ethics pledges, thereby enhancing their ethical management awareness.

Score	Description
1	Employees’ ethics pledges are not documented.
2	Employees’ ethics pledges are documented but are not properly applied to work.
3	Employees’ ethics pledges are not documented but ethical management efforts are reflected in overall work.
4	Employees’ ethics pledges are documented but are only operated at a legalistic level.
5	Employees’ ethics pledges are documented, are not only properly applied to overall work but contain details, and are actively operated.

A. Definition of Indicator

- Check the relevant personnel’s and employees’ ethical management awareness regarding the relevant work of the supplier, through the documentation of employees’ ethics pledges.

B. Explanation of Terms

- Ethics pledge: A document setting forth the promise to perform professional ethics and obligations as an employee.

C. Relevant Laws & Regulations

- 1) Domestic: 『 Act On The Prevention Of Corruption And The Establishment And Management Of The Anti-corruption And Civil Rights Commission 』 article 2, article 7

D. Guide for Implementation

1) Execute and implement the ethics pledge

- Check for compliance with the ethics pledge and manage the implementation of employees' ethics and obligations.

2) Continuous monitoring

- Through informing, and supporting supplementation for, weaknesses in security and ethical management, implement continuous ethical management.
- By urging voluntary ethical management implement, correct and prevent unjust management activities and unethical acts.

2.3.1 Enact a clear code of ethics and guidelines for actions by which all workers can make ethical decision-making and judgment.

Score	Description
1	A documented code of ethics and guidelines for actions do not exist.
2	A documented code of ethics and guidelines for actions exist but are not properly applied to work.
3	A documented code of ethics and guidelines for actions do not exist but ethical management efforts are reflected in overall work.
4	A documented code of ethics and guidelines for actions exist but are only operated at legalistic level.
5	A documented code of ethics and guidelines for actions exist, are not only properly applied to overall work but contain details, and are operated actively.

A. Definition of Indicator

- Check that company-wide ethical management guidelines and regulations such as a code of ethics, guidelines for actions, and manuals of ethical management exist.

B. Explanation of Terms

- Code of ethics: Where an organization recognizes its public, social responsibilities, and thereby to enhance transparency and accomplish its ethical missions through its members' innovated mind, establishes desired attitudes and practical norms applicable not only to social and occupational domains but to that of private life, the code of ethics refers to such attitudes and practical norms.

C. Relevant Laws & Regulations

- 1) Domestic: 『 Act On The Prevention Of Corruption And The Establishment And Management Of The Anti-corruption And Civil Rights Commission 』 article 2, article 7
- 2) Overseas: 『 OECD Guidelines for Multinational Enterprises (2011) 』 , VII. Combating Bribery (2), (5).

D. Guide for Implementation

1) Formulate comprehensive and detailed ethical management guidelines

- Enact a code of ethics and guidelines for actions containing various specific issues, and thereby actively urge all employees to implement ethical management, in order to systematically implement ethical management.

2.3.2 . Evaluate and manage compliance with ethical management, through periodic monitoring based on ethics regulations.

Score	Description
1	An internal evaluation and monitoring to evaluate compliance with ethical management are not conducted.
2	A periodic internal evaluation and monitoring system to evaluate compliance with ethical management exists but is not properly operated.
3	A periodic internal evaluation and monitoring system to evaluate compliance with ethical management does not exist but ethics compliance efforts are reflected in overall work.
4	A periodic internal evaluation and monitoring system to evaluate compliance with ethical management exists and is properly operated.
5	Internal evaluation and monitoring, other than the periodic internal evaluation and monitoring to evaluate compliance with ethical management, are conducted when necessary.

A. Definition of Indicator

- Check that a supplier has an internal evaluation and monitoring system to evaluate compliance with ethical management regulations and implement the same.

B. Explanation of Terms

- Internal evaluation and monitoring: Depending on the relevant matter and timing, this can have the nature of an internal audit, such as deciding the level of ethical management awareness in the organization, identifying possible ethical management violations in advance, checking for the existence of violations through an evaluation of actual work practices, and properly handling the matter.

C. Relevant Laws & Regulations

1) Overseas:

- 『 OECD Guidelines for Multinational Enterprises (2011) 』 , VII. Combating Bribery (2).
- 『 RBA(Responsible Business Alliance) CODE OF CONDUCT (2021) 』 D. Ethics 1)
Business Integrity

D. Guide for Implementation

1) Operate an internal evaluation and monitoring system

- Enact a code of ethics and guidelines for actions and, based thereon, operate a periodic or non-periodic internal evaluation system, thereby preventing possible ethical and compliance risks.

2) Operate ethics education programs

- Operate long-term, not one-time, and continuous education programs, in order to continuously enhance suppliers' ethical management awareness.
- Conduct such education as is tailored to the size of workplace and the differences in work.

2.4.1 . Possess an online or offline process to report internal and external ethical issues.

Score	Description
1	Procedures and programs to report suspicions of unethical acts or legal violations do not exist.
2	Procedures and programs to report suspicions of unethical acts or legal violations exist in writing but are not properly operated.
3	Procedures and programs to report suspicions of unethical acts or legal violations do not exist in writing but related efforts are reflected in the work.
4	Procedures and programs to investigate reports on unethical acts or legal violations and to impose discipline exist in writing but are only operated at a legalistic level.
5	Procedures and programs to investigate reports on unethical acts or legal violations and to impose discipline exist in writing, up to details, and are operated actively.

A. Definition of Indicator

- Unless prohibited by law, check that an online/offline reporting channel for internal reporting on employee compliance with ethics and compliance regulations (e.g. Whistle system, cyber audit office) is in place.

B. Explanation of Terms

- Whistle system: CJ Audit Team's reporting system covering all countries where CJ CheilJedang has its business subsidiaries.
- Cyber audit office: A system by which external customers including partnering SMEs can report unfair handling of work or unjustifiable demands, on the homepage.

C. Relevant Laws & Regulations

- 1) Domestic: 『 Act on Anti-Corruption and the Establishment and Operation of the Anti-Corruption & Civil Rights Commission (Anti-Corruption & Civil Rights Commission Act) 』 , Article 55.
- 2) Overseas: 『 OECD Guidelines for Multinational Enterprises (2011) 』 , VII. Combating Bribery (5), (6).

D. Guide for Implementation

1) Continuous education and PR on the reporting channel

- The procedure and programs, by which workers of the suppliers and their major sub-suppliers can freely report internal violations or other issues, shall be well known and confirmed.
- Conduct education at least once a year for all employees, and periodically update educational materials and records.

2.4.2 Establish regulations and procedures to protect whistle-blowers’ anonymity and identity through the ethical issue reporting process.

Score	Description
1	Procedures and programs to protect the identities of members reporting suspicions of unethical acts or legal violations do not exist.
2	Procedures and programs to protect the identities of members reporting suspicions of unethical acts or legal violations exist in writing but are not properly operated.
3	Procedures and programs to protect the identities of members reporting suspicions of unethical acts or legal violations do not exist in writing but related efforts are reflected in the work.
4	Procedures and programs to protect the identities of members reporting suspicions of unethical acts or legal violations exist in writing but are only operated at a legalistic level.
5	Procedures and programs to protect the identities of members reporting suspicions of unethical acts or legal violations exist in writing, up to details, and are operated actively.

A. Definition of Indicator

- That a system which protects a worker reporting suspicions of unethical acts or legal violations committed within an organization so that such a worker can raise an issue without fear of retaliation exists.
- That the procedure of the identity protection program guaranteeing the secrecy and anonymity of the supplier and the whistle-blower are documented, unless prohibited by law.

B. Explanation of Terms

- Whistle-Blower: Often called a “declarant of conscience,” this term refers to a present or former member of an organization who has become aware of corruption, illegalities, irregularities, or budget wastes committed within an organization and, to correct the same, reports the same to the personnel responsible for the matter and the audit department or publicly exposes the matter.

C. Relevant Laws & Regulations

1) Domestic:

- 『 Act on Anti-Corruption and the Establishment and Operation of the Anti-Corruption & Civil Rights Commission (Anti-Corruption & Civil Rights Commission Act) 』, Article 62.
- 『 Whistle-Blower Protection Act 』, Article 3.

2) Overseas:

- 『 OECD Guidelines for Multinational Enterprises (2011) 』, II. General Policy (9).
- 『 RBA(Responsible Business Alliance) CODE OF CONDUCT (2021) 』 D. Ethics 6) Protection of identity and Non-retaliation.

D. Guide for Implementation

1) Apply an identity protection system in accordance with whistle-blower protection guidelines and regulations

- The company shall verify whether or not a whistle-blower's report is true and if true, shall take speedy measures. Protection of the whistle-blower's identity shall immediately apply in accordance with detailed procedures, and all members including non-regular workers shall be entitled to identity protection.
- Establish the procedure enabling anonymous reporting, to prevent retaliation against whistle-blowers.

2) Inform and educate regarding the non-retaliation policy for all members

- The company shall clearly inform all its members of the non-retaliation policy, conduct periodic education at least once a year, and periodically update educational materials and records.
- Fairly and transparently operate the procedure to investigate suspicions of retaliation in accordance with written guidelines and regulations.

2.5. Clearly prescribe and implement reasonable disciplinary procedures, and announce the same to the workers.

Score	Description
1	Procedures and programs to investigate reports of unethical acts or legal violations and to impose discipline do not exist.
2	Procedures and programs to investigate reports of unethical acts or legal violations and to impose discipline exist in writing but are not properly operated.
3	Procedures and programs to investigate reports of unethical acts or legal violations and to impose discipline do not exist in writing but related efforts are properly reflected in the work.
4	Procedures and programs to investigate reports of unethical acts or legal violations and to impose discipline exist in writing but are only operated at a legalistic level.
5	Procedures and programs to investigate reports of unethical acts or legal violations and to impose discipline contain details in writing and are operated actively.

A. Definition of Indicator

- Check that the procedure for reporting, handling, and discipline of violations of ethical management guidelines or regulations is documented.
- Evaluate that the procedure for handling of violations is correct.

B. Explanation of Terms

- None.

C. Relevant Laws & Regulations

- 1) Domestic: 『 Act on the Promotion of Collaborative Cooperation between Large Enterprises and Small-Medium Enterprises (Short: Collaborative Cooperation Act) 』 , Article 41.
- 2) Overseas: 『 OECD Guidelines for Multinational Enterprises (2011) 』 , VII. Combating Bribery (6).

D. Guide for Implementation

- 1) Operate an internal reporting channel
 - Build an internal reporting channel capable of identity protection, and establish a procedure for proper evaluation and handling of the reported matter.
- 2) Operate a transparent, fair procedure for the handling of violations
 - Transparently and fairly conduct the investigation and discipline procedure for unethical acts or violations of law in accordance with written guidelines and regulations.

3. DISCLOSURE OF INFORMATION

3.1 Fairly and transparently disclose information on economic, social, and accordance with applicable laws.

Score	Description
1	Procedures and systems to report economic, social, and environmental results do not exist.
2	Procedures and systems to report economic, social, and environmental results exist but are not properly operated.
3	Procedures and systems to report economic, social, and environmental results do not exist but related efforts are properly reflected in the work.
4	Procedures and systems to report economic, social, and environmental results exist but are only operated at a legalistic level.
5	Procedures and systems to report economic, social, and environmental results have been independently developed, up to details, and are operated actively.

A. Definition of Indicator

- Check that a system to report economic, social, and environmental results for the quantitative assessment of the supplier's ethical management is in place.

B. Explanation of Terms

- None.

C. Relevant Laws & Regulations

1) Domestic:

- 『 Framework Act on Employment Policy 』 Article 15-2.
- 『 Environmental Technology & Industry Support Act (Environmental Technology & Industry Act) 』, Article 16-8.

2) Overseas:

- 『 OECD Guidelines for Multinational Enterprises (2011) 』, III. Information Disclosure (1), (2), (3), (4).
- 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 D. Ethics 3) Disclosure

D. Guide for Implementation

1) Establish the reporting procedure

- For accuracy of information, build an internal control system for periodic review, evaluation, and examination.
- Conduct third-party verification of accuracy and completeness of the policy, procedure, and records.

2) External disclosure of the results report

- Make a timely report to government agencies in accordance with applicable laws, and build an external disclosure channel for stakeholders. .

4. PROTECTION OF INTELLECTUAL PROPERTY

4.1 Safely protect intellectual property and corporate information of the customers and suppliers.

Score	Description
1	The supplier's procedures and systems to protect intellectual property and corporate information do not exist.
2	The supplier's procedures and systems to protect intellectual property and corporate information exist but are not properly operated.
3	The supplier's procedures and systems to protect intellectual property and corporate information do not exist but related efforts are properly reflected in the work.
4	The supplier's procedures and systems to protect intellectual property and corporate information exist but are only operated at a legalistic level.
5	The supplier's procedures and systems to protect intellectual property and corporate information have been independently developed, up to details, and are operated actively.

A. Definition of Indicator

- Check that the official procedure and system which guarantee the non-disclosure and protection of the information on the supplier's customers, channel partners, suppliers, workers, and other business partners in accordance with applicable laws and regulations exist.

B. Explanation of Terms

- Intellectual property: Mental, intangible goods acquired as a result of human intellectual activity. This term includes contract price and size information with major customers, subcontractors, raw material suppliers' names, identities and trademarks, third parties' intellectual properties, patent records, copyright-protected contents, etc.

C. Relevant Laws & Regulations

- 1) Domestic: 『 Act on the Promotion of Collaborative Cooperation between Large Enterprises and Small-Medium Enterprises (Short: Collaborative Cooperation Act) 』 , Article 24-2.
- 2) Overseas : 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 D. Ethics 4) Intellectual Property

D. Guide for Implementation

1) Establish policy and programs

- Establish programs and procedures to review and protect intellectual property rights (“IPRs”).

- Company regulations related to IT shall include clauses on information protection.

2) Operate continuous education and programs

- The personnel in charge and supervisors shall receive periodic education at least once a year on information protection procedure, and educational materials and records need to be continuously updated.

5. PROTECTION OF PERSONAL INFORMATION

5.1 Operate procedures and programs to protect the privacy of everyone, including business related suppliers, customers, consumers and executives/employees.

Score	Description
1	Procedures and systems to protect the privacy of customers and employees do not exist.
2	Procedures and systems to protect the privacy of customers and employees exist but are not properly operated.
3	Procedures and systems to protect the privacy of customers and employees do not exist but related efforts are properly reflected in the work.
4	Procedures and systems to protect the privacy of customers and employees exist but are only operated at a legalistic level.
5	Procedures and systems to protect the privacy of customers and employees have been independently developed, up to details, and are operated actively..

A. Definition of Indicator

- Check that the procedures and systems to protect the privacy of everyone, including business related suppliers, customers, consumers, and employees, exist.

B. Explanation of Terms

- None.

C. Relevant Laws & Regulations

- 1) Domestic: 『 Personal Information Protection Act 』 , Article 3.
- 2) Overseas:
 - 『 OECD Guidelines for Multinational Enterprises (2011) 』 , VIII. Consumer protection (6).
 - 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 D. Ethics 8) Privacy

D. Guide for Implementation

1) Establish privacy-related company rules and policies

- In the collection, storage, sending, receiving, and sharing of privacy, establish privacy-related company rules and policies including legal requirements, and then comply with legal and regulatory requirements.

2) Operate continuous education and programs

- The personnel in charge and supervisors shall receive periodic education at least once a year on the privacy procedure, and educational materials and records need to be continuously updated.

5.2 In the collection, storage, processing, transmission, and sharing of privacy, comply with laws on privacy and information security.

Score	Description
1	Fines or correction orders imposed in the past year due to legal violations related to privacy and information security. (Please specify the grounds, such as leakage of privacy and violation of applicable regulations, and the number of violations.)
2	Fines or correction orders imposed in the past 3 years due to legal violations related to privacy and information security. (Please specify the grounds, such as leakage of privacy and violation of applicable regulations, and the number of violations.)
3	No violation of laws related to privacy and information security has occurred.
4	No violation of laws related to privacy and information security has occurred, and where applicable laws are amended, internal regulations are amended to prevent violations.
5	No violation of laws related to privacy and information security has occurred, and to prevent possible violations, continuous monitoring is conducted.

A. Definition of Indicator

- Check for compliance with laws on privacy and information security in the collection, storage, processing, transmission, and sharing of privacy.

B. Explanation of Terms

- Personal Information Protection Act: An act (legislative statute) enacted to strengthen privacy such as prohibiting collection, use, or sharing of privacy with third parties, without the information owner's consent.

C. Relevant Laws & Regulations

1) Domestic: 『 Personal Information Protection Act 』 , Article 17.

2) Overseas:

- 『 OECD Guidelines for Multinational Enterprises (2011) 』 , VIII. Consumer protection (6).
- 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 E. Management System 11) Documentation and Records

D. Guide for Implementation

1) Prevent violations of privacy laws

- In the collection, storage, sending, receiving, and sharing of privacy, establish privacy-related company rules and policies including legal requirements, and then comply with legal and regulatory requirements.

2) Operate continuous education and programs

- The personnel in charge and supervisors shall receive periodic education at least once a year on the privacy procedure, and educational materials and records need to be continuously updated.

6. QUALITY & SAFETY MANAGEMENT

6.1 Secure customer safety by improving the quality of goods and services.

Score	Description
1	Internal guidelines or regulations on the improvement of quality of goods and services do not exist.
2	Internal guidelines or regulations on the improvement of quality of goods and services exist but differ from legal or statutory standards.
3	Internal guidelines or regulations on the improvement of quality of goods and services exist but are not properly operated and managed.
4	Internal guidelines or regulations on the improvement of quality of goods and services exist but are only operated at a legalistic level.
5	Internal guidelines or regulations on the improvement of quality of goods and services are independently developed, up to details, and are operated actively.

A. Definition of Indicator

- Check that an in-house product safety evaluation is conducted, to prevent safety hazards resulting from problems of the quality of goods and services.
- Check for compliance with domestic and international product safety laws.

B. Explanation of Terms

- Stability evaluation: Any activity of verifying, testing, or evaluating defects in the product's manufacturing, design, or indications in order to prevent product-related harm to life, body, or property.

C. Relevant Laws & Regulations

1) Domestic:

- 『 Framework Act on Product Safety 』 , Article 13.
- 『 Occupational Safety and Health Act 』 , Article 5.

2) Overseas: 『 OECD Guidelines for Multinational Enterprises (2011) 』 , VIII. Consumer protection (1).

D. Guide for Implementation

1) Evaluate the stability of raw materials

- Establish management procedures for products which could contain hazardous substances, and decide upon the maximum permissible quantity for each raw material after passing internal regulations.

2) Evaluate the safety of products

- Conduct various safety tests, considering allergies, etc., for products composed of materials deemed safe, evaluate their chances of harm, and then improve the products.

HUMAN RIGHTS MANAGEMENT

CJ CHEILJEDANG, BASED ON ITS SUPPORT FOR THE UNIVERSAL DECLARATION OF HUMAN RIGHTS, HAS ANNOUNCED ITS DECLARATION OF HUMAN RIGHTS AND DILIGENTLY IMPLEMENTS ITS SOCIAL RESPONSIBILITY AS A GLOBAL CORPORATE CITIZEN. ALSO, IT ADVISES ITS SUPPLIERS TO PROTECT, FOR ALL TYPES OF WORKERS INCLUDING CONTRACT WORKERS, TEMPORARY WORKERS, AND INTERNS, HUMAN RIGHTS TO THE EXTENT INTERNATIONALLY RECOGNIZED AND GUARANTEE THEIR DIGNITY.

1. HUMAN RIGHTS & RESPONSIBLE MANAGEMENT

1.1 Establish and share documented labor principles, in order to guarantee all workers' rights and interests.

Score	Description
1	Documented labor principles do not exist.
2	Rules of employment exist but differ from legal or statutory standards.
3	Rules of employment and labor principles exist but are not properly operated and administered.
4	Rules of employment and labor principles exist and are properly operated but workers cannot easily access them.
5	Rules of employment and labor principles exist and are properly operated and internally shared

A. Definition of Indicator

- Check that labor principles, functioning as company-wide labor standards, exist.
- Evaluate that labor principles properly include comprehensive standards such as workers' rights and human rights.
- Check that additional labor practices and labor standards, to the level required by law, are enacted and administered, and thereby the efforts to establish greater standards than guarantee workers' minimum rights and interests.
- Check that labor principles are shared effectively with the workers, that communication surrounding labor standards is promoted, and that the transparency thereof is enhanced.

B. Explanation of Terms

- Labor principles: They include applicable laws and an in-company CODE OF CONDUCT necessary to guarantee workers' rights, protect human rights, and maintain and retain the personnel, in running the company.

C. Relevant Laws & Regulations

1) Domestic: Labor Standards Act, Articles 5

2) Overseas:

- OECD Guidelines for Multinational Enterprises (2011) IV. Human Rights (1), (4).
- 『 Rules of the Game: An introduction to the standards-related work of the International Labour Organization (2019) 』 Social Policy - Labour Clauses (Public Contracts) Convention, 1949 (No. 94)
- 『 UN SUPPLIER CODE OF CONDUCT (2017) 』 Human Rights (10) Human Rights

D. Guide for Implementation

1) Establish and operate comprehensive labor principles

- Establish and operate the rules of employment, which are minimum labor principles required by the law. Labor principles shall be properly formed by reflecting the scope and characteristics of the relevant business.
- Endeavor to improve labor practices and protect workers' rights and interests by continuously reviewing and reflecting domestic and overseas human rights and applicable labor laws and guidelines.

2) Share labor principles

- Post labor principles in such languages as all workers can understand, so that workers can freely access and view them in the workplace or on the company intranet.

1.2 Comply with local laws related to labor and human rights, and thereby guarantee the protection of lawful labor and the rights for all workers.

Score	Description
1	Fines or correction orders imposed in the past year due to legal violations related to labor/human rights.
2	Fines or correction orders imposed in the past 3 years due to legal violations related to labor/human rights.
3	No fines or correction orders imposed due to legal violations related to labor/human rights.
4	No legal violation related to labor/human rights has occurred, and where applicable laws are amended, internal regulations are amended to prevent violations.
5	No legal violation related to labor/human rights has occurred, and to prevent possible violations, continuous monitoring is conducted.

A. Definition of Indicator

- Check for legal violations related to the work environment, worker treatment, and human rights.
- Evaluate efforts to prevent violations through responses to the amendment and enactment of labor/human rights-related laws and through the amendment of related internal regulations.

B. Explanation of Terms

- None.

C. Relevant Laws & Regulations

- 1) Domestic : Labor standards act, All articles
- 2) Overseas : 『 Rules of the Game: An introduction to the standards-related work of the International Labour Organization (2019) 』 『 Migrant Workers - Migration for Employment Convention (Revised), 1949 (No. 97) 』

D. Guide for Implementation

1) Compliance with, and monitoring of, the law

- Endeavor to prevent possible legal violations occurring from the business and related to labor practices and workers' human rights.
- Identify applicable laws and regulations including the requirements of this Guideline, monitor the same, and build a process to reflect the same in the management process.
- Review new laws at least quarterly, and consider whether to make changes in the procedures in order to reflect the new laws.

2. VOLUNTARY LABOR

2.1 Do not use forced labor, exploited labor, or involuntary labor. All labor shall be voluntary.

Score	Description
1	Workers hired and working regardless of their own will exist.
2	All workers were hired of their own will, but some of them are working against their free will.
3	All workers were hired of their own will and generally provide voluntary labor, but sometimes they work against their free will.
4	All workers were hired, and are working, voluntarily.
5	All workers were hired, and are working, voluntarily, and proper policies and procedures to prevent forced labor are in operation.

A. Definition of Indicator

- Check if there exists any type of labor against the worker's free will.
- Check if there is an established definition of forced labor and if a monitoring system of the possibility and occurrence of forced labor is in operation.

B. Explanation of Terms

- Forced labor: Defined by the Labor Standards Act as compulsory labor, this term refers to the type of labor against the worker's free will through assault, intimidation, imprisonment, or any other means unduly restricting mental or physical freedom. It includes any act such as hiring workers through intimidation, coercion, compulsion, abduction, or fraud and imposing unjustified work directions or transfer, for the purpose of exploiting labor.

C. Relevant Laws & Regulations

- 1) Domestic: Labor Standards Act, Articles 7 and 8.
- 2) Overseas:
 - UNGC–Supply Chain Sustainability (2015), Labour – Principle 4.
 - Universal Declaration of Human Rights (2016), Article 5.
 - 『 Rules of the Game: An introduction to the standards–related work of the International Labour Organization (2019) 』 Forced Labour – Forced Labour Convention, 1930 (No. 29), Abolition of Forced Labour Convention, 1957 (No. 105)
 - 『 UN SUPPLIER CODE OF CONDUCT (2017) 』 Labour (5) Forced or Compulsory Labour
 - 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 A. Labor 1) Voluntary Employment

D. Guide for Implementation

- 1) Enter into and terminate labor contracts voluntarily
 - Workers can freely enter into or terminate the labor contract, and the obligatory notice period for the resignation (termination) may not exceed 1 month. In cases where a worker expresses his/her intent of resignation, retaliatory acts such as threats, violence, and non–payment of wages shall be restricted.
- 2) Establish policies and procedures to prevent forced labor
 - Establish the policies and procedures which respect the workers’ intent and guarantee the prohibition of forced labor.
 - Conduct education on “no forced labor” for all workers and keep the education records.
 - The prohibition of forced labor policy shall be applicable to workers, suppliers, and customers, and for the inspection and improvement in compliance with the prohibition of forced labor, documented work procedures shall be established as a policy.
 - The company, unless required by law, may not request workers to hand over originals of their passports, employment visa, IDs, certificates of work permits, etc.

2.2 Document labor contracts in the worker’s native language and provide written and oral explanations, so that the worker can understand the terms of labor.

Score	Description
1	Workers did not sign the written labor contract.
2	Workers did not sign the written labor contract but received a copy thereof.
3	Workers signed the written labor contract but did not receive a copy thereof.
4	Workers signed the written labor contract and received a copy thereof.
5	Workers were given a sufficient explanation of the written labor contract, signed such a contract, and received a copy thereof.

A. Definition of Indicator

- Signature on the labor contract confirms that the contract has been entered into through sufficient understanding of, and consent to, the terms of the contract.

B. Explanation of Terms

- Labor contract: Contract entered into for the purpose of the worker providing his/her labor to the company and the company paying wages for such labor.

C. Applicable Laws & Regulations

- 1) Domestic: Labor Standards Act, Article 17.
- 2) Overseas: 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 A. Labor 1) Voluntary Employment

D. Guide for Implementation

1) Transparent labor contract

- A labor contract shall be executed by the worker’s signature based on sufficient mutual understanding of, and consent to, the terms and conditions of labor, and a copy of the labor contract shall be provided to the worker.
- A labor contract shall be executed in the worker’s native language, and items such as the company’s name, working hours, wages and its payment method, period of labor contract, content of labor, and benefits shall be notified to the worker orally.

3. WORKING HOURS

3.1 Except in emergencies and special situations in and outside the company, comply with the work days and working hours prescribed by the law.

Score	Description
1	Workers' working hours are not administered.
2	Workers are not separately given, or able to check, records of individual working hours.
3	Workers are given records of individual working hours along with the wage statement.
4	Workers can check the records of individual working hours, before wage calculation
5	Workers check and then sign the records of individual working hours, before wage calculation.

A. Definition of Indicator

- Check the work days and working hours specified in the labor contract and labor guidelines, and check that they are properly administered.
- As for part-time workers, check that there is a procedure by which such workers can check their working hours before being paid wages and, by adding their signature, show that there is no problem with the working hours, which are the basis of wage calculation.

B. Explanation of Terms

- Emergency and special situation: This term refers to any event or situation where normal production is difficult to expect due to acts of God (earthquake, flood, or fire), national emergency, political instability, etc. or where production lines are suspended due to unanticipated malfunction in machines, suspension of the power supply, unavailability of raw materials, problems of quality, etc. It does not include any situation which the company can control through negotiations or can anticipate, such as increase in demand and changes in the terms of contracts.
- Part-time worker: Worker whose weekly working hours are less than those of ordinary workers performing the same type of work in the same workplace.

C. Relevant Laws & Regulations

1) Domestic: Labor Standards Act, Articles 50, 51, 52 and 53

2) Overseas:

- 『 Rules of the Game: An introduction to the standards-related work of the International Labour Organization (2019) 』 Working Time - Hours of Work (Industry) Convention, 1919 (No. 1), Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)
- 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 A. Labor 3) Working Hours

D. Guide for Implementation

1) Comply with working hours

- Do not exceed the maximum working hours prescribed by local laws. Except for emergencies or special situations, weekly working hours including extended working hours shall not exceed 60 hours.
- Where an increase in the amount of orders is anticipated, take measures in advance such as adding manpower so that requirements for working hours and holiday can be met.

2) Manage working hours

- Establish the policies and procedures to accurately record and administer holidays.
- Accurately record and administer working hours through a working hours-recording system such as an office arrival and leaving-recording card.
- Allow workers to check records of their working hours, and if there are problems, to raise an objection and revise the same, thereby securing transparency in the working hours and wage calculation.

3.2. For overtime work, obtain written consent and record details of overtime work.

Score	Description
1	There are workers working overtime without their consent.
2	Only workers wishing to work overtime are given overtime work but details of such work are not recorded.
3	Only workers wishing to work overtime are given overtime work but their working hours exceed 60 hours a week.
4	Only workers wishing to work overtime are given overtime work but the calculation method, recording format, etc. are not properly operated.
5	Only workers wishing to work overtime are given overtime work and such work is administered at a legal level.

A. Definition of Indicator

- Check that the procedure to obtain worker’s prior consent to overtime work is in place and that the consent is voluntary.
- Check if any worker refusing to work overtime was punished or otherwise subjected to disadvantages.
- Evaluate that information on overtime hours is accurately recorded and reflected in the wages.

B. Explanation of Terms

- Overtime work: Work in excess of the regular working hours, i.e., 8 hours a day and 40 hours a week (6 hours a day and 34 hours a week for dangerous work).
- Extended working hours: Working hours extended by up to 12 hours a week, through an agreement with the worker.

C. Relevant Laws & Regulations

1) Domestic:

- Labor Standards Act, Articles 53 and 56.
- Act on the Protection, etc. of Fixed-Term and Part-Time Workers (Abbreviation: Fixed-Term Workers Act), Article 6.

D. Guide for Implementation

1) Establish a procedure for consent to overtime work

- Obtain all workers' prior consent for overtime work and establish a documented consent procedure. Overtime work cannot be forced against the worker's will.
- Where a worker refuses to work overtime, such refusal must be accepted. There shall be no punishment or additional disadvantage such as fines, discipline, and others due to such refusal.

2) Clearly record overtime work

- Build a system to record working hours, and if a worker's maximum statutory working hours per week are expected to be exceeded, notify both the worker and the manager in advance so to prevent it.
- Official working hours in the work-hour records shall include waiting hours during which the worker is under the employer's direction and supervision, mandatory education of the company policies and procedures, meeting hours, waiting hours to record office arriving/leaving times, and etc.

3.3. Grant the workers at least 1 holiday per 7 days.

Score	Description
1	There are no designated holidays.
2	There are no designated holidays, but sometimes holidays are granted.
3	There are designated holidays, but the relevant provisions fall short of statutory standards.
4	There are designated holidays, but sometimes there are 7-day work weeks.
5	1 holiday a week is guaranteed, with no questions asked.

A. Definition of Indicator

- Check that designated holidays specified in the labor contract exist.

B. Explanation of Terms

- Holiday: This term refers to continuous, non-working 24 hours, and at least 1 paid holiday is granted per 7 days.

C. Relevant Laws & Regulations

1) Domestic:

- Labor Standards Act, Article 55 and 56.
- Act on the Protection, etc. of Fixed-Term and Part-Time Workers (Abbreviation: Fixed-Term Workers Act), Article 6.

2) Overseas:

- 『 Rules of the Game: An introduction to the standards-related work of the International Labour Organization (2019) 』 Working Time – Weekly Rest (Industry) Convention, 1921 (No. 14), Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)
- 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 A. Labor 3) Working Hours

D. Guide for Implementation

1) Guarantee designated holidays

- Except for emergencies or abnormal situations, guarantee at least 1 holiday per 7 days.
- In cases where holidays are not granted, reasonable causes shall be shown.

3.4. Workers are granted statutory holidays and vacations including sick leave, childbirth leave, and maternity leave.

Score	Description
1	Statutory breaks, holidays, and vacations are not guaranteed
2	Statutory breaks, holidays, and vacations are guaranteed in part.
3	Statutory breaks, holidays, and vacations are guaranteed but are not properly operated in accordance with company regulations and procedures.
4	Statutory breaks, holidays, and vacations are guaranteed in whole.
5	Statutory breaks, holidays, and vacations are guaranteed in whole and are properly operated in accordance with company regulations and procedures.

A. Definition of Indicator

- Check that statutory breaks, holidays, and vacations are guaranteed in accordance with local laws, and check the procedure thereof.
- Evaluate discriminations and disadvantageous labor practices for workers taking vacations due to illness, pregnancy, childbirth, etc.

B. Explanation of Terms

- Break (Recess): The company shall grant a break of at least 30 minutes per 4 working hours and at least 1 hour per 8 working hours during working hours, and workers can freely use the same.

C. Relevant Laws & Regulations

1) Domestic:

- Labor Standards Act, Articles 60 and 74 (Protection of Pregnant Women and Nursing Mothers).
- Act on the Equal Employment for Both Sexes, Article 19 (Temporary Retirement for Childcare).

2) Overseas:

- Universal Declaration of Human Rights (2016), Article 24.
- 『 Rules of the Game: An introduction to the standards-related work of the International Labour Organization (2019) 』 Working Time – Holidays with Pay Convention (Revised), 1970 (No. 132)

D. Guide for Implementation

1) Guarantee statutory breaks, holidays, and vacations

- Statutory breaks, holidays, and vacations shall be granted to workers and disadvantages due to use of vacations shall be prohibited. The workers' use of vacations shall be properly handled in accordance with the company regulations and procedures.
- Inform the workers of statutory breaks, holidays, and vacations through the labor contract, company regulations, worker education, employee diaries, bulletins, etc.
- Guarantee lunch breaks in accordance with local laws. If no such local laws exist, 1 hour for a lunch break is recommended.

4. WAGES & WELFARE BENEFITS

4.1 Comply with all wage-related laws including the minimum wage paid to workers, compensation for overtime hours, and statutory benefits.

Score	Description
1	Fines or correction orders imposed in the past year due to legal violations related to workers' wages. (Please specify the grounds, such as violation of the statutory minimum wage and non-payment of overtime allowance, and the number of violations.)
2	Fines or correction orders imposed in the past 3 years due to legal violations related to workers' wages. (Please specify the grounds, such as violation of the statutory minimum wage and non-payment of overtime allowance, and the number of violations.)
3	No legal violations related to workers' wages.
4	No legal violation related to workers' wages has occurred, and where applicable laws are amended, internal regulations are amended to prevent violations.
5	No legal violation related to workers' wages has occurred, and to prevent possible violations, continuous monitoring is conducted.

A. Definition of Indicator

- Check compliance with laws related to statutory standards on probationary employees' wages, the minimum wage, and compensation for overtime hours.

B. Explanation of Terms

- Statutory minimum wage: The wage which the state obliges employers to pay as a minimum wage in order to guarantee workers' life worth as human beings.
- Overtime labor allowance: This term refers to the allowance paid to those working in excess of the regular working hours. Extended working hours are allowed up to 12 hours a week based on an agreement between the parties.
- Benefits: Referring to benefits provided by an organization to its members or their families, this term also includes financial benefits such as bonuses, special bonuses, stock dividends, paid vacation, and paid sick leave, and non-financial benefits such as insurance premium payments, use of vacation facilities, flexible work schedules, travel opportunities, banking services, and training and development.

C. Relevant Laws & Regulations

1) Domestic:

- Labor Standards Act, Article 17, Article 43.
- Act on the Guarantee of Workers' Retirement Benefits (Abbreviation: Retirement Benefits Act), Articles 3, 8, 9 and 18.
- Framework Act on Labor Welfare, Articles 3, 5, 50 and 51.
- Minimum Wage Act, All articles.
- Equal Employment Opportunity and Work-Family Balance Assistance Act, Chapters 3 and 3-2.
- Act on the Promotion of Collaborative Cooperation between Large Enterprises and Small-Medium Enterprises, Article 18.

2) Overseas:

- 『 Rules of the Game: An introduction to the standards-related work of the International Labour Organization (2019) 』 Social Policy - Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117), Wages - Protection of Wages Convention, 1949 (No. 95)
- 『 UN SUPPLIER CODE OF CONDUCT (2017) 』 Labour (8) Wages, Working Hours and Other Conditions of Work
- 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 A. Labor 4) Wages& Welfare Benefits

D. Guide for Implementation

1) Provide sufficient information on wages and compensation and comply with applicable provisions

- Before finalizing the labor contract with the job applicant, provide sufficient information about compensation and benefits such as the wages paid to workers and components thereof, benefits, and the severance package, reach a mutual agreement, and then enter into a labor contract.

4.2. Provide, on a monthly basis, the criteria of worker’s wages in the wage statement or a similar document explained to enable the workers to easily

Score	Description
1	The criteria of worker’s wages are not documented in the wage statement or similar document.
2	The criteria of worker’s wages are documented in the wage statement or similar document but are not handled at a legal level.
3	The criteria of worker’s wages are not documented in the wage statement or similar document but are handled at a legal level.
4	The criteria of worker’s wages are documented in the wage statement or similar document and are handled at a legal level but workers cannot easily understand the same.
5	The criteria of worker’s wages are documented in the wage statement or similar document, are handled at a legal level, and to help workers’ understanding, contain a detailed explanation.

A. Definition of Indicator

- Evaluate that the wage statement containing detailed information of workers’ salaries and allowances or a provided similar document, are understood by the worker and that the statement or document is administered properly.

B. Explanation of Terms

- Wage statement: A document detailing salaries and allowances paid by corporations and other organizations to workers. It contains basic salaries, bonuses, the severance package, allowances, and deductions such as income tax, resident tax, and the 4 major social insurances (national pension, employment insurance, industrial accident compensation insurance, and health insurance), and is provided to workers on the date of salary payment.

C. Relevant Laws & Regulations

1) Domestic:

- Labor Standards Act, Article 17 Paragraph 2.
- Act on the Guarantee of Workers' Retirement Benefits (Abbreviation: Retirement Benefits Act), Article 18.
- Act on the Protection, Etc. of Fixed-Term and Part-Time Workers (Abbreviation: Fixed-Term Workers Act), Article 17.
- Minimum Wage Act, Article 11.

2) Overseas:

- 『 UN SUPPLIER CODE OF CONDUCT (2017) 』 Labour (8) Wages, Working Hours and Other Conditions of Work
- 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 A. Labor 4) Wages& Welfare Benefits

D. Guide for Implementation

1) Comply with statutory minimum wage provisions

- Fundamentally comply with statutory provisions, and pay wages not less than the minimum wage, in the calculation of wages including those for probationary workers.

2) Provide detailed wage statements

- Periodically provide workers with information of the wage calculation method, and provide wage statements specifying details such as OT hours and allowance, and the severance package.

4.3. Subscribe to the 4 major social insurances, including industrial accident compensation insurance, for all workers.

Score	Description
1	The 4 major social insurances are not subscribed to regarding employees.
2	The 4 major social insurances are subscribed to regarding regular workers only, but individual insurance premium statements are not documented.
3	The 4 major social insurances are subscribed to regarding regular workers only, and individual insurance premium statements are documented.
4	The 4 major social insurances are subscribed to regarding the company's employees including non-regular and daily employees and part-time workers as well as regular workers, but individual insurance premium statements are not documented.
5	The 4 major social insurances are subscribed to regarding the company's employees including non-regular and daily employees and part-time workers as well as regular workers, and individual insurance premium statements are documented.

A. Definition of Indicator

- Check that subscriptions for the 4 major social insurances are made according to types of employees such as regular workers, non-regular workers, daily employees and part-time workers, and that individual insurance premium statements are documented.

B. Explanation of Terms

- 4 major social insurances: This term refers to the national pension, health insurance, industrial accident compensation insurance, and employment insurance, and is basically mandatory for all workplaces hiring one or more workers. It covers not only regular workers but non-regular workers, daily employees, and part-time workers.

C. Relevant Laws & Regulations

1) Domestic:

- National Pension Act, Article 8.
- Employment Insurance Act, Article 8.
- Industrial Accident Compensation Insurance Act, Article 6.
- National Health Insurance Act, Article 7.

D. Guide for Implementation

- 1) Subscribe to the 4 major insurances and make an announcement thereof
 - It shall be possible to confirm the monthly premiums of the 4 major social insurances as co-paid by the company each month, and the 4 major social insurances co-paid by the company shall be made known to the workers.

5. CHILD LABOR

5.1. All workers are over the statutory minimum employment age, and have procedures to comply with such age is in place.

Score	Description
1	A worker below the statutory minimum age is currently employed. The identity verification procedure does not exist.
2	A worker below the statutory minimum age is currently employed.
3	A worker below the statutory minimum age is not currently employed. The identity verification procedure does not exist.
4	A worker below the statutory minimum age is not currently employed. The identity verification procedure exists but is not properly operated.
5	A worker below the statutory minimum age is not currently employed. The identity verification procedure and the child labor prohibition policy are properly operated.

A. Definition of Indicator

- Check for compliance with the statutory minimum employment age. (Employment authorization or permission certificate)
- Establish the procedure to determine the existence of child labor, and evaluate the operation thereof.

B. Explanation of Terms

- Child: Referring to anyone under 15 years of age, this term also includes anyone who attends a middle school and is under 18 years of age in accordance with the Elementary and Secondary Education Act.
- Employment authorization or permission certificate: A certificate indicating that the Minister of Employment & Labor permits employment for anyone under 15 years of age whose employment is prohibited in principle. An employment authorization can be issued, with the work type being designated, through the relevant person's application unless there are problems with their mandatory education, and anyone under 15 years of age, to obtain an Employment authorization or permission certificate, shall obtain signatures of the school principal and their parent or guardian, and apply, jointly with the intended employer, to the aforesaid Minister in accordance with such form designated and announced by such Minister.

C. Relevant Laws & Regulations

1) Domestic: Labor Standards Act, Articles 64, 66 and 67.

2) Overseas:

- 『 Rules of the Game: An introduction to the standards-related work of the International Labour Organization (2019) 』 Child Labour - Minimum Age Convention, 1973 (No. 138)
- 『 UN SUPPLIER CODE OF CONDUCT (2017) 』 Labour (6) Child Labour
- 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 A. Labor 2) Young Workers

D. Guide for Implementation

1) Establish procedures to prohibit child labor

- Prohibit the hiring of workers below the statutory minimum age, and document and keep the child labor prohibition policy specifying the minimum employment age.
- Conduct basic identification through the use of IDs, passports, or other government-recognized photo IDs, and check the validity by the use of birth certificates, notarized certificates of education, or other government-registered documents identifying the date of birth.
- Conduct education/PR for the workers concerning the policies and procedures for prohibiting child labor, and keep the related records.
- In the employment of any underage worker, keep, in the workplace, the certificate of family relations showing his/her age and written consent by the parent or guardian.

5.2. We have established labor protection procedures for child workers and applied them to the working environment.

Score	Description
1	Underage workers are positioned in overtime work, night work, etc.
2	Protective measures for underage workers are sometimes violated according to work situations.
3	Protective measures for underage workers are complied with, but the procedure on the work environment has not been established nor is properly operated.
4	Protective measures for underage workers are complied with, and the procedure on the work environment has been established and is properly operated.
5	Protective measures for underage workers are complied with in all cases, and the procedure on the work environment has been established and is actively operated.

A. Definition of Indicator

- Check that the prohibition of underage workers' work in a work environment with elements of hazard is complied with.
- Check that minimum procedure on underage workers' work environment has been established and that the work environment is checked and evaluated.

B. Explanation of Terms

- Underage worker: Worker who is not below the statutory minimum employment age or 15 years of age but is under 18 years of age.
- Night work: Work between 10 PM and 5 AM the next day.

C. Relevant Laws & Regulations

1) Domestic: Labor Standards Act, Article 65.

2) Overseas:

- 『 Rules of the Game: An introduction to the standards-related work of the International Labour Organization (2019) 』 Child Labour - Worst Forms of Child Labour Convention, 1999 (No. 182)
- 『 UN SUPPLIER CODE OF CONDUCT (2017) 』 Labour (6) Child Labour
- 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 A. Labor 2) Young workers

D. Guide for Implementation

1) Protect underage workers

- Must comply with protective measures, such as prohibiting overtime work, night work, or hazardous work processes for underage workers, and establish and operate the procedure concerning the work environment.
- In order to protect underage workers' health and safety, actively improve the work environment, such as separately managing their work records, conducting medical check-ups, and evaluating hazards in the work environment.

6. HUMANE TREATMENT

6.1. Inhumane treatment (e.g., sexual harassment, corporal punishment, mental/physical coercion, verbal abuse, intimidation, and unreasonable restriction in the workplace for all workers) does not exist.

Score	Description
1	An inhumane act has occurred in the past year.
2	An inhumane act has occurred in the past 3 years.
3	An inhumane act has occurred but has been rooted out by corrective measures and improvement activities.
4	No inhumane act has occurred.
5	No inhumane act has occurred and active monitoring of such acts is conducted.

A. Definition of Indicator

- Check if any harsh, inhumane act, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, and verbal abuse, has occurred.

B. Explanation of Terms

- Inhumane act: An act conflicting with general ethics or the duties of a human being.

C. Relevant Laws & Regulations

- 1) Domestic: Equal Employment Opportunity and Work-Family Balance Assistance Act, Article 12.
- 2) Overseas:
 - 『 UN SUPPLIER CODE OF CONDUCT (2017) 』 Human Rights (11) Harassment, Harsh or Inhumane Treatment
 - 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 A. Labor 5) Humane Treatment

D. Guide for Implementation

1) Guarantee humane treatment

- There shall be no inhumane treatment such as sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, and verbal abuse, including swearing, for the workers, nor threats related to the aforesaid treatment.

6.2. Formulate the policy and discipline procedure for all workers to receive humane treatment, and inform and educate the workers concerning the same.

Score	Description
1	In the company, regulations and discipline procedures on inhumane acts do not exist.
2	In the company, regulations and discipline procedures on inhumane acts exist but are not properly operated.
3	In the company, regulations and discipline procedures on inhumane acts exist but education programs do not.
4	In the company, regulations and discipline procedures on inhumane acts and education programs exist but are not properly operated.
5	In the company, regulations and discipline procedures on inhumane acts and education programs exist and are properly operated.

A. Definition of Indicator

- Check that the term “Inhumane act” is firmly defined and that the policy of prohibiting inhumane acts and the procedure of disciplining those acting inhumanely are documented and kept.
- Check workers’ accessibility to the aforesaid policy and procedure, and check the sharing thereof.
- Evaluate the efforts to prevent inhumane acts and that related education programs are operated, for all workers.

B. Explanation of Terms

- None.

C. Relevant Laws & Regulations

1) Domestic:

- Equal Employment Opportunity and Work-Family Balance Assistance Act, Article 13.
- Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities, Article 5.

2) Overseas:

- 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 A. Labor (5) Humane Treatment.

D. Guide for Implementation

- 1) Formulate guidelines, and operate discipline regulations, concerning inhumane acts
 - Formulate, as the company's rules and regulations, such guidelines and disciplinary regulations that concern inhumane acts, and place them in the workplace so that workers can have access thereto.
 - Where an inhumane act occurs, properly apply the relevant guidelines and disciplinary regulations, so that the results of discipline are shared by all workers and similar inhumane acts will not occur.
- 2) Operate programs to prevent inhumane acts
 - Set up a system and education program to prevent inhumane acts in the workplace, continuously educate the workers, and keep education records.

6.3. A channel to handle inhumane treatment grievances exists and is properly managed in accordance with the relevant procedure.

Score	Description
1	The channel and procedure to handle inhumane treatment grievances do not exist.
2	The channel and procedure to handle inhumane treatment grievances exist but are not properly set forth.
3	The channel and procedure to handle inhumane treatment grievances exist but are not properly operated.
4	The channel and procedure to handle inhumane treatment grievances exist.
5	The channel and procedure to handle inhumane treatment grievances exist and are properly operated in accordance with the relevant regulation, and continuous efforts for the supplementation thereof are made.

A. Definition of Indicator

- Evaluate that a detailed regulation on the channel and procedure to handle inhumane act grievances exists and evaluate the workers' accessibility to the channel.
- Check if there has been retaliation against workers utilizing the grievance handling channel and that there has been an effort to supplement the procedure.

B. Explanation of Terms

- Grievance handling channel: This term refers to a communication channel by which an employee can make a report or suggestion regarding inhumane acts and treatment, to the personnel who handle labor/human rights matters. The channel can be offline, such as a suggestion box, or online, such as a report/suggestion system in the internal ERP or homepage.

C. Relevant Laws & Regulations

1) Domestic:

- Equal Employment Opportunity and Work-Family Balance Assistance Act, Articles 14, 24, and 25.
- Act on the Promotion of Workers' Participation and Cooperation, Articles 26 and 28.

D. Guide for Implementation

1) Establish and operate the grievance handling channel and procedure

- Build the channel and procedure for handling the workers' grievances so that possible inhumane acts in the workplace can be identified, and establish documented protection procedures that guarantee the anonymity of workers utilizing the grievance handling channel, so that workers will not be afraid of retaliations.
- The company shall designate and properly manage the personnel who operate the channel and procedure of handling the workers' grievances, and if a report of inhumane acts is made, shall find the fact and document the records in accordance with the procedure.
- Retaliation against workers utilizing the grievance handling channel is not allowed, and by continuously educating and informing on the grievance handling channel, efforts to create labor practices capable of preventing inhumane acts in the workplace shall be made.

7. DIVERSITY

7.1. No discrimination based on race, nationality, ethnicity, skin color, age, gender, sexual orientation, disability, pregnancy, religion, political beliefs, or marital status, in employment practices such as promotion, compensation, and education/training opportunity.

Score	Description
1	Internal guidelines or regulations prohibiting discrimination against minorities do not exist.
2	Internal guidelines or regulations prohibiting discrimination against minorities exist but differ from legal or statutory standards.
3	Internal guidelines or regulations prohibiting discrimination against minorities exist but are not properly operated and administered.
4	Internal guidelines or regulations prohibiting discrimination against minorities are properly operated but workers cannot easily access them.
5	Internal guidelines or regulations prohibiting discrimination against minorities are properly operated and internally shared.

A. Definition of Indicator

- Evaluate if provisions containing detailed information intended to prevent minority discrimination based on personal characteristics exist, and evaluate workers' accessibility thereto and proper operation thereof.

B. Explanation of Terms

- **Minority:** This term refers to any minority group with characteristics different from those of the majority group with the same or similar nature, among members of the same group. The OECD Guidelines for Multinational Enterprises prohibit discriminatory treatment of company workers on such grounds as race, color, sex, religion, political opinion, national extraction, social origin, or other status, in employment.

C. Relevant Laws & Regulations

1) Domestic:

- Labor Standards Act, Articles 6 and 74.
- Act on the Employment, Etc. of Foreign Workers (Abbreviation: Foreigner Employment Act), Article 22.
- Framework Act on Labor Welfare, Article 3.
- Equal Employment Opportunity and Work-Family Balance Assistance Act (Abbreviation: Gender Equality in Employment Act), Articles 2, 7 through 11.
- Act on the Protection, Etc. of Fixed-Term and Part-Time Workers (Abbreviation: Fixed-Term Workers Act), Articles 8 and 9.
- Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities (Abbreviation: Disabled Persons Employment Act), Article 5.
- Act on Prohibition of Age Discrimination in Employment and Elderly Employment Promotion (Abbreviation: Elderly Employment Act), Articles 4 and 4-4.

2) Overseas:

- UN Women's Empowerment Principles (2011), 2. Equal Opportunity, Inclusion and Non-discrimination.
- Universal Declaration of Human Rights (2016), Article 2 Paragraph 1, Article 23 Paragraph 2.
- OECD Guidelines for Multinational Enterprises (2011), V. Employment and Industrial Relations 1(e).
- 『 Rules of the Game: An introduction to the standards-related work of the International Labour Organization (2019) 』 Equality of Opportunity and Treatment Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- 『 UN SUPPLIER CODE OF CONDUCT (2017) 』 Labour (7) Discrimination
- 『 RBA(Responsible Business Alliance) CODE OF CONDUCT(2021) 』 A. Labor

6) Non-discrimination

D. Guide for Implementation

- 1) Establish guidelines and regulations prohibiting discrimination against minorities
 - Enact guidelines or regulations prohibiting discrimination based on various characteristics such as gender, religion, nationality, and political beliefs.
- 2) Secure a channel for handling employees' grievances related to discrimination
 - Set up a channel for handling employees' grievances on minority discrimination including gender discrimination and properly operate the channel through employees' education, thereby preventing possible discrimination within the organization.

8. SOCIAL CONTRIBUTION

8.1. Have a social contribution policy and strategy in place and participate in social contribution programs, in order to implement social responsibility.

Score	Description
1	A company-wide social contribution policy and strategy do not exist.
2	A company-wide social contribution policy and strategy exist but are not properly applied to the work.
3	A company-wide social contribution policy and strategy do not exist but efforts for social contribution are reflected throughout the work.
4	A company-wide social contribution policy and strategy exist but only one-time programs are being run.
5	A company-wide social contribution policy and strategy exist, and the company develops and runs continuous social contribution programs by utilizing the characteristics of its business.

A. Definition of Indicator

- Check that company-wide social contribution policy and strategy exist, and evaluate and check related social contribution programs' sustainability, vitality, and operation.

B. Explanation of Terms

- None.

C. Relevant Laws & Regulations

1) Domestic:

- 『 Small And Medium Enterprises Promotion Act 』 , Article 8
- 『 Framework Act On Small And Medium Enterprises 』 , Article 4
- 『 Sustainable Development Act 』 Article 5

D. Guide for Implementation

- 1) Formulate a social contribution policy and strategy
 - Build a social contribution activity system based on the company's awareness of social responsibility.
- 2) Participate in and urge voluntary social contribution programs
 - Conduct social contribution activities such as making monetary contributions to the community's NGOs and facilities or participate in existing volunteer programs along with the workers and conduct periodic social contribution education to all workers so that an organizational culture where the workers can voluntarily participate in social contribution activities will be created.
- 3) Develop and run social contribution programs
 - Utilize the company's core competency and infrastructure, and thereby develop and properly run social contribution programs which contribute professional knowledge, technology, and experiences to the community.

SAFETY MANAGEMENT

CJ CHEILJEDANG HAS SET AND IMPLEMENTED A SAFETY MANAGEMENT SYSTEM UNDER THE POLICY OF “ONLY ONE SAFETY-FIRST CULTURE” IN WHICH THE SAFETY OF LOCAL COMMUNITIES AND EMPLOYEES IS CONSIDERED THE TOP PRIORITY IN BUSINESS OPERATIONS. WE ALSO APPLY THESE SAFETY AND HEALTH POLICIES TO OUR SUPPLIERS AND CONDUCT ASSESSMENTS TO HELP THEM IMPROVE WHILE PROVIDING NECESSARY SUPPORT.

1. OVERVIEW

1.1 Safety and health policies have been established and shared in line with the commitment of CEO.

Score	Description
1	There are no safety and health policies in place.
2	There are safety and health policies in place but not up to legal standards.
3	Safety and health policies are in place but they have not been properly implemented or managed.
4	Safety and health policies are in place but they are not disclosed to internal or external stakeholders.
5	Safety and health policies are in place that are disclosed to both internal and external stakeholders through various channels.

A. Definition of indicator

- A company's safety and health policy statement should reflect management's commitment to compliance and continuous improvement, and be announced with the approval of management to affirm its commitment to safety and health.
- A company should clearly define the executives and representatives responsible for implementing the management system and related programs.

B. Explanation of Terms

- Safety and health policies: Policies designed to identify risk factors, set and implement measures to eliminate, replace, and control, and make continuous improvement for the safety and health of workers.

C. Relevant Laws and Regulations

1) Domestic

- 『 Serious Accident Punishment Act 』
- 『 Occupational Safety and Health Act 』 Article 25. Establishment of Occupational Safety and Health Policies

2) Overseas

- “International Labor Organization (hereinafter ILO) Convention No.155”

1.2 There is a dedicated safety and health department.

Score	Description
1	There is no person in charge of safety and health management.
2	There is a person in charge of safety and health management.
3	There is a dedicated safety and health department for each workplace.

A. Definition of indicator

- A safety management organization is a unit that plans and performs safety-related tasks including department, team, or part.
- The person in charge of this organization oversees safety and health-related tasks such as consultation with the company-wide safety and health organization, reporting related data, and communication on all matters, including planning, operations, and performance.

B. Explanation of Terms

- N/A

C. Relevant Laws and Regulations

1) Domestic

- 『Occupational Safety and Health Act 』 Article 15. Head of Safety and Health, Article 16. Supervisor, Article 17. Safety Manager, Article 18. Health Manager, Article 19. Safety and Health Manager, Article 62. Safety and Health General Manager
- 『Enforcement Decree of the Serious Accident Punishment Act 』 Article 4. (Establishment of Safety and Health Management System and Implementation Measures)

2) Overseas

- 『Social Accountability 8000 International Standard 2014 』 3.5

2. OCCUPATIONAL SAFETY

2.1 Safety and health laws and regulations are checked and assessed for compliance in the workplace on a regular basis.

Score	Description
1	In the past year, the company has been fined or subject to administrative orders for violations of safety and health-related laws and regulations.
2	In the past 3 years, the company has been fined or subject to administrative orders for violations of safety and health-related laws and regulations.
3	There have not been any safety violations and health-related laws and regulations.
4	There have not been any safety violations and health-related laws and regulations, and a compliance assessment has been conducted.
5	There have not been any safety violations and health-related laws and regulations, and violations are consistently monitored for prevention.

A. Definition of indicator

- The laws and regulations on permits and other business operations should be understood to ensure sustainability.
- Any changes in laws and regulations should be monitored on a regular basis, especially in safety and health areas with a high risk of significant social impact.

B. Explanation of Terms

- Assessment of legal compliance: Legal and other requirements should be regularly checked and reflected in the policy and the risk of non-compliance.

C. Relevant Laws and Regulations

1) Domestic

- 『 Occupational Safety and Health Act 』 Article 25. Establishment of Occupational Safety and Health Policies

2) Overseas

- “ILO Convention No.174”

2.2 Risk assessment is conducted on a regular basis in the workplace.

Score	Description
1	There is no risk assessment system in place in the workplace.
2	A risk assessment system is in place in the workplace, but it is not up to legal standards
3	A risk assessment system is in place in the workplace, but it is not properly operated and managed.
4	A risk assessment is conducted in the workplace at least once a year (legally required).
5	In addition to regular assessment, the need for improvement is promptly reviewed and reflected in case of process changes or accidents.

A. Definition of indicator

- Risk factors should be defined.
- Safety risk factors include:

E.g.) bumping, contacting, hitting, falling, slipping (person), grinding, overturning (object), pinching, collapsing, severing, cutting, stabbing, etc.

- Health risk factors include:

E.g.) chemical hazards, vibration noise, radiation, lighting, temperature, biological hazards (considering risks when traveling abroad), food hygiene, manual work, ergonomics, mechanical designs, stress, etc.

- Assessment is conducted in the following areas:

E.g.) incidence rate, frequency, probability, severity, impact on corporate reputation or cost

B. Explanation of Terms

- Risk assessment : A process of identifying hazards and risk factors in the workplace, determining the probability (frequency) and severity (intensity) of injuries or diseases caused by those hazards, and establishing measures to reduce an unacceptable level of risk

C. Relevant Laws and Regulations

1) Domestic

- 『Occupational Safety and Health Act』 Article 36. Risk Assessment
- 『Guidelines for Workplace Risk Assessment』

2) Overseas

- 『Social Accountability 8000 International Standard 2014』 3.2
- 『RBA(Responsible Business Alliance) Code of Conduct (2021)』 B. Safety & Health
- “ILO Convention No.174”

2.3 There is a system in place for reporting and investigating accidents in the workplace.

Score	Description
1	Accidents in the workplace are not investigated or reported.
2	There is a process for reporting accidents in the workplace, but it has not been properly implemented.
3	Accidents in the workplace are reported and investigated (except for near miss accidents).
4	Accidents in the workplace are reported and investigated (including near miss accidents).
5	All accidents in the workplace are reported and investigated, and efforts are made to respond promptly to accidents and make improvements.

A. Definition of indicator

- Employers are required to report industrial accidents under the Occupational Safety and Health Act.
- It is important for a company to establish procedures to deal with accidents to create a safe working environment.

B. Explanation of Terms

- Near miss accident: An accident that has not led to an actual accident because risk factors had been identified in advance or the conditions have not been met.

C. Relevant Laws and Regulations

1) Domestic

- 『Occupational Safety and Health Act』 Article 54. Employer’s Measures in Response to Accidents
- 『Occupational Safety and Health Act』 Article 56. Investigation of Causes of Accidents
- 『Occupational Safety and Health Act』 Article 57. Prohibition and Reporting of Accidents

2) Overseas

- 『Social Accountability 8000 International Standard 2014』 3.7
- “ILO Convention No.155”

2.4 There is a process for permitting hazardous and dangerous work (e.g. fire, heights, heavy equipment, radiation, confined space).

Score	Description
1	There is no process for permitting hazardous and dangerous work.
2	There is a process for permitting hazardous and dangerous work but it is not properly operated and managed.
3	There is a process for permitting hazardous and dangerous work, and it is observed properly during the work.

A. Definition of indicator

- The work permit is for special procedural management and applies to:

- 1) Work involved with fire
- 2) Hazardous work in general
- 3) Supplementary hazardous work
 - 3-1. Confined space
 - 3-2. Power outage
 - 3-3. Excavation
 - 3-4. Radiation
 - 3-5. Height
 - 3-6. Heavy machinery

B. Explanation of Terms

- Safety permit: A system that establishes and implements procedures to ensure safety and health for hazardous and dangerous work that may cause serious accidents or disasters in the workplace.

C. Relevant Laws and Regulations

1) Domestic

- 『 Occupational Safety and Health Act 』 Article 44. Preparation and Submission of Process Safety Report, Article 45. Review of Process Safety Report, Article 46.

Implementation of Process Safety Report

- 『 Rules on Submission, Review and Assessment of Implementation Status of Process Safety Report 』

- Korea Occupational Safety and Health Agency 『 Safety Work Permit Guidelines 』

2) Overseas

- “ILO Convention No.174”

- US Occupational Safety and Health Act 1910.119 “Process Safety Management”

2.5 There is a list of PPE (Personal Protection Equipment).

Score	Description
1	There is no list of PPE for each type of work.
2	There is a list of PPE for each type of work but it is not applied in practice.
3	There is a list of PPE for each type of work and the equipment is provided.
4	There is a list of PPE for each type of work and the equipment is provided, managed and stored at the facility level.
5	There is a list of PPE for each type of work, the equipment is provided, managed, stored in the facility level and maintained on a regular basis.

A. Definition of indicator

- Under domestic and overseas laws and regulations, companies are required to provide PPE and ensure that workers use them during work when their safety and health are properly managed by other means.
- If PPE is required according to risk assessment, it should be provided to employees based on their tasks.

B. Explanation of Terms

- PPE: Includes clothing and items needed to provide protection from injury and health hazards and should be checked for their effectiveness when they are used as intended.
 - Risk of fall injuries or damage: Safety helmet
 - Risk of falling more than 2m in height or depth: Safety belt
 - Risk of falling/impact, strike, electric shock, or static charge: Safety boots
 - Risk of scattering objects: Safety goggles
 - Risk of sparks or scattering objects during welding: Safety mask
 - Risk of electric shock: Protective gear for insulation
 - Risk of burns due to heat: Heat-resistant clothing
 - Risk of dust during loading and unloading work: Dust mask
 - Risk of low temperature during unloading in a cold room (below -18 ° C): Cold-protective gear

C. Relevant Laws and Regulations

1) Domestic

- 『 Rules on Occupational Safety and Health Standards 』 Chapter 4. Protective Equipment

- Korea Occupational Safety and Health Agency 『 Technical Guidelines for Use and Management of PPE 』

2) Overseas

- 『 Social Accountability 8000 International Standard 2014 』 3.3

- “ILO Convention No.155”

- 『 RBA (Responsible Business Alliance) Code of Conduct(2021) 』 B. Safety & Health 1) Occupational Safety

3. EMERGENCY PREPAREDNESS

3.1 Types of potential emergency (e.g. fire/explosion) are identified and managed.

Score	Description
1	Types of emergency have not been identified.
2	Types of emergency have been identified but no manuals are established.
3	Types of emergency have been identified and manuals are established but there are no prevention plans
4	There are emergency response manuals and prevention plans but no proper training is conducted.
5	There are emergency response manuals, prevention plans and regular training in place.

A. Definition of indicator

- An emergency is an unwanted event that can lead to an accident caused by risk factors and refers to an event that causes tangible or intangible losses, damages, and injuries to humans, materials, or properties.
- A company should define 'emergency,' assign responsibilities and authorities in response to situations, establish and review emergency action scenarios, conduct emergency action training, prepare plans to prevent a recurrence, and make continuous improvements.

B. Explanation of Terms

- Emergency scenario: Focused training established by the company to minimize human casualties and property damages
- Emergency training: Training activities that include certain features and actions and are repeated to reach certain goals or standards
- Continuous improvement: An iterative process of making improvements by analyzing and evaluating the company's emergency measures and applying them to plans for the future

C. Relevant Laws and Regulations

1) Domestic

- 『 Fire Prevention and Safety Management Act 』
- 『 Rules on Occupational Safety and Health Standards 』 Article 17. Installation of Emergency Exits, Article 18. Maintenance of Emergency Exits

2) Overseas

- 『 Social Accountability 8000 International Standard 2014 』 3.1
- “ILO Convention No.155”
- 『 RBA(Responsible Business Alliance) Code of Conduct(2021) 』 B. Safety & Health 2) Emergency Response Plans

3.2 First-aid kits are provided and maintained in the workplace.

Score	Description
1	First aid kits are not available or have not enough items.
2	There are first aid kits with sufficient items, but not up to legal standards.
3	There are sufficient first aid kits as required by laws.
4	There are sufficient first aid kits as required by laws and a list of necessary items is managed.
5	There are sufficient first aid kits beyond the minimum requirements and a list of necessary items is managed.

A. Definition of indicator

1) First aid kits in a workplace should:

- Be clearly marked
- Be easily accessed and used
- Be protected from contaminants such as dust and water
- Be maintained, organized, and documented on a monthly basis
- Include instructions in the language understood by the workers
- Not be locked or have keys in accessible locations
- Not be expired
- Have the following measures in place in case of emergency

2) First-aid kits up to legal standards

- Bandage materials, cotton wool, tweezers, and bandages
- Disinfectant for an external injury
- Tourniquets, splints and stretchers
- Burn medicine (applicable only to workplaces with objects with high temperature or risk of burns)

B. Explanation of Terms

- N/A

C. Relevant Laws and Regulations

1) Domestic

- 『 Rules on Occupational Safety and Health Standards 』 Article 82. First-aid Kits

3.3 Please check the items included in your emergency programs.

Score	Description
<input type="checkbox"/>	Fire safety facilities e.g. fire alarms and fire extinguishers are installed in proper locations in the workplace.
<input type="checkbox"/>	Fire facility inspections are conducted on a regular basis according to the documented procedures.
<input type="checkbox"/>	Gas alarms are installed in the workplace.
<input type="checkbox"/>	Gas alarm inspections are conducted on a regular basis according to the documented procedures.
<input type="checkbox"/>	Emergency routes (emergency exits) and evacuation routes are properly maintained.
<input type="checkbox"/>	Qualified first aiders are available in case of emergency for proper emergency response.
<input type="checkbox"/>	Exit signs are correctly placed and marked.
<input type="checkbox"/>	Hazardous objects are controlled and contained according to the documented procedures.
<input type="checkbox"/>	Purification and decontamination are conducted according to the documented procedures.

A. Definition of indicator

- Check emergency response programs and their management and execution.

B. Explanation of Terms

- Documented procedures: Documents related to emergency programs are prepared in such a way that everyone can easily understand them and regularly updated to reflect matters approved internally.

C. Relevant Laws and Regulations

1) Domestic

- 『 Fire Prevention and Safety Management Act 』
- 『 Rules on Occupational Safety and Health Standards 』 Article 17. Installation of Emergency Exits, Article 18. Maintenance of Emergency Exits

4. PHYSICALLY DEMANDING WORK

4.1 Types of physically demanding work are identified and managed.

Score	Description
1	Types of physically demanding work are not identified.
2	There is a process of assessment and monitoring to identify types of physically demanding work, but it has not been properly implemented.
3	Types of physically demanding work are identified and assessed, but there are no procedures to control them.
4	Types of physically demanding work are identified as well as assessed and controlled for proper implementation.
5	Types of physically demanding work are identified as well as assessed and controlled for proper implementation while any changes and accidents are promptly reviewed and reflected in practice.

A. Definition of indicator

- The following processes should be in place as work-related injuries cause much pain and financial loss to workers.
 - Identification: Workers should be allowed to choose demanding work.
 - Assessment: Experts should assess the risk associated with demanding work.
 - Control: Necessary measures should be taken to reduce risk.

B. Explanation of Terms

- Physically demanding work: Work activities that negatively affect one's body including repetitive work, excessive movement, standing for an extended period of time, handling heavy objects

C. Relevant Laws and Regulations

1) Domestic

- 『 Rules on Occupational Safety and Health Standards 』 Chapter 12. Prevention of Health Problems due to Musculoskeletal Workload
- 『 Occupational Safety and Health Act 』 Article 125. Work Environment Inspection

2) Overseas

- 『 RBA (Responsible Business Alliance) Code of Conduct (2021) 』 B. Safety & Health

5) Manual Labor

5. OCCUPATIONAL ACCIDENT AND DISEASE CONTROL

5.1 There are procedures and systems to prevent, manage, track and report occupational accidents and diseases.

Score	Description
1	There are no internal procedures and systems to prevent and manage occupational accidents and diseases.
2	There are internal procedures and systems to prevent and manage occupational accidents and diseases, but they are not implemented properly.
3	Occupational accidents and diseases are prevented and managed, but there are no effective reporting procedures or measures for implementation.
4	Occupational accidents and diseases are prevented and managed, and there are proper reporting and documentation processes.
5	Occupational accidents and diseases are prevented, managed, tracked, and reported, and accidents are investigated to establish plans for improvement.

A. Definition of indicator

- Under the Occupational Safety and Health Act, employers are required to report occupational accidents.
- It is important for companies to establish procedures related to accidents in order to create a safer workplace.
- Emergency response procedures should be conducted promptly through reporting systems and include on-site first aid in case of accidents.

B. Explanation of Terms

- Occupational accident: Deaths, injuries, or diseases caused by construction, equipment, raw materials, gas, steam, or dust while performing assigned tasks.
- Serious accident: A severe degree of accident such as death or an accident with a large number of injuries
 - An accident with one or more deaths
 - An accident with two or more injuries that require at least 3 months of medical care.
 - An accident with 10 or more injuries or occupational accident casualties at the same time

C. Relevant Laws and Regulations

1) Domestic

- 『 Serious Accident Punishment Act 』 Article 2. Patients with Occupational Diseases
- 『 Labor Standards Act 』 Article 80. Compensation for Disability
- 『 Enforcement Decree of the Labor Standards Act 』 Article 44. Scope of Occupational Diseases
- 『 Occupational Safety and Health Act 』 Article 38. Safety Measures, Article 39. Health Measures, Article 57. Prohibition of Concealment of Occupational Accident Report
- 『 Occupational Safety and Health Act 』 Article 2-2 and Article 3 of Enforcement Rules Scope of Serious Accidents

2) Overseas

- 『 RBA (Responsible Business Alliance) Code of Conduct (2021) 』 B. Safety & Health 3) Occupational Accidents and Diseases

6. SANITATION AND FACILITIES

6.1 A company should provide cafeterias, toilets, and dormitories for the health of its employees and manage risk factors associated with them.

Score	Description
1	There are no cafeterias or dormitories for employees.
2	There are no food, sanitation, or housing permits required under the laws.
3	There are food, sanitation, or housing permits required under the laws, but they are not up to date.
4	There are food, sanitation, or housing permits required under the laws, and they are up to date.
5	The legal requirements are met and sufficient fire safety systems are in place including fire extinguishers and emergency exits.

A. Definition of indicator

- A company should ensure sanitation and provide facilities for the health of its employees or make sure they are available to them.
- A company should secure the budget required for sanitation and installation/maintenance of facilities and assign a department or person to their management.
- Fire safety systems should be available and maintained in accordance with relevant laws and regulations.

B. Explanation of Terms

- Fire safety system: Machines/facilities that protect people or enable evacuation by detecting and warning against fire, facilitating firefighting activities in the initial stage of fire, and fire suppression by automatic equipment or manual operations.

C. Relevant Laws and Regulations

1) Domestic

- 『 Labor Standards Act 』 Article 100. Facilities, Safety and Sanitation
- 『 Occupational Safety and Health Act 』 Article 128-2. Installation of Rest Facilities
- 『 Fire Safety Facility Installation and Management Act 』

2) Overseas

- 『 Social Accountability 8000 International Standard 2014 』 3.8, 3.9
- “ILO Convention No.120”
- 『 RBA (Responsible Business Alliance) Code of Conduct (2021) 』 B. Safety & Health 7)
Sanitation, Food and Housing

7. SAFETY & HEALTH TRAINING

7.1 Safety and health training is conducted for all employees.

Score	Description
1	No employee safety and health training is conducted.
2	Employee safety and health training is conducted on a non-regular basis.
3	Legal safety and health training is conducted on a regular basis but not for all employees.
4	Legal safety and health training is conducted for all employees on a regular basis.
5	Legal safety and health training is conducted for all employees on a regular basis along with external training based on their needs.

A. Definition of indicator

- There should be an effective training process along with review/approval procedures and documentation of training materials and results based on annual training plans.
- The safety and health training progress data and participation rate of all employees, including managers, should be checked.

B. Explanation of Terms

- Safety and health training: Internal/external safety and health training for employees who are exposed to risks and those in charge of the safety and health management system
 - Internal training: Company-wide and team-based training for employees
 - External training: Education and training conducted by external training agencies

C. Relevant Laws and Regulations

1) Domestic

- 『Occupational Safety and Health Act』 Chapter 3. Article 29. Employee Safety and Health Training

2) Overseas

- 『Social Accountability 8000 International Standard 2014』 3.6
- “ILO Convention No.155”
- 『RBA (Responsible Business Alliance) Code of Conduct (2021)』 B. Safety & Health 1) Occupational Safety

ENVIRONMENTAL MANAGEMENT

CJ CHEILJEDANG IS COMMITTED TO PROTECTING THE GLOBAL ENVIRONMENT BY MINIMIZING THE ENVIRONMENTAL IMPACT IN ITS PRODUCTION AND SALES PROCESS. WE ALSO ENCOURAGE OUR SUPPLIERS TO SUPPORT OUR ENVIRONMENTAL POLICIES AND JOIN THEIR EFFORTS IN STOPPING GLOBAL WARMING, CLIMATE CHANGE AND ENVIRONMENTAL POLLUTION.

1. OVERVIEW

1.1 Environmental policies have been established and shared in line with the commitment of CEO.

Score	Description
1	There are no environmental policies in place.
2	There are environmental policies in place but not up to legal standards.
3	There are environmental policies in place but they have not been properly implemented or managed.
4	There are environmental policies in place but they are not disclosed to stakeholders.
5	There are environmental policies in place that are disclosed to internal and external stakeholders through various channels.

A. Definition of indicator

- A company's environmental management policy should reflect management's commitment to its corporate social responsibility and be posted with their approval. This reaffirms its dedication to environmental protection. It is also expected to see substantial improvement when a company clarifies the roles of the senior management and representatives responsible for the management system and related programs.

B. Explanation of Terms

- N/A

C. Relevant Laws and Regulations

- 『 Environmental Policy Framework Act 』 Chapter 1. Article 5. Responsibilities of Business Owners
- 『 Environmental Policy Framework Act 』 Chapter 1. Article 8. Prevention of Environmental Pollution

1.2 There is a dedicated department in charge of environmental management.

Score	Description
1	There is no person or department in charge of environmental management.
2	There is no dedicated department in charge of environmental management, but there is a person in charge.
3	There is a dedicated department in charge of environmental management, but there is no company-wide organization in charge.
4	There is a company-wide organization and dedicated department in charge of environmental management and the person in charge is specified on the document.
5	There is a company-wide organization and dedicated department in charge of environmental management and the person in charge is specified on the document internally and externally.

A. Definition of indicator

- An organization in charge of environmental management is a unit that plans and performs tasks to achieve independent environmental targets such as department, team, or part. The person in charge of this organization oversees environmental management tasks including consultation with the company-wide environmental management organization on safety and health planning, operations, performance, and communication of the related data.

B. Explanation of Terms

- N/A

C. Relevant Laws and Regulations

- 『 Clean Air Conservation Act 』 Article 40. Environmental Engineers
- 『 Clean Water Conservation Act 』 Article 47. Environmental Engineers
- 『 Noise and Vibration Control Act 』 Article 19. Environmental Engineers

2. ENVIRONMENTAL LICENSES, PERMITS AND REPORT

2.1 Licenses, permits, and registrations for environmental facilities are managed in accordance with environmental laws and regulations.

Score	Description
1	Facilities are not recognized as being subject to licenses or permits.
2	Facilities are recognized as being subject to licenses or permits but they are not properly managed or operated.
3	Licenses, permits, and registration for certain facilities are managed.
4	Licenses, permits, and registration for certain facilities are renewed on a regular basis.
5	Licenses, permits, and registration for all facilities are managed and documented.

A. Definition of indicator

- Environmental permits and registrations required by local laws and regulations should be prepared and renewed on a regular basis.
- Examples of environmental permits required for business operations include: Handling and storage of chemicals, disposal of chemicals and other wastes, industrial wastewater discharge, emissions, radioactive materials or equipment, any types of storage tanks

B. Explanation of Terms

- N/A

C. Relevant Laws and Regulations

1) Domestic:

- 『 Clean Air Conservation Act 』 Article 23. Permits and Registration for Installation of Emission Facilities
- 『 Clean Water Conservation Act 』 Article 33. Permits and Registration for Installation of Discharge Facilities
- 『 Waste Management Act 』 Article 17. Obligations of Industrial Waste Disposers
- 『 Chemical Control Act 』 Article 5. Responsibilities of Chemical Handlers
- 『 Act on Integrated Management of Environmental Pollution Facilities 』 Article 6. Integrated Permission

2) Overseas:

- 『 RBA (Responsible Business Alliance) Code of Conduct 』 C. Environment 1) Environmental Permit and Report

2.2 Applicable environmental laws and regulations are checked and assessed for compliance in the workplace on a regular basis.

Score	Description
1	In the past year, the company has been fined or subject to administrative orders for violations of environmental laws and regulations.
2	In the past 3 years, the company has been fined or subject to administrative orders for violations of environmental laws and regulations.
3	There have not been any violations of environmental laws and regulations
4	There have not been any violations of environmental laws and regulations, and a compliance assessment has been conducted.
5	There have not been any violations of environmental laws and regulations, and violations are consistently monitored for prevention.

A. Definition of indicator

- It is necessary to understand the laws and regulations related to business licenses and permits to promote sustainable management. Any changes in laws and regulations should be monitored on a regular basis, especially in the safety and health areas with a high risk or significant social impact.

B. Explanation of Terms

- N/A

C. Relevant Laws and Regulations

- 『 Ministry of Environment Ordinance 』 No. 698 Integrated Guidance and Regulations on Emission/Discharge Facilities

2.3 Environmental impact assessment is conducted on a regular basis to identify risk factors in the workplace.

Score	Description
1	There is no environmental impact assessment system to identify risk factors in the workplace
2	There is an environmental impact assessment system in place but it is not up to legal standards.
3	There is an environmental impact assessment system in place in the workplace but it is not properly managed and operated.
4	Environmental impact assessment is conducted to identify risk factors at least once a year.
5	In addition to regular assessment, the need for improvement is reviewed and reflected in case of process changes or accidents.

A. Definition of indicator

- Risk factors with environment impact should be defined.
- Environmental risk factors may include:

E.g.) Types and consumption of raw materials, types and consumption of energy, emission, wastewater, general waste, designated waste, soil contamination, water contamination, ecosystem contamination, noise and vibration, and radiation

- Assessment of the following areas:

E.g.) Incidence rate, frequency and probability, severity, and impact on corporate reputation or cost

B. Explanation of Terms

- An environmental impact assessment is establishing ways to reduce or prevent negative environmental impacts by investigating, predicting, and evaluating the project's impact on the environment in advance when permitting, authorizing, approving, licensing, or making decisions on execution and implementation plans that affect the environment.

C. Relevant Laws and Regulations

1) Domestic

- 『 Environmental Impact Assessment Act 』

3. HAZARDOUS CHEMICAL CONTROL

3.1 A hazardous chemical control system has been implemented and is operated and improved.

Score	Description
1	Hazardous chemicals are not identified and controlled (including a lack of MSDS).
2	Hazardous chemicals are identified, but there is no internal process or system to control them.
3	There is a process or system in place to control hazardous chemicals.
4	There is a process or system in place to control hazardous chemicals and legal/regulatory information is updated on a regular basis.
5	There is a process or system in place to control hazardous chemicals and efforts are made to reduce them.

A. Definition of indicator

- There should be a process to control and reduce hazardous chemicals and MSDSs should be prepared and accessible.

B. Explanation of Terms

- A Material Safety Data Sheet (MSDS) contains various information about a material. It includes the name of the material, content, hazards, risks, storage methods, precautions and necessary protective equipment when handling, and first aid measures in case of contact with a body or ingestion.

C. Relevant Laws and Regulations

1) Domestic:

- 『 Act on Registration and Evaluation of Chemical Substances 』 Article 5, Article 10. ‘Registration of Chemical Substances’, Article 32. ‘Reporting Controlled Substances in Products’
- 『 Chemical Substances Control Act 』 Article 32. ‘Hazardous Chemicals Manager’
- 『 Occupational Safety and Health Act 』 Article 37. ‘Installation and Attachment of Safety and Health Signs’, Article 114. ‘Posting of MSDS and Training’

2) Overseas:

- 『 RBA (Responsible Business Alliance) Code of Conduct C. Environment 3) Hazardous Materials
- 『 RBA (Responsible Business Alliance) Code of Conduct C. Environment 6) Material Control

4. WASTE AND WASTEWATER CONTROL

4.1 Any waste produced in the workplace are identified, measured and controlled in accordance with laws and regulations.

Score	Description
1	There is no internal process or system to control waste.
2	There is an internal process or system to control waste, but it is not operated properly.
3	There is a documented internal process or system to control waste, and it is operated properly.
4	There is a documented internal process or system to control waste, and the related data have been tracked and documented for the past 3 years.
5	There is a documented internal process or system to control waste, and the related data have been tracked and documented for the past 3 years while active measures are taken to reduce them.

A. Definition of indicator

- All general/designated waste should be identified by type, characteristics, and amount, and disposed and reduced in accordance with laws and regulations.

B. Explanation of Terms

- Wastes are classified into 'workplace wastes,' 'designated waste,' and 'domestic wastes' according to their source and nature.
- Workplace waste: Generated from workplaces with emission/discharge facilities
- Domestic waste: Household wastes other than workplace wastes including those disposed of standard plastic garbage bags, food wastes, waste cooking oil, waste paper, scrap metal and metal cans, waste wood, and waste furniture.
- Designated waste: Workplace waste that can pollute or contaminate the environment, such as waste oil and waste acid, or those harmful to the human body such as medical waste.

C. Relevant Laws and Regulations

1) Domestic

- 『Wastes Control Act』

2) Overseas

- 『RBA (Responsible Business Alliance) Code of Conduct C. Environment 4) Solid Waste

4.2 Water and wastewater in the workplace are identified, measured, and controlled in accordance with laws and regulations.

Score	Description
1	There is no internal process or system to control water resources.
2	There is an internal process or system to control water resources, but it is not operated properly.
3	There is a documented internal process or system to control water, and it is properly operated.
4	There is a documented internal process or system to control water, and the data has been tracked and documented for the past 3 years.
5	There is a documented internal process or system to control water, and the data has been tracked and documented for the past 3 years, while active measures are taken to reduce them.

A. Definition of indicator

- All wastewater produced in the workplace should be identified, monitored, controlled, and treated before being discharged in accordance with laws and regulations. In addition, the efficiency of the treatment process should be regularly monitored.

B. Explanation of Terms

- Water: Refers to any type of water used in the workplace other than groundwater, industrial water, and household water.
- Wastewater: Cannot be used as it is because of the liquid or solid substances contained that cause water pollution, and it also contains certain substances that directly or indirectly affect human health, properties, or the growth of animals and plants.

C. Relevant Laws and Regulations

1) Domestic

- 『 Clean Water Conservation Act 』
- 『 Waste Management Act 』

2) Overseas

- 『 RBA (Responsible Business Alliance) Code of Conduct C. Environment 7) Water Resource Management

5. AIR POLLUTION CONTROL

5.1 Air pollutant emissions in the workplace are identified, measured, and controlled in accordance with laws and regulations.

Score	Description
1	There is no internal process or system to control emissions.
2	There is an internal process or system to control emissions, but it is not operated properly.
3	There is a documented internal process or system to control emissions, and it is properly operated.
4	There is a documented internal process or system to control emissions, and the data are tracked and documented for the past 3 years.
5	There is a documented internal process or system to control emissions, and the data are tracked and documented for the past 3 years, while active measures are taken to reduce them.

A. Definition of indicator

- All air pollutants generated in the workplace should be identified, monitored, controlled, and treated before being discharged in accordance with laws and regulations. In addition, all emission facilities require regular inspection and maintenance according to the inspection cycle prescribed by the laws.

B. Explanation of Terms

- Air pollutants: Any gas or particulate that causes air pollution
- Air pollutant emission facilities: Facilities, machines, instruments, and other objects that emit air pollutants into the air

C. Relevant Laws and Regulations

1) Domestic

- 『 Clean Air Conservation Act 』 Chapter 2. Regulations on Emissions of Air Pollutants in the Workplace

2) Overseas

- 『 RBA (Responsible Business Alliance) Code of Conduct C. Environment 5) Emission

6. ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSION CONTROL

6.1 Energy consumption and greenhouse gas emissions are measured and controlled

Score	Description
1	Energy consumption and greenhouse gas emissions are not measured.
2	There is a process to control and measure energy consumption and greenhouse gas emissions.
3	There is a process to keep a record of energy consumption and greenhouse gas emissions as part of their management.
4	There is a process to disclose data regarding energy consumption and greenhouse gas emissions as part of their management.

A. Definition of indicator

- Energy consumption and greenhouse gas emissions should be identified in stages at company-wide and workplace level in response to climate change. In addition, efforts should be made to find effective ways to minimize greenhouse gas emissions while enhancing energy efficiency.

B. Explanation of Terms

- Greenhouse gas: A gas that causes the greenhouse effect and global warming (e.g. carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and hexafluoride sulfur (SF₆)) by absorbing radiant energy reflected from the surface of the Earth.

C. Relevant Laws and Regulations

1) Domestic

- 『 Framework Act on Low Carbon, Green Growth 』
- 『 Act on the Allocation and Trading of Greenhouse Gas Emission Permits 』 Article 24. ‘Reporting and Verification of Emissions’

2) Overseas

- 『 RBA (Responsible Business Alliance) Code of Conduct C. Environment 8) Energy Consumption and Greenhouse Gas Emission

6.2 Efforts are made to reduce greenhouse gas emissions in the workplace.

Score	Description
1	There are no specific activities to reduce greenhouse gas emissions.
2	There are mid/long-term goals set for reducing greenhouse gas emissions.
3	Plans are set to achieve greenhouse gas emission reduction targets.
4	Effective activities are implemented to reduce greenhouse gas emissions according to the targets.

A. Definition of indicator

- Energy consumption and greenhouse gas emissions should be identified in stages at company-wide and workplace level in response to climate change. In addition, efforts should be made to find effective ways to minimize greenhouse gas emissions while enhancing energy efficiency.

B. Explanation of Terms

- Greenhouse gas: A gas that causes greenhouse effect and global warming (e.g. carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and hexafluoride sulfur (SF₆)) by absorbing radiant energy reflected from the surface of the Earth.

C. Relevant Laws and Regulations

1) Domestic

- 『 Framework Act on Low Carbon, Green Growth 』
- 『 Act on the Allocation and Trading of Greenhouse Gas Emission Permits 』 Article 24. ‘Reporting and Verification of Emissions’

2) Overseas

- 『 RBA (Responsible Business Alliance) Code of Conduct C. Environment 8) Energy Consumption and Greenhouse Gas Emission

7. SUSTAINABLE PROCUREMENT OF RAW MATERIALS

7.1 Sustainable raw materials are procured to reduce the environmental impact.

Score	Description
1	There is no policy to support sustainable procurement of raw materials.
2	There is a policy to support sustainable procurement of raw materials, but without any relevant consideration.
3	There is no policy to support sustainable procurement of raw materials, but the environmental impact is considered during the procurement process.
4	There is a policy to support sustainable procurement of raw materials, and related information is managed.
5	There is a policy to support sustainable procurement of raw materials, and related information is disclosed to stakeholders.

A. Definition of indicator

- Suppliers should reduce environmental impact in the process of procuring raw materials for food. Since natural resources, such as forests and water resources, are essential for preserving our ecosystem, it is important to recognize and minimize the impact on the environment in the course of business operations.

B. Explanation of Terms

- Sustainable raw materials: Raw materials designed to have minimal impact on the environment and society