

Human Rights and Labor Policy

LX Pantos respects human dignity and right to pursue happiness of our employees and other stakeholders. We support and comply with human rights and labor laws of national and/or local laws as well as the related international standards. Furthermore, we will consistently communicate with our stakeholders in order to share the contents of the policy and raise awareness.

A. Respect for Human Rights

We respect all of our employees' human rights and are committed to uphold and secure the working environment without any kind of human rights violation or inhumane treatment.

B. Forced Labor

We prohibit the use of all forms of forced labor—slave, prison, indentured, bonded labor, human trafficking or any other means—as well as mental and/or physical coercion. We prohibit requiring employees to pay any recruitment fees or other related fees for their employment. Furthermore, we shall not request original copy of employees' identification, passport or work permit upon hiring.

C. Child Labor

We prohibit hiring of children under the minimum age of employment in any national or local jurisdiction. In case where the minimum age of employment is not defined, it shall be 15 years. Employees under the age of 18(“young workers”) must not perform hazardous work that is likely to jeopardize their health or safety, and shall be provided with appropriate support and training.

D. Anti-discrimination

We do not tolerate any discrimination with respect to gender, race, color, age, sexual orientation, national origin, religion, disability, pregnancy and/or marital status, ethnic or social origin, political affiliation or any other characteristic protected under law in hiring and employment practices.

E. Right to Organize

We respect and secure employees’ right to organize under applicable national or local law, and prohibit any forms of penalty for exercising the right.

F. Working Hour

We comply with all applicable national or local laws regarding working hours and regularly monitor employees’ adherence to working hours and holidays.

G. Wages and Benefits

We compensate our employees with wage higher than the minimum level stipulated by applicable national or local laws and pay overtime hours when necessary. Furthermore, we shall provide a timely and understandable wage statement with sufficient information to clearly verify the basis on which employees are being paid. We provide employees with benefits when necessary.

H. Compliance of Regulations

We work to ensure full compliance with national and/or local labor laws where we operate.

【References】

The following documents are used as references. The following documents and websites can be referred to for additional information.

Ethical Trade Initiative

<https://www.ethicaltrade.org/eti-base-code>

ILO Declaration on Fundamental Principles and Rights at Work

<https://www.ilo.org/declaration/lang--en/index.htm>

ISO 14001

<https://www.iso.org/iso-14001-environmental-management.html>

ISO 26000

<https://www.iso.org/iso-26000-social-responsibility.html>

OECD Guidelines for Multinational Enterprises

<http://www.oecd.org/daf/inv/mne/48004323.pdf>

RBA Code of Conduct 6.0

https://www.responsiblebusiness.org/media/docs/RBACodeofConduct6.0_English.pdf

SA8000 standard

http://sa-intl.org/_data/n_0001/resources/live/SA8000%20Standard%202014.pdf

UN Global Compact 10 Principles

<https://www.unglobalcompact.org/what-is-gc/mission/principles>

UN Guiding principles on business and human rights

https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf

UN Universal Declaration of Human Rights

<https://www.un.org/en/universal-declaration-human-rights/>

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