

# LOTTE Biologics

## Statement on Human Rights

We pursue 'Human Rights Management' that positively transforms not only the lives of our customers

but also our society, aiming to contribute to the prosperity of humanity.

As a company that aims to add value to human life, we have established the LOTTE BIOLOGICS statement on Human Rights as a standard for appropriate behavior

that all our officers and employees must comply with in the course of our business operations and management activities.

This Charter is based on international human rights principles and norms, including the UN Universal Declaration of Human Rights,

the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the UN Convention on the Rights of the Child.

We pledge to faithfully comply with and implement this Charter.

- ✓ We respect human dignity and value, and prioritize human rights management in managing our business.
- ✓ We respect international human rights principles and covenants, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the UN Convention on the Rights of the Child.
- ✓ We have established and implemented systems and policies, including a human rights management system, to embed a respect for human dignity and value across our corporate culture and across the spectrum of business management activities.
- ✓ We strive to protect and advance the human rights of marginalized communities, and respect the human rights of everyone whose lives we touch, including our employees, customers, government authorities, partners, and local communities.
- ✓ We do not discriminate based on race, gender, education, age, disability, religion, place of birth, political stance, or any other grounds when hiring or in the workplace, and pursue an organizational culture of mutual respect and understanding.

- ✓ We do not condone forced labor or child labor in any shape or form, and comply with the minimum working age established by international standards and local laws of the jurisdictions in which we conduct business.
- ✓ We comply with the working-hour and minimum wage regulations of the jurisdictions in which we conduct business.
- ✓ We foster working conditions which put the health and safety of our officers and employees first.
- ✓ We uphold the constitutional right to freedom of assembly and association and the right to collective bargaining to protect and advance the human rights of our officers and employees.
- ✓ We endeavor to prevent human rights violations in the workplace, such as workplace harassment or sexual harassment, and to provide remedial measures.
- ✓ We aim to nurture strong partnerships with our business partners on an equal footing for mutual growth and development, support, and cooperate with their implementation of human rights management.
- ✓ We do not use raw materials, products, etc. produced in an illegal and unethical manner or in a manner involving possible human rights violations.
- ✓ We protect personal information acquired in the course of business.
- ✓ We comply with domestic and international environmental regulations, and strive to achieve carbon neutral status, environmental preservation, biological diversity, resource circulation, and other environmental goals.
- ✓ We prevent human rights violations in the course of business, and promptly provide adequate remedial measures.

**We pledge to do our utmost in implementing and advancing human rights management as set forth above.**

**All officers and employees of LOTTE Biologics**