

Human Right Policy

Principles

YNZ Interior Co., Ltd., as a provider of interior decoration and utility services according to customer needs, is well aware of the value and dignity of human beings equally. Therefore, it places importance on promoting and protecting the human rights of employees and all stakeholders, which are the basic morality of work and coexistence.

It has determined that morality and ethics are part of desirable behavior in the organization. It is assured that the company's business methods and employees' work methods are based on the principle of respecting each other's honor and dignity equally.

The company supports and recognizes the respect for human rights by establishing employee rules and regulations and strictly enforcing them in accordance with the requirements of relevant laws at all times.

Scope

This policy applies to the operations of YNZ Interior Co., Ltd., including its business partners, business allies and business relations in order to be able to apply in the business operations. The company is committed to preventing all forms of non-conforming labor laws (such as human trafficking, child labor, forced labor and gender equality), discrimination and harassment, as well as respecting and promoting equal remuneration, diversity, freedom of association, the right to collective bargaining, and respecting other rights, including employee health, safety and employment conditions, community health, safety and living standards, cybersecurity and the privacy of stakeholders' data.

This policy encourages those involved in the supply chain (including manufacturers and subcontractors) to respect the company's human rights. Business stakeholders are expected to comply with the company's human rights commitments. The scope of the human rights policy also covers customers, communities, vulnerable groups or those at risk of human rights violations (such as women, pregnant women, children, indigenous peoples, migrant workers, contract workers, LGBTQ people, the elderly and customers) resulting from our operations and business activities.

Definitions

Company means YNZ Interior Co., Ltd.

Employees means all employees of the Company who perform duties under employment contracts in all positions.

Partners means individuals, groups of individuals or organizations that provide raw materials, products, content and various services, as well as distribute products to various channels for the Company.

Business partners mean individuals, groups of individuals or organizations that distribute the Company's products and services directly to customers.

Trading relationship persons mean joint ventures, mergers and acquisitions.

Guidelines

In order to promote respect for human rights throughout the organization and ensure that all employees and all stakeholders are treated, protected and have their fundamental rights respected equally and fairly, the Company has established policies and principles for management in various important aspects of the Company, such as:

1. Good Corporate Governance Policy
2. Sustainable Procurement Policy
3. Environmental Policy
4. Privacy Policy for Business Partners
5. Personal Data Protection Policy
6. Safety, Occupational Health and Working Environment Policy
7. Employment and Labor Management Policy

In addition, a human rights policy has been established, with the following guidelines:

Labor rights

The Company treats employees fairly, is open to diversity, accepts and values the differences of people, does not discriminate and prohibits discrimination against employees or job applicants on the basis of age, physical or mental disabilities, ethnicity, gender, skin color, religion, beliefs, country of origin, citizenship status, sexual orientation, and marital status. It will treat everyone with dignity and respect for their personal life. It supports measures that will lead to the elimination of forced or involuntary labor and child labor, including the right to freedom of expression.

Children's rights

The Company conducts business by respecting and supporting children's rights, covering their roles in the workplace (Workplace), roles in the market (Marketplace), and roles in the community and environment (Community and Environment), and promotes employees to have knowledge and understanding of children's rights. In addition, the organization has created awareness and understanding among employees about children's rights and the importance of making the policy part of the organization's culture.

Customer rights.

The Company strictly emphasizes the protection of customer privacy. The Company is committed to and develops specific standards of care to protect customer information and communications as effectively as possible. The Company has a policy for the use of internal data and internal control, and a data security policy as guidelines for practice.

Trade partner and business partner rights

Community and environmental rights

The Company places importance on conducting business that is responsible for the community, society and the environment. The environmental policy is a guideline to ensure that the Company's business operations have the least impact on the community, society and the environment. The Company strictly and continuously complies with environmental laws, regulations and requirements in various activities of the Company. In addition, the Company has a policy to build engagement with stakeholders by giving importance to the rights of all groups of stakeholders appropriately, respecting the rights and treating stakeholders fairly to prevent actions that may violate the human rights of stakeholders appropriately.

In the process of examining the status of the Company's human rights, the Company will regularly monitor, inspect and assess risks and impacts on human rights. It will also set guidelines or measures for appropriate risk management by having every unit have the duty to supervise and manage risks under its responsibility. The Company has developed two-way communication channels to promote knowledge, understanding and behavior towards respecting human rights, including providing opportunities for employees and stakeholders to express their opinions, reflect problems, report clues or complaints in the event of incidents or actions that may constitute a violation of human rights. In addition, the Company will prepare this human rights report by disclosing it to the public through the Company's annual sustainability report and other related reports.

Effective March 1, 2023

Signed

A handwritten signature in blue ink, appearing to be 'J. Lee', is written above a dashed line.

Managing Director