

LG Chem Global Human Rights & Labor Policy

LG Chem commits to fulfill its basic responsibilities to respect human dignity and uphold the right for freedom and happiness, under the principle of “People-oriented Management”. LG Chem endorses internationally recognized human rights set out in the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs), the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and complies with national and local laws in all global operations.

LG Chem applies the Global Human Rights & Labor Policy across global operations and monitors workplace human rights impacts to identify and improve human rights and labor-related risk factors. Furthermore, LG Chem shares this policy with all stakeholders affected by business activities, such as customers, business partners, and local communities, to raise and improve awareness on human and labor rights.

Prohibition of Forced Labor

LG Chem prohibits all forms of forced labor that restricts mental and/or physical freedom of employees, including but not limited to, violence, threat, physical confinement, slavery, or human trafficking. LG Chem provides written employment agreement that contains a description of the terms and conditions of employment to all employees in their native language or in a language the employee can understand. Employees shall terminate their employment without penalty if reasonable notice is given in accordance with the terms and conditions clearly stated in the employment contract. Original copy of government-issued identification, passport, or work permits is not requested upon hiring, and applicants shall not be required to pay recruitment fees or other related fees for employment.

Prohibition of Child Labor

LG Chem complies with national and local laws on minimum age of employment, and prohibits labor of any person under the age of 15. Employees under the age of 18 shall not perform tasks that is likely to jeopardize their health or safety, including night shifts and overtime.

Working Hour Compliance

LG Chem complies with national and local laws on conditions of working time, such as regular working hours, overtime and holidays, and shall not force employees to work overtime. In case of overtime within the limits set by regulations, employees shall be compensated for overtime at pay as mandated by relevant laws. A workweek shall not be more than 60 hours a week including overtime, except in emergency or unusual situations, and employees shall be allowed at least one day off every seven days.

Wages and Benefits

All employees are paid wages above the minimum wage as stipulated in national and local laws.

Humane Treatment

LG Chem respects all employees and strives to create a safe working environment without inhumane treatment or workplace violence such as psychological or physical coercion, verbal abuse, etc.

Non-Discrimination and Respect for Diversity

LG Chem strictly prohibits all forms of discrimination based on age, gender, sexual orientation, gender identity or expression, race, color, ethnicity or national origin, religion, political affiliation, union membership, disability, marital status, or pregnancy, in hiring and employment practices such as wages, promotions, rewards, and access to training.

Freedom of Association

LG Chem respects the freedom of association and the right to collective bargaining in accordance with the national and local laws. Employees and/or their representatives shall be able to openly communicate with management regarding working conditions without fear of discrimination, reprisal, intimidation, or harassment.

References

[UN Universal Declaration of Human Rights](#)

[UN Guiding Principles on Business and Human Rights](#)

[ILO Declaration on Fundamental Principles and Rights at Work](#)

[OECD Guidelines for Multinational Enterprises](#)

[The Ten Principles of the UN Global Compact](#)

[Responsible Business Alliance Code of Conduct](#)

Revision History

Version 1.0 – June 2016

Version 1.1 – June 2024