



SAMSUNG

Samsung Medison Global Human Rights Principles

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Global Human Rights Principles

Human rights are the fundamental rights and freedoms that are inherent to all human beings. Samsung Medison Co., Ltd. (hereinafter “Samsung”, the “Company”, “we”) is committed to integrating the basic yet fundamental principle that human rights belong to all people into its values and business activities across the globe.

| Our Commitment

Samsung’s Global Human Rights Principles (the “Policy”) formalizes our commitment to respect all human rights and labour standards which are reflected in international principles and standards including the International Bill of Human Rights (composed of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights), the International Labour Organization’s (ILO) Declaration on Fundamental Rights and Principles at Work, the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises as well as the UN Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), UN Protocol to Prevent, Suppress and Punish Trafficking in Persons and, at a minimum, the laws of the countries in which we operate. Where Samsung faces conflicts between internationally recognized human rights and national laws, including in cases where national law does explicitly prohibit adherence to core labour standards, the Company seeks ways to respect the higher standard.

We apply the 10 principles set forth in the UNGC, the world’s largest corporate sustainability initiative, within and across our business, strategies, company culture, and management practices and commit to the RBA Code of Conduct, an industry coalition dedicated to corporate social responsibility in global supply chains.

We operate across vast geographies, including in locations where social, economic, and political factors may put human rights and decent working conditions at risk. We believe that respect for human rights is the best foundation to run our business and that it adds value to the Company. We also recognize the important responsibility we have as a company in this regard and are therefore committed to respecting human rights across all our business activities, including the products and services we provide, to live up to our commitment to do no harm and to promote human rights where we can have a positive impact within the sphere of our influence. We are committed to making our best effort not to be complicit in or cause any human rights violations and to respect the human rights of every individual or group connected to our business—with particular care for vulnerable and marginalized groups who may be impacted by our activities including migrant and young workers, disabled people, women as well as disadvantaged groups, and under consideration of high-risk contexts. This accounts for our own business activities, and we hold our suppliers and partners to this same high standard. We are committed to continually updating and improving our human rights approach in line with the spirit of the UNGPs.

This policy applies worldwide to Samsung and to all its entities including our own factories and other subsidiaries, all its permanent employees and contingent workers, our products and services as well as our business relationships including our supply chain, third-party contractors and subcontractors, partners, resellers and other relevant stakeholders including our customers, product end-users and communities. Samsung also expects its suppliers and other business partners to uphold these principles, including to prevent, mitigate, and address adverse human rights impacts, and strongly encourages them to adopt the same or similar standards and policies within their own businesses.

Salient Human Rights Risks

Samsung strives to manage the impact our business activities have on human rights based on our business relationships, operational context, leverage, and severity. We recognize that priorities may change over time and therefore regularly review our focus areas. Our work is organized around our salient human rights risks, which we have identified through our continuous engagement with internal and external stakeholders, internal assessments, third-party audits, grievance channels, and human rights risk and impact assessments:

- **Working hours and the right to an adequate standard of living**

Samsung recognizes the right to rest and leisure and commits to follow applicable local laws and regulations with regard to working hours and overtime. Samsung commits to the ILO Convention C001 for a regular workweek, C014 as well as C106 on working hours and rest. All overtime must be voluntary and paid at a premium rate in accordance with local laws. Workers shall be provided with sufficient rest, including breaks, rest between shifts, holidays, and at least one holiday every seven days. Samsung acknowledges the link between working hours and an adequate standard of living and is therefore committed to providing remuneration for a regular workweek which satisfies the basic needs of workers and their family members who are directly dependent on them. Employees shall be compensated, at a minimum, in compliance with applicable wage laws, including those related to minimum wages, overtime hours, and legally required benefits. There shall be no unlawful deduction of workers' wages, and workers shall be properly informed in case of legitimate wage deductions. Samsung expects its suppliers to abide by the same standards.

- **Prevention of forced and child labour**

Samsung recognizes the risk of both forced and child labour, especially in the lower tiers of its supply chain. We prohibit any form of child labour and forced labour, and expect our suppliers to share our commitment to conduct thorough due diligence to address risks, including age verification checks. Identified cases are handled with extra care, following internal protocols as we aim to provide remediation and reinstate the rights of affected individuals. Samsung is committed to the Employer Pays Principle and actively monitors and works with its supply chain partners to prevent the payment of recruitment fees by workers and the occurrence of other ILO forced labour indicators. Where violations do occur, immediate action is taken, where applicable in collaboration with suppliers, to rectify issues including the repayment of recruitment fees. Special protection is provided for young workers who should not perform hazardous work, overtime, or night shift work. Samsung works with various stakeholders, has partnerships and programs to address root causes and existing risks, including programs on helping young people to find meaningful employment to address the cycle of poverty as one of the root causes of child labour.

- **Freedom of association and collective bargaining**

Samsung recognizes the right of its own and business partners' employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly, as well as the right to refraining from such activities. Samsung commits to refrain from any interference which would restrict this right or impede the lawful exercise thereof, which includes that the discrimination of workers for forming or participating in a union is strictly prohibited. Samsung recognizes that the right to freedom of expression and of association are essential to sustained progress and encourages its employees to express their views, concerns, and suggestions openly without reprisal.

- **Occupational health and safety**

Samsung is committed to providing a safe and healthy workplace environment for its employees, contractors, and other business partners in compliance with health laws and regulations, as well as internal requirements. We are committed to eliminating the risk of any harm to people from all our activities, and to keeping people healthy. This includes efforts to reduce risks to people's health due to internal and external factors such as work accidents, injury, health impacts (including mental health), and pandemics as well as emergency response systems in the event of external safety concerns including natural disasters. Robust internal management systems and emergency response systems are in place to protect our people. PPEs are provided to our employees at no cost and OHS training is provided on a regular basis to secure a safe working environment. Employees have the right to and freedom from retaliation in case they leave their workplace because they feel they are in danger.

- **Non-discrimination and diversity**

Samsung is committed to a diverse and inclusive workplace which is free from any type of discrimination in its own operations and places importance on the same values for the partners we do business with. We are committed to promoting equal opportunities for all applicants and employees throughout the entire lifecycle of an employment relationship, including gender equality and efforts to empower female workers. Any type of discrimination on the basis of age, disability, ethnicity, sex, gender, race, color, religion, nationality, sexual orientation, union membership or any other status is strictly prohibited and won't be tolerated.

- **Anti-harassment**

Samsung employees are expected to treat their co-workers and all business partners with dignity and respect. All forms of harassment—including sexual harassment, violence, disrespectful and inappropriate behavior, retaliation, or corporal punishment—are strictly prohibited, including harassment on the basis of discrimination against people with protected characteristics such as age, disability, ethnicity, sex, gender, race, color, religion, nationality, sexual orientation, union membership, or any other status.

- **Product responsibility including AI ethics**

Innovative technologies are created to positively transform our society but can result in negative side effects due to their design and potential misuse contrary to their original intent. Samsung seeks to understand potential human rights risks prior to and during product development by carrying out due diligence in responsible product design, primarily through our AI ethics principles of fairness, transparency, and accountability and supporting training and partnerships related to artificial intelligence to fulfil our social and ethical responsibilities. Members of the public including communities and end-consumers, particularly those being at higher risk such as children and disabled persons, are also entitled not to experience harm through our business activities and products. Samsung commits to upholding the rights of those affected groups accordingly and does not tolerate any misuse of our products.

- **Digital responsibility including privacy and freedom of expression**

Samsung is committed to the right to privacy and freedom of expression and strives to protect against unauthorized access, storage, use, destruction, modification, or disclosure of personal information and data for its own employees, business partners as well as its end consumers. All of Samsung's products and services are delivered in compliance with its Privacy Protection Principles including transparency, security and choice and its country-specific Global Privacy Policy, which reflects the respective country's laws and regulations, to safeguard the privacy of our consumers globally. Our approach is to provide products and services enabling free expression, access to information and exchange of ideas that won't enable customers, including governments, to bypass or compromise security features to be used to surveil or intercept communications or otherwise limit the right to free expression.

- **Environmental responsibility**

Samsung acknowledges that climate change is a serious environmental, economic, and social challenge and recognizes the right to a clean, healthy, and sustainable environment as a universal human right. Samsung's environmental strategy aims to address environmental risks emerging out of its product operation and use by reducing emissions, applying new sustainability practices and the development of innovative technologies and products to contribute to a just transition and to address risks to communities and people, such as waste, emissions, and water use and pollution.

- **Supplier responsibility**

We are aware that much of the risk, especially of more severe violations, is prevalent in the lower tiers of our supply chain. In our efforts to manage those risks and engage with our suppliers, we apply an integrated work environment management process to check and monitor the implementation of our Supplier Code of Conduct. We prioritize key suppliers in high-risk areas to address and prevent potential violations, and particular focus is given to the most salient risks including in the areas of forced and child labour, risks to migrant workers, health and safety standards, environment, hours of work and wages.

- **Responsible mineral sourcing**

Samsung has supports a responsible minerals management system based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and the RBA Responsible Minerals Initiative (RMI) to address challenges on the ground.

Implementation of Our Human Rights Commitments

Based on the United Nations Guiding Principles on Business and Human Rights (UNGPs), Samsung has formally established the following Labour and Human Rights Framework, providing an integrated working model to manage our human rights due diligence process in a holistic manner within and beyond the organization, embedding key steps to identify, prevent, and mitigate human rights risk factors and infringements across our business operations and relationships:

- **Human rights policy**

All of Samsung's human rights-related policies (overview referenced below) are an expression of our public and top management commitment to meet our responsibility to respect and support internationally recognized human rights standards in which we stipulate our expectations of personnel, business partners, and other relevant parties and how we plan to implement these commitments. Based on international standards, human rights policies are updated through a comprehensive assessment that takes into account factors including internal needs, external human rights-related risks, and industry developments. Additionally, internal activities to raise awareness, such as training, help implement policies, and communication with external stakeholders to enhance responsibility and transparency.

- **Human rights training**

Through regular human rights training targeted to the specific functions and levels across the organization, we disseminate the importance of human rights to all employees, educate employees on their rights, on the company's efforts to respect human rights, and the actions to be taken to prevent infringements and manage human rights violations. By providing training to our own employees and selected supply chain partners, we aim to promote awareness and build a culture where human rights become an integral part of our business and company culture as well as that of our business partners.

- **Human rights due diligence**

Based on the principle of continuous improvement, Samsung has conducted regular and on-going human rights due diligence, taking into account constantly changing internal and external business environments, and is committed to continuing to do so in the future. Our approach includes:

- Assessing the potential and actual adverse risk of our business operations to individuals and groups being impacted by our operations through a variety of measures including engagement with internal and external stakeholders, assessments and targeted investigations by our internal human rights teams
- Prioritizing risks and implementing steps to close identified gaps by setting up short-, medium-, and long-term actions plans, dedicated internal programs and other measures, including measures to prevent reoccurrence;
- Identifying if measures taken are effective and lead to prevention of harm and a positive outcome by monitoring the implementation of our policies via impact assessments and third-party audits, and taking corrective measures where necessary;
- Extending our human rights due diligence practices to our business partners, including our service providers and suppliers from whom we strive to source responsibly. To this end, we operate a management process and system built on our Supplier Code of Conduct principles which introduce an assessment of suppliers' human rights performance prior to doing business, a pathway to close gaps, capacity-building support to enhance management system capabilities, continuous internal and third-party verification of their performance, and incentives for good human rights performance; and
- Regularly reviewing, updating and expanding our management system and processes according to assessment findings, external developments, and best practices.

- **Access to remedy**

Samsung is committed to exercising thorough due diligence to prevent direct or indirect complicity in human rights violations in its business operations. Where infringements have occurred and individuals or groups have experienced actual adverse impacts caused or directly contributed by us, whether wholly or in part through our actions or inactions, we commit to promptly investigating allegations and providing effective and satisfactory access to remedy, by ourselves and/or in cooperation with other stakeholders. Serious cases are escalated to and discussed with our senior leadership. To prevent reoccurrence, Samsung investigates root causes and applies changes to systems, processes, and practices as needed. Samsung also expects its suppliers to provide or cooperate in the remediation for workers or other affected individuals, where the supplier has caused or contributed to adverse impacts. Samsung works, within reason, with suppliers and other business partners on remediating infringements, providing guidance and support where its business is involved. Samsung operates a range of grievance and feedback channels in the spirit of the UNGPs' effectiveness criteria including timely follow-up, keeping complainants informed of the progress of their grievance, and providing the opportunity to appeal and expects suppliers and partners to do so as well. Those channels are open to internal and external stakeholders including supply chain workers, civil society, and other concerned stakeholders. While most of our channels are operated on the corporate level, we also partner with third-party organizations in selected countries to provide additional channels to our employees. Our grievance channels are complementary to other worker engagement efforts such as our yearly temperature check survey and engagements via works councils, unions, committees, and other engagement meetings. Samsung prohibits the use of retaliation of any form against workers or stakeholders, and is committed to cooperating with—and not obstructing participation (of workers or other stakeholders) in or the outcome of—judicial and non-judicial mechanisms.

- **Transparent disclosure**

Samsung publicly discloses and communicates on a regular basis, both internally and externally, through a variety of different channels regarding how we fulfil our responsibility to respect human rights, our policy commitments and what actions we have taken to improve and strengthen our human rights work. These practices enhance corporate accountability towards internal and external stakeholders and create a feedback loop with external stakeholders who assess our information and engage with us, supporting our efforts to improve performance.

- **Stakeholder engagement**

We recognize that we are part of an ecosystem in which we operate and that we have an impact on its people and their communities. As part of our efforts to advance human rights as we operate businesses, we are therefore committed to open, active, and direct communication with our stakeholders. Towards this end, we communicate with a wide range of relevant stakeholders including those who may be affected by our activities such as our own employees, suppliers, communities, customers, shareholder, governments, investors, international organizations, and civil society actors to listen to, engage with and learn from them and reflect their voices in our business activities. Samsung engages in different multi-stakeholder initiatives with peers, civil society, and other stakeholders to address root causes, implement solutions, and advance human rights, acknowledging that especially the most severe forms of human rights violations particularly require a collaborative effort and innovation. Rights-holders such as our own and supply chain workers and vulnerable groups including but not limited to migrant workers are involved directly or via legitimate representatives in selected projects, through audit and (impact) assessment interviews and through internal employee representatives. Dedicated community projects aim to address local challenges on local level and to create economic opportunities.

| Governance & Accountability

We have established an internal governance structure to manage our business in a sustainable manner and to implement our human rights commitments accordingly within our business activities. Our Board of Directors, the highest decision-making body, oversee the sustainability management activities and discuss major issues related to labor and human rights, ethical and compliance management, social contribution, safety and health, climate change, and environmental protection. Discussion topics encompass the business operations of both Samsung and its supply chain. The Sustainability Management Council, chaired by the CEO and consisting of key executives, is held at least twice a year to promote sustainable management and to discuss human rights matters. Of the matters discussed, critical agendas are introduced to the Sustainability Management Council for decision-making by key management. A number of teams that include experienced human rights experts are responsible for managing the day-to-day implementation of the Policy and for properly handling violations that occurred during business operations of our own or our suppliers.

The policy has been informed by internal experts and external stakeholders and will be continuously updated based on industry best practices and stakeholder expectations. Samsung expects our employees, suppliers, and partners to conform to the highest standards of the Policy. The management is responsible for informing expected standards to employees and to ensure according conduct.

※ In case of divergence and/or inconsistency between the English version and other language versions, the English version shall prevail.