



KCI

Human Rights Policy

Effective Date: September 1, 2021

KCI is committed to embedding respect for human rights of all stakeholders, including our employees, customers, local communities and partner companies, so that human rights management permeates every facet of our business with human rights issues taken into account across all of our business operations. KCI publicly endorses international standards and guidelines with respect to human rights, including Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and the labor standards released by the International Labor Organization while trying to internalize the 'UN Global Compact Ten Principles' through our human rights policy. Our commitment set out in our human rights policy applies to all of our business sites across the world and their employees. And we promise that KCI will deal with possible human rights-related risks through the establishment of human rights risk management system and persistent monitoring.

<Our Commitment>

- **Respect for Human Rights:** We respect all of our employees and other stakeholders, and make sure that no one is abused or mistreated.
- **Prohibition of Discrimination and Respect for Diversity:** We ensure equal treatment for all in terms of employment, compensation, education, work and other grave matters. And we do not discriminate against anyone because of their race, nationality, gender, language, religion, ethnicity, disability, political orientation, social background, academic background, age, and other personal characteristics.
- **Fair Compensation and Opportunity:** We make sure fair working conditions and compensation for all of our employees based on their ability and performance. And we provide all of our employees with opportunities for self-development in a fair manner.
- **Ban on Forced Labor:** We do not force employees to work against their free will by restraining them mentally or physically such as bonded labor and human trafficking. And we do not request anyone to transfer his or her identification card, or passport in return



for employment.

- **Ban on Child Labor:** We do not hire anyone aged under 15 in compliance with the minimum employment age stipulated in the national and regional laws. We also ensure that minors below 18 are not engaged in dangerous or harmful works.
- **Personal Data Protection:** We put in place a structured system for customer data protection, and operate the system in accordance with the procedure. And we only collect personal information we actually need for law abidance.
- **Abidance by Working Hours and Conditions:** We observe working hours defined by the national and regional laws. And we abide by the labor relations laws with respect to minimum wages, social insurance subscription, the provision of rest and leave, etc.
- **Freedom of Association:** The freedom of association and the rights to collective bargaining are guaranteed in accordance with the laws of the countries and regions where we operate. And no one shall receive any disadvantage on the grounds of unionizing, joining a labor union, or doing activities as a union member.
- **Pursuit of Fair Trade:** KCI regards the relationships with suppliers as equal partnerships. Accordingly, we do not abuse our superior bargaining position, and contribute to expanding the human rights of our partners.
- **Human Rights of Local Residents:** We base our approach on the respect for a local culture so that we do not have any negative impact on the human rights of local residents. And we play a contributing role in improving the lives of local residents by helping their economy, community and culture prosper.

<Human Rights Assessment>

KCI may conduct human rights impact assessments to ascertain and evaluate possible human rights-related risks across our business operation, based on which we will figure out where we are in terms of human rights risk levels, and prevent negative impacts on human rights so that any human rights violations cannot occur. By doing so, KCI will put human rights management into practice.