

DL E&C Human Rights Charter

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I. Purpose

DL E&C established Human Rights Charter to pursue ethical practices based on our founding principles and support sustainable growth and development while preventing human rights violations that may occur in the course of business. We also endorse the Constitution of South Korea, the Universal Declaration of Human Rights, the UN Guiding Principles on Business & Human Rights, the International Labor Organization Constitution, and the OECD Due Diligence Guidance to promote the values of open management, ethical practice, and social responsibility.

II. Scope of Application

All executives and employees of DL E&C (including those with permanent and non-permanent status), as well as those of domestic and foreign companies, branches, subsidiaries, and suppliers, are subject to the policy. However, in case of any conflict with local laws or regulations, the local laws prevail. We follow the charter, except where there are special provisions in the laws of the country, the articles of incorporation, or the company policies.

III. Practice Guidelines

1. Anti-discrimination

DL E&C does not tolerate any discrimination against employees based on their gender, race, religion, age, physical condition, and social status without any justifiable reason, and builds an organizational culture that respects diversity.

2. Compliance with Working Conditions

At DL E&C, we comply with the legal working hours of local countries and pay reasonable compensation for their work along with their pay stubs. We also provide sufficient opportunities for training and create a work environment for them to develop their skills and improve their quality of life.

3. Humane Treatment

We respect the privacy of our employees, protect their personal information, and do not engage in any form of mental or physical coercion, abuse, or unfair treatment.

4. Freedom of Association and Collective Bargaining

We respect the labor laws of local countries to which this Human Rights Charter applies, and provide sufficient opportunities for communication for all employees

5. Prohibition of Forced Labor and Child Labor

DL E&C does not engage in any form of violence, confinement or intimidation, or force any type of work against one's free will, including human trafficking. We also comply with the minimum age of employees set by the laws of the country and region in which we operate our business, and only provide jobs if they are not illegal under local laws. We also make sure that educational opportunities for employees are not limited by their work.

6. Occupational Safety

For the safety of employees, we inspect facilities, equipment and tools we use at our construction site and implement safety measures and follow-up to prevent physical and mental risks. We take prompt action including appropriate compensation for any occupational accidents or diseases.

7. Responsible Supply Chain Management

We advise all our suppliers and suppliers to perform their obligations to protect human rights and take necessary measures to ensure their compliance and support human rights management when required to do so.

8. Protection of Human Rights for Local Community

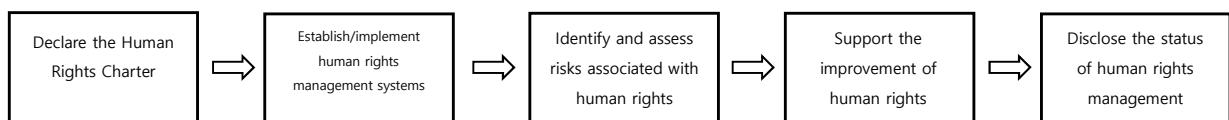
All executives and employees are advised not to violate the human rights of residents when performing their duties, and they are obliged to respect and protect the residents' rights to their life, health and safety, and freedom of residence.

9. Protection of Customers' Human Rights

Our employees are not allowed to endanger the life, health, or property of customers, or falsely advertise or mislead customers when engaging in marketing activities. We respect the privacy of customers and take measures to protect the personal information collected and stored in the course of our business.

IV. Human Rights Risk Management System

We assess the risks associated with human rights regularly, make necessary improvements, and then share the results with our stakeholders. By creating a system to manage them, we can organize a team and appoint personnel to take charge of human rights management.



V. Risk Management

1. Risk Assessment

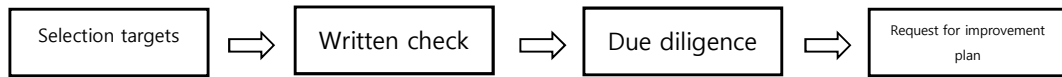
① Development of indicators for assessment

Based on the principles of this Human Rights Charter, DL E&C has developed and introduced indicators for assessing the risks associated with the human rights in terms of working conditions, working environment, HR operation, occupational safety, residents and customers about the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct, and the standard guidelines for corporate human rights management by the Ministry of Justice.

② Assessment process

DL E&C operates an assessment process that can check for violations of human rights and associated risks at organizations included in the scope of this Human Rights Charter. It is recommended that the indicators and guidelines are provided for them to conduct a self-assessment, analyze the results, and plan for improvement. In addition, based on the results of the written assessment, an interview and on-site process for the relevant target (organization) can be conducted, and, if necessary, on-site due diligence can be

carried out to check the risk in detail. Prompt measures or improvement plans may be required for “high risks” and “non-conformities” identified through written and on-site assessment. Currently, we are reviewing and updating our risk assessment indicators and processes to accurately identify violations and make the processes more efficient.



2. Risk Improvement

① Planning and discussion for improvement

DL E&C is planning to mitigate the human rights risks that are identified through assessment. The headquarters, domestic and overseas companies, and trade suppliers that have undergone the assessment set specific action plans to implement measures for improvement.

② Monitoring progress

DL E&C monitors whether the persons in charge of the organization that has assessed are implementing the actions plans, and enacts follow-up measures if the plan is not implemented as expected.

3. Disclosure of Status and Outcome

① Report to key decision-makers

At DL E&C, we report significant implications, risks, and improvement plans identified through risk assessment to key decision-makers, including committees and working-level meetings. After that, the approved report data is shared with relevant teams to enhance the effectiveness of human rights management.

② External disclosure

DL E&C may use a sustainability report or other channels to disclose the case of violation, the results of risk assessment, and information on improvement and mitigation measures.