

LX Semicon Declaration of Human Rights

LX Semicon is committed to faithfully implementing its social responsibility as a corporate citizen by complying with international standards and guidelines related to human rights and labor such as the Universal Declaration of Human Rights(UDHR), the United Nations Global Compact(UNGC), the UN Guiding Principles on Business and Human Rights, and the ILO(International Labor Organization) Fundamental Convention and OECD Due Diligence Guidance for Responsible Business Conduct.

1. Respect for Human Rights

We respect the human rights of all our employees and with our best efforts, we are committed to creating safe working environments that are free from inhumane treatment or threats such as mental or physical attacks and verbal abuse.

2. Prohibition of Forced Labor

We do not restrict physical or mental activities through means of assault, intimidation, confinement, human trafficking, slavery, or forcing people to work against their will. We also do not require employees to give up their original copy of identification, passport, or work permit. We sign and provide them with a labor contract written in a language they understand. Furthermore, no fees or compensation of any kind will be required in exchange for their employment.

3. Prohibition of Child Labor

We comply with the minimum age of employment set by the laws of each country and region and prohibit child labor of people under the age of 16(or the age limit set by the local laws). When hiring people under the age of 18, they will not be assigned to any work that is not safe or unhealthy(including night-shift duty and overtime).

4. Compliance with Working Hours

We comply with the regulations on working hours, overtime, and days offset by the laws of each country and region, and do not force employees to work over the statutory working hours. All employees shall give voluntary consent to work overtime and overtime work should be compensated according to the standards set by the laws and regulations of each country and region.

5. No Discrimination

We provide equal opportunities for employment, promotion, compensation, and training to all employees, and prevent discrimination based on gender, age, race, religion, disability, pregnancy, marital status, social status, etc. We do not tolerate any kind of discrimination and promote a culture of diversity in the workplace.

6. Prevention of(Sexual) Harassment

We prohibit any actions that cause sexual humiliation, including sexual harassment and sexual violence in the workplace, as well as harassment or bullying that inflicts physical or mental pain in any form by abusing one's higher position within the company. To this end, we conduct training on sexual harassment and bullying while continuously improving the system to prevent damage. We also expand online and offline channels so that anyone can report violations. In case of violations, we protect the victim and take appropriate disciplinary measures and remedies.

We recognize the dignity and value of all employees and suppliers and have the right to pursue happiness and freedom in the provision of work. We support human rights and labor standards of labor-related international organizations such as the United Nations and the ILO and comply with labor laws in all countries and regions in which operate. In addition, we will continue to make efforts to maintain and improve a good working environment where all members can pursue happiness. We will share this policy with all stakeholders who directly influence or affects our business activities, such as employees, customers, and suppliers, and contribute to improving and raising awareness.

7. Wages and Benefits

All employees shall be paid over the minimum wage set by the local laws of each country and region.

8. Responsible Sourcing of Minerals

Recognizing any kind of human rights violation or environmental pollution that occurs during the mining process as a serious problem, we do not use minerals such as 3TG and cobalt, directly or indirectly, produced in hazardous or conflict areas, including the Democratic Republic of Congo and neighboring countries. We also confirm their origin in advance and disclose relevant information if requested by the customer.

9. Information Security

We ensure transparency in all business transactions and organize security training to enforce such transparency.

10. Compliance with the Law

We comply with the local standards of working conditions of each country and region, and do not tolerate working conditions that fail to meet them.

We support human rights not only for our own company but also for our suppliers. We pledge to do our best to establish and spread human rights management. We respect human rights and contribute to society while promoting humanity and paving the way for a brighter future as a global corporate citizen.

CEO of LX Semicon
Sohn Bo-ik