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Notice

The ESG policy of Yura Corporation has been established based on the laws of the Republic of Korea, where the headquarters is located, and overseas subsidiaries operate in compliance with the headquarters' policy.

The key leadership of overseas subsidiaries aims to carry out their duties based on the laws of the Republic of Korea and the ESG policy of the headquarters. However, in cases where Korean laws or the headquarters' ESG policy conflict with local laws of the overseas subsidiaries, the local laws shall take precedence.

All laws mentioned in this policy are part of the legal framework of the Republic of Korea. However, if there are similar provisions in the local laws of the overseas subsidiaries, such local legal provisions shall take priority. In the event of any discrepancies in interpretation between the Korean and English versions, the Korean original shall be considered the official interpretation.

Certain departments specified in this policy may only exist at the headquarters. Nevertheless, in the case of overseas subsidiaries, departments that perform the same functions as those at the headquarters, departments delegated with authority from the headquarters, or the relevant headquarters departments responsible for such functions shall apply as the standard.


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Revision History

Version	Revision Date	Revision Details
1	23.03.02	Initial Establishment

2023. 03. 02

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1. Overview

A. Purpose of Establishment

YURA enforces this policy to prevent potential workplace discrimination, harassment, and sexual harassment (hereinafter referred to as "discrimination and harassment, etc.") that may arise during business operations. This policy ensures that all employees receive equal treatment free from discrimination. Furthermore, YURA will make efforts to ensure that its affiliates, overseas subsidiaries, supply chains, and contractors also comply with this policy.

YURA complies with relevant laws on discrimination and harassment, including the Equal Employment Opportunity and Work-Family Balance Assistance Act, the Labor Standards Act, the Occupational Safety and Health Act, and the Industrial Accident Compensation Act.

B. Definition of "Discrimination and Harassment, etc."

- Discriminatory acts refer to unfair treatment in recruitment, hiring, promotion, training, wages, benefits, and employment-related matters based on gender, faith, race, ethnicity, nationality, religion, disability, age, family status (including marriage), social status, political views, pregnancy, or childbirth without justifiable reasons.
- Workplace harassment refers to actions in which an employer or employee exploits their position or superiority in the workplace to cause physical or psychological distress or deteriorate the working environment beyond reasonable work-related boundaries.
- Workplace sexual harassment refers to acts where an employer, superior, or employee exploits their position or work-related circumstances to make sexual remarks or engage in sexual conduct that causes humiliation or aversion, or results in employment disadvantages due to rejection of other demands.


2. Declaration

YURA informs and educates all employees about this policy to raise awareness of diversity and respect for fundamental values. The Company continuously conducts educational activities, operates reporting channels, and promotes initiatives to prevent discrimination and harassment.

YURA is committed to preventing discrimination and harassment and will address any issues in accordance with internal policies and procedures. The Company establishes accessible reporting channels for employees to report incidents and ensures appropriate measures to prevent recurrence.

During investigations, YURA will maintain confidentiality regarding the identity of the complainant and related individuals unless required for reporting procedures or upon request from relevant authorities. Additionally, the Company will implement measures to protect complainants and witnesses from retaliation.

Disciplinary actions will be taken against perpetrators based on internal regulations following the results of investigations.

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3. Management

A. Reporting and Handling Procedures

① Reporting Channels

Employees or any individual who becomes aware of workplace discrimination or harassment may report the incident. Upon receiving a report or recognizing an incident, YURA promptly conducts an investigation and takes appropriate action in accordance with the Labor Standards Act, the Equal Employment Opportunity and Work-Family Balance Assistance Act, and other relevant laws.

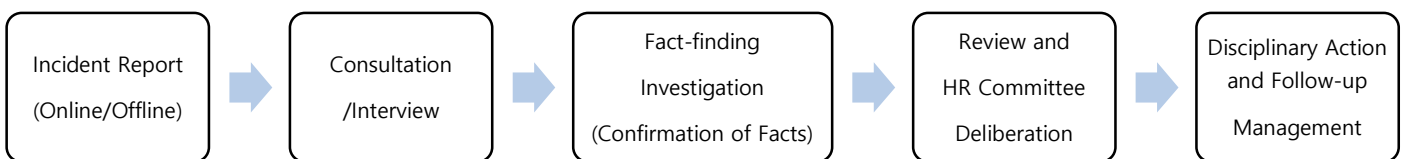
YURA ensures that complainants, victims, and witnesses do not face dismissal or any disadvantageous treatment. Upon the victim's request, measures such as job relocation, reassignment, or paid leave will be provided to protect the victim.

Designated Reporting Channel

- ▶ Department: HR Planning Team
- ▶ Online Submission: Workplace Harassment Report (Access via Integrated Information System > Groupware > Workplace Harassment Report)


② Investigation Process

To eradicate workplace discrimination and harassment, YURA establishes structured reporting procedures. If an incident is reported or identified, the Company ensures proper protection for complainants, victims, and witnesses while conducting appropriate investigations.



B. Education and Awareness

YURA actively educates all employees on preventing discrimination and harassment, fostering a corporate culture that respects personal dignity and enhances quality of life. Employees are encouraged to utilize reporting channels when encountering discrimination or harassment.

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C. Zero-Tolerance Principle

Recognizing the importance of a corporate culture that respects individual dignity and enhances quality of life, YURA applies a zero-tolerance policy to all acts of discrimination and harassment.

D. Remedial and Disciplinary Actions

YURA discusses and implements specific remedial measures and disciplinary actions against all forms of workplace discrimination, harassment, and other human rights violations.

4. Appendix

This Discrimination and Harassment Prevention Policy was enacted on March 2, 2023.