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Revision History

Version	Revision Date	Revision Details
1	23.03.02	Initial Establishment
2	24.11.05	Addition of Procurement Policy and Supply Policy Improvements
3	25.07.01	Policy Enhancement to Reflect Global ESG Requirements

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1. Overview

1) Purpose of Establishment


Yura Corporation aims to promote preparedness for the future through building a sustainable supply chain. To establish a sustainable supply chain, the Supplier Code of Conduct has been established. This code requires first-tier suppliers to comply with applicable laws and regulations in their corporate management activities while maintaining best operational policies in labor and human rights, safety and health, environment, ethics, and management systems. Yura Corporation will faithfully fulfill its responsibilities and roles to ensure suppliers comply with this code and earn respect from customers and local communities.

This code of conduct is based on Drive Sustainability's Global Automotive Sustainability Practical Guidance and references the Responsible Business Alliance's Code of Conduct. It also incorporates global standards such as the ILO Declaration on Fundamental Principles and Rights at Work and Fundamental Conventions, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and UN Guiding Principles on Business and Human Rights.

2) Scope of Application

First suppliers who directly provide goods and services must comply with this code of conduct.

Additionally, suppliers are encouraged to ensure compliance with this code throughout their entire supply chain, including subcontractors.

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3) Supplier Responsibilities and Roles

First-tier suppliers of Yura Corporation must consider the provisions of this code in their management decision-making and business operations. Yura Corporation and any designated third-party entity may assess and audit supplier compliance within the legal framework. Based on the findings, suppliers may be recommended corrective actions to mitigate identified risks. Suppliers are required to formulate and implement risk mitigation plans through cooperation. In cases of non-compliance with this code, Yura Corporation may request the supplier to change their business partners or may terminate the business relationship.

If any provisions in this code conflict with the laws of the country where Yura Corporation's business sites or suppliers are located, the stricter standard should take precedence.


2. Labor and Human Rights

1) Prohibition of Discrimination

Suppliers must not discriminate against employees based on gender, race, ethnicity, nationality, religion, disability, age, family status, social status, political views, or other grounds in employment, promotion, training, wage payment, or welfare benefits. Efforts should be made to provide reasonable accommodations considering employees' religious activities and disabilities.

Job requirements unrelated to job performance must not be imposed during recruitment. Except for exceptions required by local laws or workplace safety, medical examinations that could be used as grounds for discrimination must not be requested from workers.

Suppliers must establish policies and procedures to prevent any inhumane treatment including violence,

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sexual harassment, mental or physical coercion, or verbal abuse, and adequately inform employees about them. For reference, Yura Corporation's <Anti-Discrimination and Harassment Prevention Policy> may be consulted.

2) Diversity, Equity, Inclusion (DE&I)

Suppliers must prohibit discrimination without reasonable cause based on gender, race, ethnicity, nationality, cultural background, age, gender identity, political or religious beliefs, or social vulnerability. Equal opportunities must be provided in employment, promotion, training, wages, and welfare benefits. Suppliers should also foster an inclusive organizational culture that enables employees from diverse backgrounds to fully realize their potential. To this end, suppliers shall establish fair evaluation and compensation systems, maintain recruitment processes that minimize discriminatory factors, and strive to create working conditions that reflect the values of diversity, equity, and inclusion.

3) Protection of Minority and Indigenous Peoples' Rights


Suppliers should comply with the 'UN Declaration on the Rights of Indigenous Peoples' and respect the economic, social, and cultural rights of minorities and indigenous peoples.

Suppliers must recognize their responsibilities toward local communities that support their business operations, engage in joint efforts to fulfill social responsibilities with indigenous peoples, and actively participate in community contribution initiatives.

4) Wages and Welfare Benefits

Suppliers must comply with the labor laws and systems of the country in which they operate and provide wages on a set date with payroll statements in a language employees understand.

All employees must receive equal pay for equal work and qualifications, overtime pay must be higher

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than the regular hourly wage, and wages must not be reduced as a disciplinary measure.

Suppliers must provide a comfortable working environment, strive to implement welfare programs that enhance employees' quality of life, and provide at least the minimum welfare benefits mandated by law.

They must also comply with national laws and policies that mandate education and actively support career development and capacity building for employees.

5) Working Hours Management

Suppliers must comply with the legal working hours of the country in which they operate and manage employees' working hours, including rest periods. Unwanted overtime work should be avoided, and in cases where unavoidable overtime work occurs, fair compensation must be provided. Employees must also be guaranteed at least one day off per week on average.


6) Humane Treatment

Suppliers must respect employees' privacy and refrain from unnecessary work instructions outside working hours. When collecting personal information, prior notification must be given, and voluntary consent must be obtained.

Workplace harassment due to superior positions or relationships must be prohibited. If workplace harassment occurs, appropriate measures, such as reassignment or relocation of the victim, must be taken upon request, while disciplinary action or relocation of the perpetrator must be implemented.

7) Freedom of Association

Suppliers must guarantee employees the right to form associations and engage in collective bargaining. The establishment and operation of legitimate bargaining units must be allowed, and suppliers must engage in sincere discussions with employee representatives regarding collective bargaining issues. The

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right of employees not to participate in such activities must also be respected. Suppliers must not treat employees unfairly due to union membership, activities, or formation. Employees and their representatives must be able to communicate openly with management about working conditions and business practices without fear of discrimination, retaliation, threats, or harassment, sharing their thoughts and concerns. In the absence of employee representatives, individual employees must be able to freely raise collective bargaining matters.

8) Prohibition of Child Labor

Suppliers must strictly prohibit any form of child labor and verify employees' and job applicants' ages through legal documents such as identification cards and birth certificates.

If child labor is identified, suppliers must take immediate action by ceasing employment of child workers and providing support measures, as well as improving age verification processes during hiring.


When employing young workers (under 18 years old), they must not be assigned to night shifts, overtime work, or high-risk tasks that could pose safety or health risks. Additionally, suppliers must ensure that work does not restrict young workers' access to education as mandated by national laws.

Proper management of young workers must be guaranteed, and wages for young workers, interns, and apprentices must be at least equal to those of other new employees performing similar tasks.

Suppliers must not procure goods or services from businesses involved in child labor or violating related laws, and if such violations are identified, appropriate actions must be taken.

9) Prohibition of Forced Labor

Suppliers must comply with labor laws in the countries in which they operate and ensure that employees are not subjected to forced labor or a compulsory work against their will.

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'Forced Labor' shall mean work or service which is exacted from any person under the menace of any penalty for its nonperformance and for which the worker does not offer himself or herself voluntarily, and include convict labor and indentured labor or convict labor and indentured labor applicable under penal sanctions.

Employees must not be required to submit identification cards, visas, or other documents restricting their freedom. Any form of forced labor involving physical or psychological coercion, threats, or confinement is strictly prohibited.

Employment contracts must be written in the employee's native language or a language they understand during hiring or contract changes, and related documents must be easily accessible to employees.

Employees may resign at any time without disadvantage according to their will, and this must be specified in the employment contract.


Suppliers must not demand financial payments such as deposits or recruitment fees from employees during the hiring process.

Suppliers must not procure goods or services from businesses engaged in forced labor, and if such violations are identified, appropriate actions must be taken.

3. Safety and Health

1) Establishment of Occupational Health and Safety Management System

Suppliers must comply with industrial safety and health laws and regulations in the countries where they operate. They must obtain and maintain all necessary safety and health permits and operate an industrial safety and health management system that includes organizational structure, planning,

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procedures, performance monitoring, and inspections to prevent accidents and injuries.

2) Safety Management of Machinery, Equipment, and Facilities

Suppliers must regularly inspect and assess the safety of hazardous machinery, equipment, and facilities within the workplace. To prevent workplace accidents, they must install and maintain protective devices, safety barriers, and emergency systems. Additionally, suppliers must provide personal protective equipment (PPE) employees, ensuring that it is easy to use, well-maintained, and fully functional.

3) Emergency Preparedness and Response

Suppliers must establish emergency response plans for natural disasters, pandemics, fires, and workplace accidents. Emergency plans should include fire detection and extinguishing equipment, unobstructed exit facilities for evacuation, recovery plans, contact information for responsible personnel, etc. Additionally, they must develop manuals outlining reporting procedures, response actions, and follow-up measures for emergencies.


To prepare for emergencies, Suppliers must also conduct training based on their established emergency plans and manuals and ensure the availability and functionality of emergency exits, guidance lights, fire detectors, alarms, and firefighting equipment through regular inspections.

4) Incident Management

Suppliers must establish a system for tracking and managing workplace injuries and industrial diseases.

In case of industrial accidents or serious illnesses, suppliers must take immediate action, including stopping operations and evacuating affected employees. Additionally, they must investigate the root causes of incidents and implement corrective measures to prevent recurrence.

Suppliers must allow employees to refrain from returning to work until the risks of industrial accidents

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and illnesses are mitigated, without fear of disadvantage. Additionally, if employees suffer an industrial accident or illness, the Supplier must guarantee the leave period as stipulated in employment regulations or local laws and strive to support employee recovery.

5) Safety Inspections


Suppliers must conduct regular workplace safety risk assessments to identify potential risks and chemical, biological, or physical hazards. Based on the assessment results, suppliers must improve machinery, equipment, and facilities as necessary.

Additionally, based on the results of the safety risk assessment, suppliers must provide employees with information regarding potential accident risks and hazardous factors present in their workspaces. This information must be provided in languages understood by employees and placed in easily accessible locations.

If the identified risks cannot be adequately controlled by the aforementioned means, necessary personal protective equipment must be provided to employees.

Pregnant workers, young employees, and other socially vulnerable groups, such as disabled individuals and migrant workers, must not be assigned to high-risk tasks. Gender-responsive measures shall be taken, including providing reasonable accommodations for nursing mothers.

Additionally, suppliers must provide workers with safe and healthy working environments, which must be maintained through ongoing, systematic monitoring of workers' health and working environments. Suppliers should provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures.

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6) Health Management

Suppliers must provide employees with break areas, restrooms, and cafeterias, maintaining cleanliness in these facilities. If providing dormitories, they must ensure the availability of safety signage, adequate lighting, heating, and cooling systems. Dormitories must also have proper security measures to restrict unauthorized access, personal lockers, and reasonable personal space.

Suppliers must conduct regular health checkups for employees in accordance with national health laws and regulations. Based on the results, they must take necessary actions such as modifying work environments, reassigning employees, or adjusting work hours to safeguard employee health.

7) Physically Demanding Work


Suppliers identify, evaluate, and control worker exposure to hazards associated with physically demanding tasks, including manual material handling, heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly operations.

If there is a risk of musculoskeletal disorders due to physically demanding tasks, management guidelines for prevention must be established and training provided. If employees show signs of musculoskeletal disorders, they should receive appropriate treatment and, where possible through consultation, be transferred to other duties. If transfer is difficult, appropriate measures such as improving posture and the work environment should be taken.

4. Environment

1) Environmental Management Framework

Suppliers must comply with environmental laws and regulations in their respective countries of operation. They must obtain all necessary environmental permits required for business operations,

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maintain them in current status and operate an environmental management system consisting of organization, planning, procedures, and performance monitoring to mitigate environmental impact.

2) Energy and Greenhouse Gas Management Use

Suppliers must establish a system to measure energy consumption and greenhouse gas emissions and implement measures to reduce energy use and emissions.

They should look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

3) Water Management


Suppliers must establish a system to measure water usage and wastewater discharge, reduce water consumption, and enhance recycling. Additionally, discharged water pollutants must be managed in compliance with legal standards or internal standards that exceed legal requirements.

Suppliers must regularly monitor wastewater treatment and control systems to maintain optimal performance of treatment facilities.

4) Air Pollutant Emission Management

Suppliers must establish a system to measure air pollutant emissions and minimize emissions using appropriate methods. They must conduct routine monitoring of the performance of its air pollution control systems.

Additionally, air pollutants must be controlled in accordance with legal standards or internal standards exceeding regulatory requirements. Ozone-depleting substances must be effectively managed in accordance with the Montreal Protocol and related regulations.

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5) Waste Management


Suppliers must establish a system to measure waste generation, minimize landfill and incineration waste, and promote waste reuse and recycling. They must also strive to recover disposed raw materials and components. Additionally, waste disposal processes must consider the entire product lifecycle to minimize residual substances that negatively impact the environment. Waste data must be documented and tracked.

6) Chemicals Management

Suppliers must safely manage the transportation, storage, use, and disposal of chemicals used in business operations. They must label or disclose information on hazardous or toxic substances. Additionally, Suppliers must verify whether raw materials and components used in procurement, production, sales and distribution contain substances harmful to human health or the environment and promote activities to convert them into non-regulated substances. Hazardous waste data must be documented and tracked.

7) Protection of Biodiversity and No Deforestation

Suppliers should exert their best efforts to measure the impact and dependence of their business operations on biodiversity and to establish and execute strategic and implementation plans to minimize negative impacts on biodiversity, in order to preserve biodiversity in the local community. When procuring natural rubber, Suppliers must manage information such as product descriptions, production locations, supplier details, risks of deforestation, and compliance with national laws of the producing country, and submit this information upon request by Yura Corporation. Additionally, suppliers must sincerely cooperate with diagnostics and due diligence upon Yura Corporation's request and actively

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participate in preventive, mitigation, and corrective actions if risks are identified.

5. Ethics

1) Anti-Bribery and Ethical Trade

Suppliers' employees must comply with the highest standards of integrity and anti-corruption laws in their respective countries of operation. To ensure transparent transactions, they must not engage in bribery, extortion, embezzlement, solicitation, or coercion by abusing their position of power.

Additionally, they must not intentionally exploit weaknesses to seek unfair benefits.


Suppliers should establish internal systems to allow for the reporting and investigation of suspicious transactions and ensure that whistleblowers are not unfairly treated for reporting suspicious activity.

2) Prevention of Money Laundering

Accounting personnel must accurately prepare accounting records in accordance with international accounting standards (IFRS) and manage them transparently. Money laundering is subject to international obligations under national anti-money laundering laws as a result of crimes such as tax evasion. Suppliers should not promote or support money laundering, and Suppliers must comply with legal regulations related to anti-money laundering. Suppliers must continuously review and monitor suspicious transactions.

3) Avoidance of Conflicts of Interest

Suppliers must perform their responsibilities with accountability according to established business regulations and must not promise, propose, permit, or provide any means to obtain unfair or

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inappropriate benefits. This includes causing damage to the Company for personal gain or securing personal benefits through third parties. To ensure compliance with anti-corruption laws and prevent such acts, monitoring, record keeping, and enforcement procedures should be thoroughly implemented

4) Prohibition of Unfair Business Practices

Suppliers must comply with fair trade laws in their respective countries of operation. They must not abuse their market dominance or transactional position in ways that hinder fair competition.

Additionally, they must not engage in collusive activities, such as agreements with competitors on pricing, supply quantities, trade regions, or transaction conditions. Suppliers must not unlawfully acquire information from competitors, partners, or external institutions, or should they use or disclose any improperly obtained information.

5) Prevention of Unauthorized or Counterfeit Products (Goods, Parts, etc.)

Suppliers must not produce, use, or sell unauthorized or counterfeit raw materials and parts.


They must regularly verify whether counterfeit raw materials and parts are being used or produced and immediately notify the government or customers if such cases are identified.

Furthermore, suppliers should strive to ensure that produced raw materials and parts are used and distributed according to business purposes or contract conditions.

In addition, suppliers must confirm that materials sold to customers comply with local laws and that the sold products will be used in a lawful manner.

6) Export Compliance and Trade Regulations

Suppliers must comply with national and international export control and economic sanction laws. They must not engage in transactions with countries, regions, companies, organizations, or individuals subject

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to export restrictions or economic sanctions and must verify compliance with relevant laws and regulations. Additionally, suppliers must manage export-import related documents such as certificates of origin according to procedures and cooperate with Yura Corporation's compliance monitoring activities when necessary.

7) Confidentiality and Data

Suppliers must not unlawfully disclose trade secrets or sensitive business information of customers and business partners. Information obtained during business operations must not be stored or used without prior authorization and approval.

Suppliers must ensure the protection of personal data belonging to employees and stakeholders, complying with relevant laws in the collection, use, storage, processing, and sharing of such data.


Prior consent should be obtained before modifying either the purpose or the retention period.

8) Intellectual Property Protection

Suppliers should respect the intellectual property rights of their clients and business partners (subcontractors) and securely protect related information when transferring technology and know-how. Additionally, suppliers must implement appropriate measures to protect the intellectual property rights of their clients and business partners (subcontractors) and regularly confirm whether intellectual property rights are protected.

9) Identity Protection and Prohibition of Retaliation

Suppliers must operate identity protection programs for supplier and employee whistleblowers unless prohibited by law. Suppliers should have a communicated process for their personnel to be able to raise

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any concerns without fear of retaliation.

10) Responsible Sourcing of Minerals

Suppliers must establish a system to verify the origin and smelters of all minerals and raw materials, including conflict minerals such as tin, tungsten, tantalum, gold, and responsible minerals like cobalt. They must monitor for social and environmental risks such as severe human rights violations, unethical conduct, and adverse environmental impacts.

Especially if suppliers primarily handle minerals and raw materials, they must confirm their compliance with responsible sourcing practices either through self-verification or external certification. When Yura Corporation request information on conflict minerals or responsible minerals, suppliers must submit evidence proving this and sufficiently confirm the use of conflict minerals and responsible minerals in contracts and transactions with business partners. If necessary, Yura Corporation may conduct due diligence on suppliers.


11) Disclosure of Information

Suppliers must accurately record corporate activities, accounting books, and work records. They must also disclose information regarding environment, society, governance, financial status, etc., through externally accessible channels in accordance with relevant laws and prevailing industry standards.

6. Management System

1) Commitment to Compliance

Supplier executives must publicly express their commitment to compliance with this Code of Conduct and promote it both internally and externally. Relevant documents should be public and communicated to employees in a language they understand via accessible channels.

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2) Appointment of Responsible Personnel

Suppliers must designate managers and operational staff responsible for establishing and overseeing the implementation of corporate social responsibility activities. Managers must regularly review the status of the management systems.

3) Legal and Customer Requirements

Suppliers must establish a process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

4) Risk Assessment


Suppliers must establish a process to identify the legal compliance, environmental, safety and health, labor practice and ethics risks, including the risks of severe human rights and environmental impacts. If significant risks are detected, they must develop and implement appropriate mitigation measures.

5) Improvement Objectives

Suppliers must establish performance objectives, targets and implementation plans to improve the supplier's social, environmental, and safety and health performance, including a periodic assessment of performance in achieving those objectives.

6) Training and Communication

Suppliers must provide training to employees regarding the topics covered in this Code of Conduct. Additionally, they must communicate implementation plans and performance results to employees to ensure awareness and compliance. Suppliers must establish and operate programs to educate managers and employees to implement their policies, procedures, and improvement objectives, and to comply with laws and regulations.

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7) Information Management

Suppliers must record and manage information related to ethics, environment, labor and human rights, and safety and health. When disclosure is required, suppliers must provide such information transparently unless prohibited by law.

8) Grievance Handling Mechanism

Suppliers must establish processes for ongoing two-way communication with employees, other stakeholders, and local communities to improve business operations.

Suppliers must establish a grievance handling mechanism that allows employees to report violations of laws and regulations related to ethics, environment, labor and human rights, and safety and health.

Suppliers must provide training to employees on internal reporting channels, reporting procedures, and whistleblower protection systems.


Additionally, employees must be protected from unfair treatment such as dismissal, threats, retaliation, or ridicule for filing a report. The identity of whistleblowers must be strictly protected.

9) Audits and Assessments

Suppliers must conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and Yura Corporation's requirements related to social and environmental responsibility.

10) Management of Suppliers

Suppliers must encourage their subcontractors to manage ethics, environment, labor and human rights, and safety and health risks. If a subcontractor is found to violate laws or regulations, suppliers must

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recommend corrective actions and ensure implementation.

11) Compliance with the Code of Conduct

Suppliers must provide relevant information on compliance with this Code of Conduct during regular written assessments or on-site inspections conducted by Yura Corporation or designated third parties.

Suppliers must maintain appropriate documentation proving compliance and ensure that all records are based on factual information. Furthermore, suppliers must develop and implement plans to address deficiencies or violations identified through assessments.

- **Supplementary Provisions**

This Code of Conduct will be regularly reviewed for building a sustainable supply chain and may be supplemented or revised as necessary. Related information can be found on Yura Corporation's official website. For additional matters, please contact the responsible department (Purchasing Manager).