

CJ CHEILJEDANG
DECLARATION OF HUMAN RIGHTS





CJ CheilJedang is a global lifestyle company and its mission is to 'contribute to the country by creating the best value through OnlyOne products and services'. CJ CheilJedang sets its core principles as integrity, passion, creativity and 'respect'. We believe that respecting the human rights of various stakeholders including not only employees but also customers, suppliers, and local communities across business activities would be a way of truly practicing the principle of 'respect'.

CJ CheilJedang respects international norms of human rights such as the UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, and UN Convention on the Rights of the Child. In addition, we strive to comply with the applicable laws and regulations in areas of human rights, labor, and environment in each country or region where our places of business are located.

CJ CheilJedang considers human rights impacts across its value chain.

CJ CheilJedang respects generally accepted human rights across the entire business process from development of products to their distribution. This human rights policy applies to all members of the company. In addition, it is comprehensively applied to the overall business and investment activities, including customers purchasing our products and services, supply chains engaging in business relationships, and residents in areas where CJ CheilJedang operates.

[Employee Human Rights]

CJ CheilJedang respects the dignity of all its staff members and prohibits all forms of involuntary labor caused by mental and physical restraints.

We comply with statutory minimum age of employment in the regions where our places of business are located.

We comply with statutory working hours and other working conditions including holidays in accordance with the laws and regulations of regions where our places of business are located.

We guarantee the wage level covering the minimum cost of living to maintain a stable life in regions where our places of business are located.

We provide equal opportunities to assist our members in their self-improvement activities and training based on each individual's abilities and talent, and evaluate them fairly based on their capabilities and performance.

We guarantee employees' rights to freely exchange their opinions and negotiate with the company in accordance with the labor-related laws and regulations of the regions where our

places of business are located. We prohibit any form of harassment including sexual harassment or power abuse.

[Human Rights of Suppliers]

We acknowledge that our suppliers are our key business partners working alongside us to achieve win-win growth and thus seek to build un-biased and transparent supply chains. We embed transparency and fairness in the contracting process to ensure that our suppliers are not treated unfairly in business relationships.

We focus on capturing any potential risks that may harm human rights throughout the process involving products and services in a preliminary manner, in considering the countermeasures with our suppliers and protecting human rights in the sourcing of raw materials and human resources.

We prohibit any form of harassment including sexual harassment or power abuse against employees of our suppliers.

[Human Rights of Customers]

We develop products that place high value on human dignity so that people from various social groups can use our products in a more comfortable manner.

We respond promptly and accurately to our customer's needs and work to increase their satisfaction.

In order to protect customer information collected in the course of our business activities, we prepare various technical and physical measures and make constant efforts to improve those measures to better protect the customer information with great responsibility.

We develop products and services that our customers truly desire, and provide them in an ethical and appropriate way.

[Human Rights of Local Communities]

We understand the religious and cultural grounds of the local communities in which we operate and respect their diversity.

We do not harm the property rights of the residents in local communities near our business sites and proactively participate in various activities to fulfill our social responsibilities as a member of local communities.

We listen to their opinions to share growth with local communities

We strive to prevent any violations of human rights.

CJ CheilJedang recognizes the significance of potential human rights risks across its businesses, and is working to prevent the occurrence of human rights violations so long as this Declaration



applies. We operate a human rights management system that monitors human rights practices, evaluates and analyzes human rights risks, promotes and educates for the rise of human rights, and manages complaints and implements remedy procedures. We disclose major results of the operation to the public.

CJ CheilJedang operates a complaint channel that listens to the opinions of all its stakeholders. Stakeholders can use this channel whenever they have a suggestion or a concerning issue. Staff members can deliver their opinions through the Open Council and Group's online reporting system, suppliers through the CJ Procurement Information System and Group's online reporting system, and other stakeholders through the customer center. We guarantee anonymity and confidentiality of the information provider, make every effort to promptly respond to their opinions and provide the information provider with the results and measures to be taken onwards.

CJ CheilJedang will apply the more conservative standards in the event of a conflict between the guidelines presented in this human rights policy and the laws and regulations of each country or region, and we will not be involved in or aid any violation of human rights

[Attachment. Document Summary]

Classification	Details
Version	2.0
Date of initial establishment	2017.05 (1st revision)
Date of latest revision	2021.07 (3rd revision)
Management Organization	Culture Innovation Department
Executive in charge	Culture Innovation Department manager
Revised Contents	Clarify the corporate mission and the background of the declaration, and specify detailed management measures to prevent possible human rights violations for each stakeholder
Contact	sustainability@cj.net
Policy Reference number	20210715-00000062