

# Human Rights Policy

## 1. PURPOSE

The purpose of this Human Rights Policy is to reflect Karub's approach to human rights and to emphasize the importance the company places on human rights.

## 2. SCOPE

This policy is prepared based on the Universal Declaration of Human Rights, the United Nations (UN) Global Compact, the UN Convention on the Rights of the Child, International Labour Organization (ILO) Conventions, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and national laws, and covers all of Karub's activities, employees, suppliers, customers, and all other stakeholders.

## 3. GENERAL PRINCIPLES

### 3.1. Respect for Human Rights and Compliance

We fully comply with national and international human rights standards and integrate respect for human rights into our business processes.

### 3.2. Equal Opportunity, Diversity, and Inclusion

We offer equal opportunities to everyone in our working environment and respect diversity. In processes such as recruitment, training and development, career management, performance, and salary management, we maintain a stance of equality, without discrimination based on gender, pregnancy, ethnicity, religion, race, nationality, age, disability status, marital status, sexual orientation, political views, or similar factors.

### **3.3. Freedom of Expression, Collective Bargaining Rights, and Freedom of Association**

We protect and support our employees' right to collective bargaining and freedom of association. We value our employees' opinions and create work environments where they can freely express themselves.

### **3.4. Occupational Health and Safety**

We protect the right of all our employees to work in a healthy and safe environment, in compliance with Occupational Health and Safety regulations and other relevant legal frameworks.

### **3.5. Forced Labor and Child Labor**

We strictly prohibit forced labor and child labor and fight against such violations. In accordance with the Universal Declaration of Human Rights, the UN Global Compact, and the ILO requirements, we implement a zero-tolerance policy towards slavery and human trafficking and expect all our stakeholders to act in line with this.

### **3.6. Violence and Abuse**

We provide our employees with a work environment free from any form of abuse, mistreatment, bullying, harassment, physical, verbal, sexual/psychological harassment, threats, or violence.

### **3.7. Working Hours, Wages, and Employee Benefits**

We fully comply with applicable legal regulations and international standards regarding working hours, wages, and employee benefits. We provide our employees with opportunities to develop their skills and potential.

## **4. REPORTING POLICY VIOLATIONS AND INFRINGEMENTS**

Violations and infringements of this policy will be addressed within the scope of internal procedures and disciplinary regulations. Employees can report any discrimination or inequality to the Human Resources Department or other designated communication channels to receive support.