

Human Rights Policy

Article 1 (Objective)

Celltrion Pharm puts human rights first in its business philosophy and respects the human rights of all stakeholders. We have established this policy to practice human rights management by supporting human rights principles proposed by the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, the UN Convention on the Rights of the Child (CRC), the Fundamental Conventions of International Labor Organization (ILO), and the Corporate Human Rights Benchmark (CHRB).

Article 2 (Scope of Application)

This policy applies to the headquarters of Celltrion Pharm, domestic and foreign corporations, and subsidiaries. Compliance with this policy is also encouraged by all stakeholders with whom Celltrion Pharm has business relationships, including employees, business partners and suppliers.

Article 3 (Basic Principles)

① No Discrimination

Celltrion Pharm shall prohibit all discriminatory conduct based on an individual's sex, race, religion, nationality, ethnicity, gender identity, social status, or political opinion without reasonable cause. Discriminatory conduct includes any unfair treatment in hiring, promotion, evaluation, compensation, retirement, termination, or access to education and training opportunities.

② Increase Diversity and Inclusion

Celltrion Pharm shall respect the diverse perspectives of its employees based on the principle of non-discrimination and strive to foster an inclusive corporate culture. The Company shall also make continuous efforts to enhance organizational diversity and support employees in realizing their full potential.

③ No Workplace Harassment

Celltrion Pharm shall prohibit all forms of physical and psychological harassment or bullying that exploit positions of authority or workplace relationships. Workplace harassment includes intimidation, exclusion, sexual harassment, and sexual violence. In the event of harm, immediate measures shall be taken to protect the victim. All cases shall be investigated and addressed in strict accordance with the principle of zero tolerance, including the imposition of appropriate disciplinary actions.

④ Preventing Human Trafficking and Modern Slavery

Celltrion Pharm shall prohibit any acts of intimidation, confinement, or violence for the purpose of labor and shall not tolerate any infringement of human rights, including human trafficking and modern slavery.

⑤ No Forced Labor

Celltrion Pharm shall not force any individual to work against their free will. The Company shall not retain original personal documents of workers, such as identification cards, passports, or government-issued work permits, as a condition of employment.

Ⓢ Prohibition of Child Labor

Celltrion Pharm shall not employ child labor and shall prevent related risks by verifying the age of all new hires during the recruitment process. If child labor is identified, the Company shall immediately assess the child's situation and take appropriate measures to protect the child's human rights in accordance with applicable laws and due procedures.

Ⓢ Freedom of Association and Collective Bargaining

Celltrion Pharm shall respect the freedom of association and collective bargaining in accordance with the labor laws and regulations of each country or region and shall provide employees with adequate opportunities for communication and dialogue.

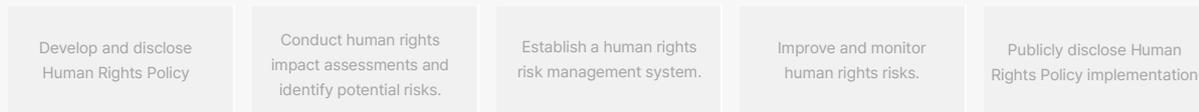
Ⓢ Equal Pay Guaranteed

Celltrion Pharm shall guarantee equal opportunities and equal treatment for men and women in employment, evaluation, compensation, and other employment-related decisions.

Article 4 (Operating System)

Ⓢ Human Rights Risk Management System

Celltrion Pharm shall practice human rights management in accordance with this policy and has established the necessary human rights risk management system. Accordingly, we assess and monitor human rights risks regularly and disclose the results to communicate with stakeholders. In addition, we review the human rights risk management system regularly to respond to social changes and potential risks proactively.



Ⓢ Grievance Handling Process

1. Celltrion Pharm operates the following channels to receive cases of human rights violations.
 - A. Submission of opinions or complaints through supervisors or the Human Resources Department
 - B. Online submission through the Human Resources system (HR System > Grievance Application)
 - D. Submission of opinions or complaints through employee representatives of the Employee Council
 - E. Operation of the Grievance Handling Committee system

2. Upon receiving a report of human rights violations, the contents shall be verified and investigated, and appropriate actions will be taken. If a case of damage is confirmed, it will be reported to a committee or management meeting involving top decision-makers, etc., and measures will be taken to prevent further damage. All reports and the informant's identity are treated anonymously and anonymity is thoroughly guaranteed, and any kind of disadvantage or retaliation due to reporting is prohibited. If gross misconduct or unfair behavior is identified in a report, it shall be handled in accordance with internal regulations.