
 Daechang Seat Co., LTD.	<h1>Regulation</h1>	표준번호	DSCA-감사-05
		제/개정일자	2023.11.01.
	Human Rights Management Charter	제/개정번호	0
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Article 1. No discrimination

DSC Group does not discriminate against any executive or employee on the grounds of gender, race, ethnicity, nationality, religion, disability, age, family status, social status or political opinion in any business activities without reasonable cause, and maintains an organizational culture that respects diversity. Build it.

Article 2. Compliance with working conditions and equal compensation

DSC Group complies with the legal working hours of each country in which it operates, and pays all executives and employees reasonable compensation for their work along with a pay stub. In addition, based on the principle of equal compensation, equal compensation is paid to male and female workers who provide equal work. In addition, we provide sufficient educational opportunities and a work environment appropriate for job performance to develop the capabilities of all executives and employees and improve their quality of life.

Article 3. Ensure humane treatment and prohibit harassment

DSC Group respects the privacy of all executives and employees, thoroughly protects personal information, and does not subject them to mental or physical coercion, abuse, or unreasonable treatment. In addition, any physical, verbal, relational or emotional harassment of any executive or employee is prohibited.

Article 4. Guarantee freedom of association and collective bargaining

DSC Group respects the labor-related laws of the countries to which this Human Rights Charter applies and guarantees freedom of association and collective bargaining for all executives and employees as guaranteed by relevant laws. Additionally, we provide all executives and employees with sufficient opportunities for communication regarding working conditions.

Article 5. Prohibition of forced labor and child labor

DSC Group does not force any of its executives and employees to work against their free will by engaging in acts such as assault, intimidation, or confinement, or by demanding identification or visas. In addition, child labor under the age of 14 is prohibited, and work opportunities may be provided only if the employment is not illegal (violation) under local laws. However, it is recommended that the personnel's educational opportunities are not limited due to their work.

Article 6. Prohibition of human trafficking and exploitation

DSC Group prohibits any act of recruiting, transporting, moving, harboring or receiving personnel

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by means of coercion, kidnapping, fraud or deception, including threats or the use of force, for the purpose of exploitation.

Article 7. Living Wage Compliance

DSC Group goes beyond paying the minimum wage guaranteed by law and adheres to the principle of paying a living wage necessary for the basic living of executives and employees and their families. In addition, we evaluate whether DSC Group employees, contractors, suppliers and partners actually comply with the payment of living wages and strive to spread this throughout the value chain.

Article 8. Industrial safety guarantee

DSC Group regularly inspects facilities, equipment, and tools at the workplace to ensure that all executives and employees work in a safe working environment, and prepares appropriate measures to prevent physical and mental risks and support measures for follow-up management.

Article 9. Protection of human rights of local residents

All executives and employees of DSC Group take care to ensure that the human rights of local residents are not violated when performing work, and protect local residents' rights to safety and health and freedom of residence.

Article 10. Customer human rights protection

All executives and employees of DSC Group must give top priority to protecting the lives, health, and property of customers when providing products and services, and take the best measures to protect personal information collected through business activities. Supplementary Provisions (2023.11.01) .)

This regulation comes into effect from November 1, 2023.