

Human Rights Regulations

DY Deokyang Co., Ltd.

Human Rights Charter

Enactment : 1st, November 2023

DY Deokyang Co.,Ltd. intends to contribute to the development of the national economy through the efficient implementation of the project and to promote the human rights of workers and all stakeholders related to us by respecting and practicing domestic laws and international human rights norms.

To this end, we declare the "Human Rights Charter," the principle of action and value judgment that all executives and employees must follow, and pledge to implement it as follows.

First, we respect the values of human rights, labor, and the environment and support international human rights norms such as the UN Universal Declaration of Human Rights, the UNGC Principles, and the International Labor Organization (ILO) Convention to realize an equal human rights society where everyone is respected beyond discrimination.

First, we respect diversity and prohibit discrimination against all stakeholders on the grounds of gender, age, region, occupation, disability, religion, political views, etc.

First, we guarantee freedom of association and the right to collective bargaining of employees.

First, we do not allow any form of forced and child labor, and we strive to ensure a minimum living wage and to improve the working conditions of our employees.

First, we provide a safe and pleasant working environment to ensure employees' industrial safety and health rights.

First, we comply with domestic and international environmental laws and strive to protect the environment and prevent damage.

First, we respect the human rights of our partner customers, such as contract partners and stakeholders, and support and cooperate with them to practice human rights management.

First, we guarantee customer's right to know in business activities, operate and support them fairly, and actively protect corporate and personal information collected in business activities.

First, we respect the human rights and rights of local residents in domestic and overseas businesses and pursue win-win development.

First, we provide prompt and appropriate remedies for human rights violations and continue to work to prevent them do.

Human Rights Code

Implementation Guidelines

Enactment : 1st, November 2023

Chapter 1 General Provisions

Article 1 (Purpose)

The purpose of these regulations is to establish and implement policies for the protection and promotion of human rights of all stakeholders, including officers and employees of DY Deokyang(hereinafter referred to as the "Company"), and to handle and remedy reports of human rights violations, as well as other necessary matters.

Article 2 (Scope of Application)

With regard to human rights management, the provisions of this regulation shall apply, except in cases where there are special provisions in laws or articles of incorporation.

Article 3 (Definitions)

The definitions of terms used in these regulations are as follows:

1. "Human rights" refers to the dignity and value, freedom and rights of a human being guaranteed by the Constitution of the Republic of Korea and laws, or recognized by international human rights treaties and international customary law to which the Republic of Korea has acceded or ratified.
2. "Human rights management" refers to conducting human rights-friendly management activities and respecting and guaranteeing human rights in item 1 throughout all management activities of the company.
3. "Officers and employees" refers to executives and employees working for the company.
4. "Stakeholders" refers to all corporations or individuals related to the company's management activities, such as the government, partners, and local residents.
5. "Partners" refers to companies that have a business relationship with the company, including domestic and foreign subsidiaries, investment companies, customers, and supply chain transaction companies.
6. "Human rights violations" refers to cases where company officers, employees, stakeholders, etc. violate human rights defined in item 1 while conducting business activities.
7. "Reporter" refers to a victim who has reported a human rights violation to the Human Rights Counseling Center due to human rights violations or a person who is aware of the fact.
8. "Reportee" refers to a company employee, stakeholder, etc. who has been identified by the reporter as having committed a human rights violation against the victim.

Chapter 2 General Principles of Human Rights Management

Article 4 (Non-discrimination in employment)

The company does not discriminate in employment, promotion, education, etc. of workers based on race, ethnicity, religion, disability, gender, academic background, age, physical condition, country of origin, region of origin, status, pregnancy and childbirth, family relationship, political views, etc.

Article 5 (Guarantee of freedom of association and collective bargaining, etc.)

- ① The company guarantees that workers can freely form labor unions and does not give disadvantages to workers due to joining or participating in labor union activities.
- ② The company guarantees the right of worker representatives to collective bargain.
- ③ The company provides worker representatives with information and resources necessary for labor union activities.

Article 6 (Prohibition of Forced and Child Labor)

- ① The company shall not force workers to work against their free will.
- ② The company shall endeavor to prevent workers from working against their free will at its partner companies.
- ③ The company shall prohibit child labor as prescribed by law.
- ④ Notwithstanding the preceding paragraph, if the employment of children is discovered, it shall be reported immediately to the Human Rights Management Committee.

Article 7 (Industrial Safety Guarantee)

- ① The company shall provide a safe and sanitary work environment for workers and take measures in accordance with the Industrial Safety and Health Act and other related laws regarding accidents or diseases that occur in the workplace.
- ② The company shall establish a system and environment that guarantees the safety of all stakeholders when carrying out the prescribed business.

Article 8 (Responsible Partner Management)

- ① The company guarantees equal opportunities to all partners and conducts transparent and fair transactions.
- ② The company takes care to ensure that human rights violations do not occur in areas where business activities take place, including among partners.

Article 9 (Elimination of Gender Discrimination)

The company shall improve gender-discriminatory systems and practices in hiring, promotion, etc., and strive to protect maternal health and balance work and family life for

employees.

Article 10 (Protection of Employees' Human Rights)

The company strives to create a friendly work environment by guaranteeing the personal rights, right to health, right to rest, and privacy of all employees through active human rights protection.

Article 11 (Protection of Human Rights of Local Residents)

The company shall endeavor to ensure that the human rights of local residents are not violated in the areas where it conducts business.

Article 12 (Environmental Rights Protection)

The company complies with domestic and international environmental laws and regulations and strives to protect the environment and prevent pollution.

Article 13 (Customer Human Rights Protection)

The company strives to protect the health and safety of customers and their personal information.

Chapter 3 Human Rights Management System

Article 14 (Human Rights Management Charter)

The company declares a human rights management charter to guarantee human dignity and value in all management activities, and officers and employees shall use the charter as a code of conduct and value judgment standard for human rights management, practice it, and regularly inspect it and improve it when necessary.

Article 15 (Establishment of Basic Plan)

In order to effectively promote human rights management, the company may establish a basic plan for human rights management that includes the following items:

1. Basic direction and goals of human rights management
2. Human rights management promotion tasks and implementation strategies
3. Human rights impact assessment implementation plan
4. Other matters necessary for the protection and promotion of human rights

Article 16 (Human Rights Management Department)

- ① In order to efficiently manage and execute human rights management, the company shall designate the Human Resources Team as the department in charge of human rights management.
- ② The head of the human rights management department shall be in charge of all

human rights management affairs, including the matters stipulated in each subparagraph of Article 15.

Article 17 (Human Rights Management Officer)

The head of the human rights management department shall perform the following roles as the human rights management officer:

1. Establishment and implementation of human rights management plans
2. Human rights management practices and inspections, including human rights status surveys and human rights impact assessments
3. Reception and investigation of human rights violation cases
4. Administrative support for the Human Rights Management Committee
5. General management of other human rights management-related tasks

Article 18 (Human Rights Counseling Center)

- ① The company shall establish and operate a human rights counseling center in charge of counseling, reporting, and processing of human rights violation cases.
- ② The head of the human rights counseling center shall be the human rights management officer, and one working-level employee from the human rights management department shall be designated as the person in charge and operate the center.

Article 19 (Human Rights Education)

- ① The human rights management department shall conduct related education at least once a year to raise the human rights awareness of all executives and employees. The timing and method of education shall be selected and implemented by the head of the human rights management department.
- ② Human rights education for stakeholders may be conducted in order to spread a culture of respect for human rights.

Article 20 (Disclosure of Human Rights Management Information)

The company may disclose information on human rights management through the company website, etc. However, the scope of information disclosure may be partially restricted in accordance with the Personal Information Protection Act.

Article 21 (Fulfillment of the obligation to respect human rights by business partners)

- ① The company shall request business partners to practice human rights management and provide support when necessary.
- ② The company can check whether its partners are practicing human rights management through methods such as surveys or on-site visits.

Chapter 4 Human Rights Management Committee

Article 22 (Establishment and Function)

The company shall establish a Human Rights Management Committee (hereinafter referred to as the "Committee") to deliberate and decide on the following matters related to human rights management:

1. Matters related to plans and evaluations related to human rights management
2. Matters related to systems and policies related to human rights management
3. Matters related to human rights management practice and inspection obligations including human rights impact assessments
4. Matters related to deliberation on the results of investigations into human rights violations, determination of human rights violations, relief and disposition, etc.
5. Other matters determined by the president or the chairperson to require deliberation

Article 23 (Composition)

- ① The committee shall be composed of members who can represent labor and management, including the chairperson, and, if necessary, shall be composed of no more than five members, including external advisory lawyers, advisory labor attorneys, etc.
- ② The chairperson shall be elected, and in case the chairperson is unable to perform his/her duties due to unavoidable circumstances, the oldest member of the external committee shall act as the chairperson.
- ③ The secretary shall be the human rights management officer.

Article 24 (Convocation and Meeting)

- ① A meeting of the Committee shall be convened when the Chairperson deems it necessary or when requested by at least one-third of the members in attendance.
- ② When convening a Committee, the date, time, location, purpose of the meeting, and main contents shall be notified to each member at least 5 days prior to the meeting date. However, in cases of urgency or unavoidable circumstances, notification may be made up to the day before the meeting date.
- ③ A Committee meeting shall be resolved by a majority of the members in attendance and a majority of the members in attendance in favor. In the event of a tie, the Chairperson shall have the deciding vote.
- ④ The Chairperson may decide on minor or urgent matters through written deliberation. In this case, a resolution shall be made by a majority of the members in attendance.
- ⑤ Matters necessary for the operation of the Committee other than those stipulated in these regulations shall be determined by the Chairperson after deliberation by the Committee.

Article 25 (Request for Opinion Hearing and Submission of Materials)

If necessary, the Committee may have the parties or related persons of the meeting agenda attend to hear their opinions, and may request the relevant departments, etc. to submit materials related to the meeting agenda.

Article 26 (Exclusion, Refusal, and Avoidance)

- ① Among the committee members, a party or a member with a conflict of interest in the reported matter shall be excluded from the relevant deliberation.
- ② If the reporter has reason to believe that a committee member may conduct an unfair deliberation, he/she may request the recusal of the relevant committee member, and the committee shall decide whether to reject the member through a resolution.
- ③ A committee member may voluntarily refrain from deliberation and resolution if he/she falls under the reasons in Paragraph 1 or 2.

Article 27 (Prohibition of Disclosure of Secrets)

Committee members and related persons attending the committee meeting shall not disclose any secrets obtained in relation to the committee.

Article 28 (Dismissal of a Member)

The company may dismiss a member even before the expiration of the term of office if the member falls under any of the following:

1. When the member fails to faithfully perform his/her duties
2. When the member leaks confidential information learned in the course of his/her duties
3. When the member has difficulty performing his/her duties due to illness or other reasons
4. When the member is involved in a human rights violation
5. When the member is judged to be unsuitable for performing his/her duties due to other reasons such as damage to his/her dignity

Chapter 5 Human Rights Impact Assessment

Article 29 (Implementation of Human Rights Impact Assessment)

- ① If necessary, the company may conduct a human rights impact assessment for matters that affect the human rights of executives and employees and stakeholders, such as organization operations and major businesses.
- ② The human rights management department shall supervise the human rights impact assessment and may request related materials from each department.
- ③ If necessary, the company may entrust the implementation of the human rights impact assessment to an external independent organization.

- ④ The Human Rights Management Committee shall deliberate and adopt the results of the human rights impact assessment.
- ⑤ The Human Rights Management Committee shall report the results of the human rights impact assessment to the president, and the president may establish and implement measures to prevent human rights violations based on the results.
- ⑥ Detailed procedures and methods for the human rights impact assessment shall be established and implemented separately depending on the case.

Chapter 6 Remedy for Human Rights Violations

Article 30 (Reporting and Acceptance of Human Rights Violations)

- ① Anyone who becomes aware that their human rights have been violated or that someone else's human rights have been violated may report to the Human Rights Counseling Center.
- ② The reporter must write a report (Form No. 1 attached) and submit it to the Director of the Human Rights Counseling Center via mail, fax, e-mail, etc.
- ③ If the reporter submits a document other than the report (Form No. 1 attached), the Director of the Human Rights Counseling Center may recommend that the reporter write and submit a report using the appropriate format.
- ④ If the reporter cannot write the report themselves, the Director of the Human Rights Counseling Center may have a person in charge write the reporter's statement on a report (Form No. 1 attached) and submit it on the reporter's behalf after the reporter confirms it.
- ⑤ If the report is not specific and the gist of the report is not known, the Director of the Human Rights Counseling Center shall explain to the reporter that the report may not be accepted, and shall specifically state any supplementary matters and request that they be supplemented within 14 days.
- ⑥ If the reporter does not make the supplements in accordance with Paragraph 5, the report may be closed without being accepted, and in this case, the reporter must be notified in writing of the processing results with the reasons stated immediately.
- ⑦ The Director of the Human Rights Counseling Center may reject a report in any of the following cases:
 - 1. When the content of the report is clearly false or there is no reason to investigate
 - 2. When a report is made by a person other than the victim, and it is clear that the victim does not want an investigation
 - 3. When a report is made more than one year after the date of occurrence of the facts that caused the report. However, this does not apply when the statute of limitations for public prosecution or civil action has not yet expired with respect to the facts that caused the report and the Committee decides to investigate.
 - 4. When a trial, investigation by an investigative agency, or other procedures for relief

of rights under laws or other regulations within the company are in progress or have been concluded with respect to the facts that caused the case at the time the case is reported

5. When the content of the report is deemed inappropriate for the Committee to investigate
 6. When the reporter withdraws the report
 7. When a case that was rejected by the Director of the Human Rights Counseling Center or dismissed by the Committee is reported again regarding the same facts
 8. When the intent of the report is contrary to a final judgment of a court or a decision of the Constitutional Court regarding the facts that caused the report
- ⑧ If the director of the Human Rights Counseling Center determines that the reported case is not under the company's jurisdiction, he/she may have the reporter report the case to the National Human Rights Commission, investigative agency, or other relevant agency.

Article 31 (Duty of good faith of reporter)

If a person who reported a human rights violation under Article 30 knew or could have known that the content of the report was false and yet reported it, he or she shall not be protected under Article 39.

Article 32 (Designation and processing of department in charge of reported cases)

- ① The director of the Human Rights Counseling Center shall enter the reported case in the reception and processing log (Form 2 of the attached document).
- ② After reception, if the reported case falls under the relief procedure stipulated in other regulations, the director of the Human Rights Counseling Center shall designate the head of the department in charge and transfer the case. In this case, the director of the Human Rights Counseling Center shall notify the reporter of the transfer, the department in charge, and the person in charge.
- ③ Notwithstanding the provisions of Paragraph 2, the Human Rights Counseling Center shall be in charge of the reported case in any of the following cases:
 1. In cases where it is difficult to designate the department in charge under Paragraph 2 due to unclear division of work, inability to be processed by a single department, etc.
 2. In other cases where the president deems it necessary to conduct a direct investigation by the department in charge of human rights management

Article 33 (Consultation and investigation of reported cases)

- ① Cases handled by the Human Rights Counseling Center pursuant to Article 32, Paragraph 3 shall be processed within 30 days from the date of receipt. However, in case of unavoidable circumstances, the period may be extended once for up to 30 days

after explaining the reason in writing to the reporter.

- ② The Director of the Human Rights Counseling Center shall supervise the consultation and investigation of reported cases, and may request consultation and investigation from internal or external experts in law, labor, human rights, etc. in such cases. In this case, the head of the internal department requested shall actively cooperate.
- ③ The Director of the Human Rights Counseling Center may separate or merge ongoing cases and process them if deemed necessary.
- ④ The Director of the Human Rights Counseling Center may investigate officers and employees related to the case.
- ⑤ The Director of the Human Rights Counseling Center may investigate cases received in the following manner, and the subject of the investigation shall actively cooperate.
 1. Request for attendance, statement hearing, or submission of statement from the reporter, victim, or reported party (hereinafter referred to as "party") or related person
 2. Request for submission of materials, etc. deemed relevant to the investigation from the party, related person, or related agency, etc.
 3. On-site investigation or appraisal of places, facilities, or materials deemed relevant to the investigation
 4. Inquiry of facts or information deemed relevant to the investigation from the party, related person, or related agency, etc.
- ⑥ The request for the attendance of the reported person pursuant to Paragraph 5, Subparagraph 1 may be made only when it is difficult to determine the case based solely on the statement of the party who committed the human rights violation and when there is a reasonable ground to believe that a human rights violation occurred.
- ⑦ A person who is requested to submit a statement pursuant to Paragraph 5, Subparagraph 1 must submit the statement within 14 days.
- ⑧ The Director of the Human Rights Counseling Center shall take necessary measures to prevent additional damage to the victim during the investigation period.

Article 34 (Suspension of investigation and withdrawal of report)

- ① In the event that the Director of the Human Rights Counseling Center is unable to proceed with the investigation of a reported case due to any of the following reasons, the Director shall suspend the investigation and report the results to the Chairperson of the Committee (hereinafter referred to as the "Chairperson").
 1. If the whereabouts of the reporter or victim are unknown
 2. If the whereabouts of the respondent, important witness, or corporation who are essential to resolving the case and uncovering the truth are unknown
 3. If it is determined that further investigation is unnecessary due to agreement between the parties, etc.
- ② In the event that an investigation is suspended pursuant to Paragraph 1, the reporter (except in cases where the reporter is unknown) must be notified immediately in

writing of the reason.

- ③ In the event that the reporter wishes to withdraw the report, he/she must write a withdrawal form (Form No. 3 attached) and submit it to the Director of the Human Rights Counseling Center.

Article 35 (Report on Investigation Results)

- ① Upon completion of the investigation, the Director of the Human Rights Counseling Center shall prepare an investigation results report containing the following items and report it to the Committee.
 1. Summary of the report
 2. Method and progress of the investigation
 3. Summary of the claims made by the reporter and related parties
 4. Summary of facts and evidence recognized as a result of the investigation
 5. Review opinion of the Director of the Human Rights Counseling Center
 6. Other matters deemed necessary by the Director of the Human Rights Counseling Center
- ② If necessary, the Chairperson may have the Director of the Human Rights Counseling Center conduct a supplementary investigation regarding the investigation results report under Paragraph 1.

Article 36 (Committee Deliberation)

- ① In order to fairly process reports of human rights violations, the Chairperson shall decide whether to take remedial measures, etc. after deliberation by the Committee.
- ② The Committee shall hold a meeting for deliberation within 30 days from the date of receiving the report pursuant to Article 35.
- ③ During the deliberation period, the Committee shall provide the reported person with an opportunity to state his/her opinion. In this case, the reported person may state his/her opinion in writing or in person.

Article 37 (Handling of Committee Deliberation Results)

- ① If the Committee deliberates on a case submitted to the Committee and determines that the case falls under any of the following items, the Committee shall make a decision to dismiss the case.
 1. If the case is not true or there is no objective evidence to support its claim.
 2. If the investigation results show that the case did not violate the human rights regulations or the human rights management charter.
 3. If it is determined that no separate remedial measures are necessary, such as damage recovery.
- ② If the Committee determines that a human rights violation has occurred as a result of the deliberation, it may recommend that the reported party, the company, or other stakeholders implement the following items.

1. Cessation of the human rights violation act under investigation.
 2. Restoration to the original state, apology, non-financial compensation, and other necessary remedial measures.
 3. Sanctions such as request for an audit, personnel action, or education order against the perpetrator of the human rights violation.
 4. Measures to prevent recurrence.
 5. Correction or improvement of systems, policies, and practices.
- ③ Even if the results of the deliberation do not lead to a violation of human rights, if there is a reasonable cause, the Committee may express its opinion on the correction or improvement of the company's systems, policies, and practices.
 - ④ When the Committee decides on whether or not a case has been brought up for discussion is a violation of human rights, it shall prepare a document on the deliberation and decision on human rights violation (Form No. 4 attached), and the chairperson and the members present shall sign or stamp it.
 - ⑤ The company and stakeholders who have received recommendations or corrections/improvements, etc. pursuant to Paragraphs 2 and 3 shall endeavor to respect and implement the recommendations, etc., and shall notify the Committee of the implementation plan for the recommendations, etc. within 30 days from the date of receiving the recommendations, etc.
 - ⑥ If the company and stakeholders do not implement the recommendations or corrections/improvements, etc. pursuant to Paragraphs 2 and 3, they shall notify the Committee of the reason therefor.

Article 38 (Notification of Case Processing Results)

- ① The Chairperson shall notify the reporter of the results of the deliberation under Article 37 through the Director of the Human Rights Counseling Center within the following deadlines:
 1. If the report is rejected, without delay
 2. If the report is rejected, within 7 days from the date of resolution
 3. If a recommendation, etc. is decided in accordance with Article 37, Paragraph 2, within 7 days from the date of resolution
 4. If the report is rejected and at the same time, a resolution is made to express opinions, etc. on system improvement, etc. in accordance with Article 37, Paragraph 3, within 7 days from the date of resolution
- ② The Director of the Human Rights Counseling Center shall report the recommendation under Article 37, Paragraph 2 or the opinion under Paragraph 3 to the President and notify the relevant department.
- ③ After the notification under Paragraph 1 and the report and notification under Paragraph 2 are completed, the case is closed.

Article 39 (Guarantee of the identity of the reporter, etc.)

- ① The president, committee, human rights management department, human rights counseling center, etc., who are performing related work, must guarantee the confidentiality of the contents of the report of human rights violations pursuant to Article 30, and take necessary measures to prevent the reporter from suffering disadvantages as a result of the report.
- ② When the identity of the reporter and the contents of the report, etc. are disclosed, the company must investigate the circumstances and, based on the results of the investigation, take necessary measures, such as disciplinary action, against the person responsible for the disclosure.

Article 40 (Prohibition of Unfavorable Measures for Reporters, etc.)

- ① No person shall be subject to any of the following disadvantageous measures solely for reporting, making a statement, testifying, submitting materials, etc., or responding in accordance with these regulations:
 1. Dismissal or other measures equivalent to loss of status
 2. Unfair personnel measures such as suspension, salary reduction, or promotion restrictions
 3. Personnel measures against the person's will, such as non-assignment of duties or reassignment of duties
 4. Discrimination in performance evaluations, etc. and discriminatory payment of wages or performance bonuses resulting therefrom
 5. Restrictions on education and training opportunities for the development and improvement of professional abilities
 6. Other disadvantageous treatment against the reporter's will
- ② Notwithstanding Paragraph 1, a person who has suffered disadvantage may request the National Human Rights Commission for relief from disadvantage, etc., and in this case, the Chairperson and the Human Rights Management Officer shall actively cooperate.

Article 41 (Support for Reporters, etc.)

- ① During the investigation period, the Director of the Human Rights Counseling Center may, if requested by the reporter, etc., provide legal advice using in-house lawyers, psychological counseling for victims using the worker psychological counseling program, etc.
- ② The Director of the Human Rights Counseling Center may, upon request, take appropriate measures such as changing the workplace, transferring assignments, or recommending the use of vacation for victims whose human rights violations have been confirmed through the investigation or who have complained of mental or physical damage due to reporting, etc.

Article 41 (Measures against Workers)

The company shall take necessary measures, such as education and obtaining pledges, from workers performing consultation and reporting duties to prevent the occurrence of the following acts:

1. Leakage of reported human rights violations
2. Additional damage to victims
3. Disadvantageous measures falling under any of the items in Article 40

Article 42 (Correction and Measures)

The company must correct facts of human rights violations and violations of guidelines, and take necessary measures, such as personnel actions and education to prevent recurrence, against officers and employees who have intentionally or negligently committed acts of human rights violations.

Chapter 7 Supplementary Provisions

Article 43 (Inspection and Copying of Records)

The reporter and the victim may request the Human Rights Counseling Center to inspect or copy the records of the reported case.

Article 44 (Restrictions on Inspection and Copying of Records)

- ① The Director of the Human Rights Counseling Center may restrict inspection and copying of records for the following matters:
 1. Matters classified as confidential or stipulated as non-public by law
 2. Matters related to internal decision-making that, if disclosed, may cause significant disruption to the performance of duties of the organization
 3. Matters related to the business secrets or private lives of corporations or individuals
 4. Matters related to internal decision-making of the committee that, if disclosed, may cause significant disruption to the performance of duties of the committee
 5. In other cases where disclosure is deemed likely to cause significant disruption to the public interest
- ② In cases where all or part of a request to inspect or copy records is denied, the requester must be notified of the reason for the denial.

Supplementary Provisions

These human rights management regulations will be effective from November 1, 2023.

[Appendix 2 Form]

Human Rights Violation Report Reception and Processing Log

S/N	Receipt Date	Reporter		Contents of Human Rights Violation	Process Result	Reply date	Check
		Name	Affiliation				

[Appendix 3 Form]

Withdrawal of Human Rights Violation Report

Case Number :

Date of Receipt

Reporter (Name)

(Address)

(Date of Birth)

Regarding the above reported incident received by the company's human rights counseling center, I hereby withdraw the report for the following reasons.

- Below -

- 1.
- 2.
- 3.

Date :

Reporter : (Signature)

Dear Director of the Human Rights Counseling Center
of DY Deokyang

[Appendix 4 Form]

Human Rights Violation Review and Decision

Deliberation and Decision Date: 20 . . .

The Committee deliberates and decides on the human rights violation report submitted to the Human Rights Management Committee of DY Deokyang as follows:

- Below -

Case Name			
Decision Contents			
Division	Name	Signature	Opinion
Chairman			
Committee			
Committee			
Committee			
Committee			