

# Human Rights Protection

SK Innovation and its subsidiaries have conducted human rights due diligence on overseas business sites to raise their human rights management to the level of domestic business sites. Companywide, we have put in place policies and procedures for human rights protection, and risk factors are screened with an ESG checklist and reviewed by the board of directors for systematic control. The company plans to expand human rights due diligence to more countries and establish global human rights protection policies and monitoring systems.



## 2025 Targets

**Build human rights due diligence system on overseas sites and conduct LHC**  
(Lead · Help · Check)

**Conduct periodic due diligence and increase preventive activities**

## Strategies to Achieve Key Tasks (Mid-to Long Term)

Human rights management and corporate responsibility are drawing greater attention than ever across the world. The company will keep pace with these global movements by promoting human rights protection and preparing human rights declarations and policies befitting respective business sites. We will conduct human rights due diligence as a regular control over both domestic and overseas business sites to upgrade and attain global excellence in human rights management.

### Human Rights Management Framework at SK Innovation



\* Respect for human rights, prohibition of forced labor, prohibition of child labor, minor workers, working hours, wages, prohibition of discrimination, freedom of association, workplace safety and environment, due diligence process on human rights protection

## Progress & Roadmap



## Major Activities Planned for 2023

SK Innovation is a global corporation with an extensive overseas business network. Considering its fast-growing global operations, the company plans to expand human rights management to overseas business sites in response to increasing demand from stakeholders in the global marketplace. We are preparing to publish the Human Rights Management Report in 2023 as a means to reaffirm our commitment to human rights and present what particular efforts we are making. Also, the CEO Human Rights Statement will deliver our commitment and affirm the unique policy approach we take to human rights protection.



At SK Innovation, each business site operates dedicated organizations and counseling centers to prevent direct and indirect human rights violations at work. The company carries out human rights due diligence following international standards, identifies loopholes and vulnerable employees, and takes corrective measures. We also publish the Human Rights Management Report as a means to communicate our commitment to outside stakeholders.

### Activities and Achievements in 2022

#### Our Commitment



SK innovation affiliates aim to ensure employees' happiness. We pursue the happiness of our employees and stakeholders and seek long-term and sustainable happiness of the present and the future. We will strive to respect the human rights of our employees and all stakeholders involved in our business, to achieve our ultimate goal of happiness.

- from the CEO Human Rights Statement

Vice Chairman Kim Jun, SK Innovation



#### Achievement 1 Upgraded Public Disclosure on Human Rights Management

In 2022, SK Innovation published its first Human Rights Management Report in an effort to solidify human rights management and articulate its commitment to external stakeholders. This report followed the standards set by the UN Guiding Principles Reporting Framework and successfully communicated the efforts and progress made across the company and its subsidiaries. We also began human rights due diligence on local hires at overseas business sites, which we believe is an important step to take as a global corporation with an extensive overseas network.



The 2022 Human Rights Management Report of SK Innovation

#### Achievement 2 Due Diligence Following Global Guidelines

Our human rights due diligence, regular and ad-hoc, follows international guidelines and aims to ensure substantial protection for the employees of the company and its suppliers. During the due diligence, we identify risks through the human rights impact assessment, make corrections, and monitor progress to make a difference. In 2022, we conducted online self-check surveys to assess the impact on human rights and plan to expand the surveys to local hires at overseas business sites, so human rights risks that may arise in global operations can also be effectively addressed.

#### Business Sites Conducting the Online Self-check in 2022

Category	Unit	Result
Number of business sites	Site	109
Ratio of business sites	%	100

#### Achievement 3 Finding and Resolution of Human Rights Issues and Risks

After the human rights impact assessment, we find areas to improve, set targets, and take corrective actions. In the 2022 assessment, we found low-level risks in a few areas, such as respect for employees' basic human rights and working hour management, and took corrective actions. We also operate channels for monitoring and communicating human rights issues.

#### Human Rights Risks and Improvement Activities

Human Rights Risks	Improvement Activities
<b>Employees</b> Respect for basic human rights, working hours, discrimination, etc.	<b>Human Rights Protection</b> <ul style="list-style-type: none"> <li>Develop and implement a global human rights survey as a pilot program</li> <li>Operate an online notice board for counseling and revise regulations on workplace bullying.</li> </ul>
<b>Suppliers</b> Safety and health policies and monitoring, working hour targets and management, etc.	<b>Mental Health Care</b> <ul style="list-style-type: none"> <li>Implement programs for expatriates and employees on long-term business trips</li> <li>Consider mental health care programs for employees at overseas business sites</li> </ul>
	<b>Enhancing Diversity and Inclusion</b> <ul style="list-style-type: none"> <li>Establish indicators for diversity and inclusion management and specific mid-to long term goals</li> <li>Establish and declare diversity and inclusion policies at overseas business sites</li> </ul>

#### Achievement 4 Promotion of Human Rights Management

At SK Innovation, we believe human rights protection should be part of our mindsets and corporate culture and hence carry out various activities to internalize it in our DNA. Campaigns roll out periodically to prevent human rights violations, such as sexual harassment, and all employees take mandatory human rights education every year. In 2022, O'Peace kicked off as a program to prevent workplace bullying and foster a happy organization, followed by other new education programs on "diversity & inclusion" and "prevention of workplace bullying". We look to make the most of education by developing different human rights courses for different groups: leaders, site supervisors, new employees, trainees, etc.

#### Result of Human Rights Education (2022)



Department's Comments +

Learn more about human rights protection.