

# Doosan Enerbility

## Supplier ESG Guidelines

For the continued growth of the company, Doosan Enerbility aims to enhance the company's competitiveness and practice corporate social responsibility through Inhwa\*, a customer-centered management philosophy, transparency and innovation. Doosan Enerbility has established the "Doosan Enerbility Supplier ESG Guidelines" based on the 10 Principles of the UN Global Compact (UNGC) relating to human rights, labor, environment and anti-corruption, which are mandatory for all suppliers. Doosan Enerbility's suppliers are requested to comply with the said guidelines. We also ask that you use these guidelines as a sustainable purchasing policy when dealing with other suppliers who do business with you.

\*Inhwa is teamwork based on dignity and generosity.

### **Human Rights & Labor**

#### **Working Conditions and Wages**

Doosan Enerbility's Suppliers are required to comply with all relevant laws, including minimum wages, overtime pay, and statutory benefits, as stipulated by the International Labor Organization (ILO). Wages and other compensation factors based on workload must comply with the relevant laws and regulations, and the workers shall be provided with at least the minimum statutory benefits.

#### **Protection of Employees' Privacy**

Doosan Enerbility's Suppliers shall strive to protect and respect employees' privacy. The collection of information related to workers shall have a legitimate purpose.

## **Prohibition of Discrimination**

Doosan Enerbility's Suppliers shall not commit unethical discrimination against employees, especially regarding employment-related conditions, such as recruitment, compensation, employee benefits, promotions, disciplinary actions, dismissals or retirement, nor shall they discriminate against any employee for reasons, such as the person's race, religion, age, nationality, social and ethnic origin, sexual orientation, gender, marital status, political views and disability.

## **Prevention of Abuse**

Doosan Enerbility's Suppliers shall treat each employee with dignity and respect and shall not commit any acts of physical assault, sexual harassment, violent intimidation, or physical, sexual, psychological abuse or threats. Moreover, they shall not retaliate against employees who report in good faith about violations of the law or these guidelines, and shall provide active support to prevent recurrences in the event of a similar act.

## **Prohibition of Forced Labor**

Doosan Enerbility's Suppliers shall not engage in any form of employment involving involuntary labor, such as imprisonment, use of collateral, slave labor and human trafficking nor shall they seek to benefit from any forced involuntary labor. In addition, Suppliers shall actively provide support to employees to ensure they are not posed to any disadvantages owing to pregnancy or childbirth, and shall comply with the provisions of the Labor Standards Act.

## **Prohibition of Child Labor**

Doosan Enerbility's Suppliers shall not use child labor. The term "child" means an individual who is under the legally specified minimum age of employment or is of an age that has yet to complete compulsory education. Suppliers employing young people under the age of 18 shall also comply with the provisions of the relevant laws and the Elementary and Secondary Education Act.

## **Safety & Health**

### **Establishment of a Safety & Health Management System**

Doosan Enerbility's Suppliers shall recognize that a safe working environment not only minimizes the occurrence of work-related injuries and diseases, but also improves the quality of their products to enable continuous production and boost workers' morale. Therefore, all relevant laws

and regulations shall be followed to ensure that employees are provided with safe and healthy workplaces, with proper sanitation, adequate lighting, ventilation, and preventive management against industrial accidents and diseases being provided. In addition, the same health and safety standards shall be applied to residential facilities provided to employees.

### **Safety Accident Prevention Activities**

Doosan Enerbility's Suppliers shall conduct education and training programs for workers in preparation for emergencies and make efforts to minimize damage by providing fire extinguishing equipment and escape facilities. The acquisition and maintenance of personal protective equipment, firefighting equipment, and safety certification for safe work shall be regularly checked, and activities shall be conducted to assess the risks of hazardous environments and actions taken to minimize (or mitigate) the risks.

## **Environment**

### **Climate Change Response and Environmental Protection**

Doosan Enerbility's Suppliers shall establish a systematic management organization and system to respond to climate change and protect the environment and shall also comply with the relevant laws and regulations. Efforts shall be made to effectively use resources to minimize air pollutants, including waste, wastewater and greenhouse gases, and to optimize and update processes to minimize environmental pollution.

## **Ethics**

### **Prevention of Corruption**

Doosan Enerbility's Suppliers shall not engage in any form of corruption-related activities such as bribery, breach of trust, or embezzlement in any of the business areas. In addition, Suppliers shall not offer bribes, gifts, money, entertainment or other forms of hospitality to employees of Doosan Enerbility for the purpose of receiving favorable treatment from Doosan Enerbility.

### **Compliance With the Law**

Doosan Enerbility's Suppliers shall not engage in any acts that violate the Fair Trade Act, such as bidding collusion or sales price agreements, and shall strive to comply with local, domestic and

international laws. The pricing, selling, distribution, and safety of products are all applicable and compliance with all domestic and international laws, regulations, treaties and industry standards is required.

### **Information Protection**

Doosan Enerbility's Suppliers shall strive to comply with local, domestic laws (Personal Information Protection Act and Framework Act on Intellectual Property Act, etc.), and international laws to protect customer information and intellectual property.

### **Posting and Compliance of Regulations**

Understanding and complying with these guidelines is the responsibility of all Suppliers engaged in business with Doosan Enerbility. Suppliers shall make these guidelines readily accessible to all their employees and inform all employees working with Doosan Enerbility of the terms of these guidelines. In addition, any potential violations of these supplier guidelines can be reported through Doosan Enerbility's Win-Win Call Center (080-069-5000).

If these guidelines are stricter than the domestic or international laws, the supplier shall comply with these guidelines. However, if there is a conflict between these guidelines and local, domestic, or international laws, compliance with the local, domestic, or international law shall take precedence over these guidelines.

### **Monitoring and Compliance**

Doosan Enerbility or Doosan Enerbility's stakeholders, such as designated representatives or auditors, may visit the Supplier's site to check on the compliance with these guidelines, and the Supplier shall keep the documents and data necessary to prove compliance at all the related business sites.

## **Conflict Minerals**

### **Doosan Enerbility's Policy**

Doosan Enerbility plans to establish and implement supply chain policies in relation to conflict minerals or products/parts containing such minerals in a bid to support and participate in the international community's intentions and efforts concerning Conflict Minerals. Doosan Enerbility shall also establish procedures for Suppliers to check on the possible inclusion of such minerals in parts that are being delivered in accordance with the Conflict Minerals Management Policy.