

Human Rights Policy

At the heart of NEXEN TIRE lies a deep commitment to people prioritizing their well-being and ensuring the protection of their inherent human dignity through the implementation of a robust human rights policy.

We wholeheartedly endorse the principles set forth in the Universal Declaration of Human Rights by the United Nations Human Rights Council, the key conventions established by the International Labour Organization (ILO), and the 10 fundamental human rights principles outlined in the United Nations Global Compact (UNGC).

We extend our profound respect to all stakeholders, including our esteemed employees, valued customers, trusted partners, and affiliates across the entire value chain. We humbly request their unwavering support and compliance with our comprehensive human rights policy.

Policy Principles

1. Non-Discrimination and Harassment Prohibition

- We shall respect diversity and endeavor to ensure that all employees in domestic and international workplaces are not discriminated against their race, nationality, gender, age, religion, region, disability, marital status, or any other factors in personnel systems such as recruitment, promotion, compensation, education, and training, as well as in the rendering of products and services.

2. Prohibition of Forced and Child Labor

- In accordance with the International Labour Organization (ILO) conventions for each country, we shall adhere to the minimum age standards for workers.
- All labor shall be voluntary, and no work should be performed under any form of mental or physical coercion.

3. Freedom of Association and Right to Collective Bargaining:

- We shall comply with the constitutions and labor-related laws of various countries and regions, recognizing the freedom of association and the right to collective bargaining. We shall make dedicated efforts to honor and safeguard the rights of our employees.

4. Ensuring Industrial Safety (Compliance and Improvement of Working Conditions):

- We shall establish a safety culture to ensure that all employees work in a safe working environment. Appropriate measures shall be taken when identifying potential hazards.

5. Compliance and Improvement of Working Conditions:

- We shall adhere to the labor conditions and relevant laws of each country where it operates and strives to improve working conditions.

6. Protection of Customer Rights

- We shall prioritize the safety and well-being of our customers and ensure that our products and services meet the necessary standards to not compromise their lives, health, and in full compliance with legal requirements.

7. Protection of Local Community Rights (Environmental, Safety, and Property Rights)

- We shall respect the environment, safety, and property rights of local residents who are directly or indirectly affected by our operations.
- We shall take measures to prevent any infringement on the environment, safety, and property rights of local residents during our operations, and shall actively seek preventive actions when necessary.

8. Responsible Supply Chain Management

- We shall require compliance with the obligation to protect human rights from all major suppliers and business partners.

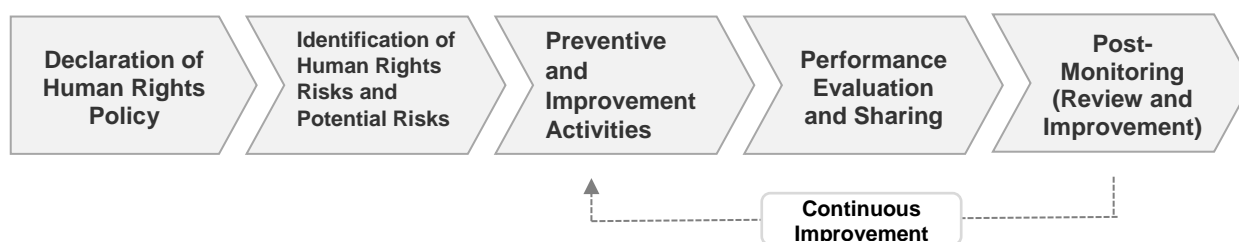
Policy Implementation:

Risk Management for Human Rights Culture Establishment

- We shall take measures to ensure that our business activities do not have adverse effects on human rights, and if any issues arise, we shall address them appropriately.
- Although our company may not be directly accountable for human rights violations, we shall be committed to proactively preventing any adverse effects on human rights resulting from the activities of our stakeholders.

Responsibility for Respecting Human Rights

- Our human rights policy extends to all its employees. Moreover, in our interactions with suppliers and partners, we shall strictly adhere to our human rights management policy and shall actively advocate their compliance with international standards and our human rights policy, offering support as needed.



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Establishment Date	26.06.2023	Revision Date	-
Establishment & Revision Department	Human Resources Team	Management Department	ESG Team