

Human Rights Management Declaration

CJ recognizes the importance of human rights and is committed to respecting and protecting human rights in all of its business activities.

CJ respects and supports the Universal Declaration of Human Rights, the United Nations (UN) Guiding Principles on Business and Human Rights, and complies with applicable human rights and labor laws and regulations of each country or region where its businesses are located.

CJ's mission is to contribute to the global community by providing the best value with our ONLYONE products & services and its culture of respect is based on the CJ Code of Business Conduct. The CJ Code of Conduct is CJ's pledge to all stakeholders, including, but not limited to, its employees, shareholders, investors, business partners, customers and local government authorities and communities where CJ conducts business. CJ has declared the "CJ Human Rights Management" and is committed to putting it into practice.

1. CJ is responsible for recognizing human rights risks in overall business activities, preventing human rights violations and remedies for victims through improved monitoring, and actively practicing human rights management so that we can communicate with our stakeholders.
2. CJ does not tolerate involuntary or forced labor, illegal child labor, workplace harassment, or discrimination in employment, and CJ will also strive to establish a safe and healthy work environment and to protect all stakeholders' privacy rights pursuant to applicable laws and regulations.
3. CJ operates an online reporting system on the group website to report accusations of human rights violations committed by any of our stakeholders during business activities. The reporting system provides a variety of communication methods, such as anonymous and real-name reports, reports to third-party organizations, and customer centers. When violations are reported, CJ will immediately investigate and address each violation accordingly.
4. CJ has domestic and overseas business sites, subsidiaries, and business partners. Therefore, we will demand and support human rights management standards by actively spreading a culture of respect for human rights to all stakeholders across our customer base and local communities.

May 2022

Hongki Kim, CEO of CJ Corporation

