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## Human Rights Policy Statement of Amorepacific Group

Amorepacific Group changes world by creating authentic beauty that harmonizes inner and outer beauty through adding authenticity from nature with the goodness of the technology. Sincerity, openness, innovation, proximity, and challenge are the core values serving as the criteria for decision making to achieve Amorepacific Group's vision and credo, Asian Beauty Creator.

Amorepacific Group respects the fundamental rights of all stakeholders whom it comes in contact with through goods and services, contracts, purchases, and other business activities in daily living as a corporation that practices global citizenship.

AmorePacific joined the UN Global Compact in November 2007 to fulfill its roles and responsibilities as a corporate citizen and has been striving to support and earnestly implement the UN Global Compact's ten principles in the areas of human rights, labor, the environment, and anti-corruption. We, Amorepacific Group, publicly support the human right principles proposed in the Universal Declaration of Human Rights (UN Guiding Principles on Business and Human Rights; Ruggie Framework) and declare that we will fulfill all responsibilities related to respect for human rights.

Amorepacific Group will not only enhance the transparency of the grievance mechanisms regarding monitoring procedures and occurrence of events including the establishment of systematic organization and operation structure; it will also make all-out efforts to avoid any infringement or act of complicity for the prevention of human rights infringement that may occur during the business process. In addition, we will do our best to ensure that the human rights policies are implemented in Amorepacific Group as well as our customers, subsidiary companies, business partners, and local communities.

AmorePacific Group presents and will comply with the following principles of human rights:

1. Working hours, Minimum wage

We will pay remuneration above the minimum wage to executives and staff members and will not exceed the legal working hours set forth in the law but comply with regional, provincial, and national laws and industrial practices regarding working hours.

2. Forced and Child labor

We will comply with employment and labor-related laws in every nation where we do business and will allow neither forced nor child labor.

3. Diversity and non-discrimination

Regardless of social and cultural differences, equal opportunities and diversity will be upheld proactively, and no discrimination will be allowed in employment, business activity, and promotion based on sex (including state of pregnancy), nationality, region, race, religion, disability, and educational background.

4. Fair reward system

We will provide various educational opportunities to improve work performance for executives and staff members and evaluate

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and reward work performance fairly.

5. Ensuring Employees rights

We will do our best to guarantee freedom of association and collective bargaining effectively.

6. Fair treatment

Our executives and staff members will make all efforts to maintain a healthy comradeship and will not tolerate verbal and physical violence, bullying or threats, and sexual harassment in the workplace.

7. Health and Safety

We will provide safe and healthy working environments for executives and employees, who in turn are expected to comply with related regulations and laws for their safety and health as well as those of colleagues and customers.

8. Information security and protection

We will put in place policies and procedures that protect and limit access to the employees' personal information and comply with related laws that protect employees' privacy. We will also make all efforts to manage and protect customer information.

9. Supply chain management

We will pursue a win-win relationship through fair trade based on mutual trust and respect with regard to trade relationships with suppliers and trade partners and comply with the business standard to fulfill social, environmental, and ethical responsibilities together with our partners in the supply chain.

Amorepacific Group keeps the door wide open for stakeholders to participate in the prevention of human rights infringement that may occur in the business process. Please let us know through the following channel if you come across any infringement or witness events that do not comply with the human rights principles or if you experience such treatment:

<http://ethics.amorepacific.com/>

Amorepacific Group changes the world by creating authentic beauty, and we will lead support for adherence to human rights principles. Thank you.