

# Human Rights Management Charter

DY respects the human rights of all employees and stakeholders and is committed to sustainable growth and social responsibility. We declare the following key principles:

- 1. Respect for International Norms** : We uphold global human rights standards such as the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.
- 2. Prevention and Remediation** : We prevent human rights violations and ensure timely and effective remedies if they occur.
- 3. Non-Discrimination** : We prohibit discrimination based on gender, age, disability, religion, race, nationality, origin, political views, marital status, or pregnancy.
- 4. Labor Rights** : We guarantee freedom of association and collective bargaining without retaliation.
- 5. No Forced or Child Labor** : We strictly prohibit all forms of forced and child labor in compliance with relevant laws.
- 6. Safe Work Environment** : We ensure a safe, hygienic workplace and promote employee health and safety.
- 7. Fair Partnerships** : We maintain fair relations with partners and support their human rights efforts.
- 8. Community Engagement** : We communicate with local communities to support shared growth.
- 9. Legal Compliance & Responsibility** : We comply with laws and promote ethical, rights-respecting business culture.
- 10. Data Protection** : We safeguard personal data and respect stakeholder privacy rights.

DY applies these principles across all operations and commits to their ongoing implementation and improvement.