

## **L & F Global Human Rights & Labor Policy**

L&F Co.,LTD. and/or its overseas affiliates (hereinafter collectively called “L&F”) fulfill its basic responsibility to uphold human rights and the right for freedom and happiness.

L&F supports the international standards including Universal Declaration of Human Rights, Human Rights and Labor Principles of UN Global Compact(UNGC), UN Guiding Principles on Business and Human Rights(UNGP), International Labor Organization(ILO), and is in compliance with the laws of the countries we operate in.

L&F applies the policy on all overseas business sites, and also constantly monitors and reduces any risks regarding to human rights.

Furthermore, L&F shares the policy with our stakeholders including employees, customers and suppliers and contributes to improving and expanding their awareness of the policy.

<b>Divison</b>	<b>Content</b>
<b>Respect for Human Dignity</b>	L & F respects all employees and strives to create secure working environment by prohibiting workplace violence, including abusive language, psychological or physical coercion, etc
<b>Avoidance of Forced Labor</b>	L & F prohibits all forms of involuntary labor, including forced labor and restriction of psychological and physical freedom of employees. Original copy of identification, passport, and work permits is not requested upon hiring
<b>Prohibition of Child Labor</b>	L & F complies with the local labor laws on minimum age of employment and prohibits the child labor below the age of 16. Employees under the age of 18 will not be permitted to tasks that jeopardize their health or safety, including night shifts and overtime.
<b>Non-Discrimination Policy</b>	L & F provides equal opportunities for hiring, promoting, remunerating, and training. We strictly prohibit all forms of discrimination including gender, age, race, religion, disability, marital status, pregnancy, labor union activities, and social status.

<b>Working Hours</b>	L & F complies with local laws on working hours(regular/overtime hours, holidays) and shall not force employees to work overtime. Employees are to be paid based on labor laws when working overtime.
<b>Wages and Benefits</b>	All employees are to be paid above minimum wage prescribed by local laws.
<b>Freedom of Association</b>	L & F respects the employee's freedom of association and collective bargaining in accordance with local labor laws. Employees can communicate with management regarding their working conditions without any fear of discrimination or retaliation.

The Supplier submits this Declaration signed by an authorized representative, promising that the Supplier shall observe and faithfully execute "L & F Global Human Rights & Labor Policy"

[     ] date [     ] month [     ] year

Company Name:

Representative Director: (signature or stamp)

To L&F Co., Ltd.