

Audit Team-23-12-001

ILJIN Group Employee Code of Conduct (Rev.2)



2023. 12. 04

■ Audit Team ■



ILJIN Group Employee Code of Conduct

Doc. No. : 임직원행동규범-01

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1. ILJIN Group Employee Code of Conduct (RBA7.1 and SAQ5.0 requirements were included.)

1.1 Code of Conduct

1.1.1 The ILJIN Group Employee Code of Conduct is a standard established by the automobile parts manufacturing industry and their supply chain to establish a safe working environment, ensure respect and dignity for workers, and operate an environmentally friendly and ethical business.

1.1.2 ILJIN Group Employee (hereinafter referred to as "ILJIN") should declare their support for this Code and actively comply with the Code and its standards in accordance with the management system presented in the Code.

1.1.3 ILJIN accepts this code as a change throughout the supply chain, and also requests that at least its 1 tier subcontractors recognize and implement ILJIN Group Employee code of conduct.

1.1.4 Fundamental to adopting the Code is the understanding that a business, in all of its activities, must operate in full compliance with the laws, rules, and regulations of the countries in which it operates. The Code also encourages ILJIN to go beyond legal compliance, drawing upon internationally recognized standards, in order to advance social and environmental responsibility and business ethics. In no case can complying with the Code violate local laws. However, if standards differ between this Code and local law, we will define the most stringent requirements as meeting the requirements

1.1.5 The scope of application of this code is for executives and employees of ILJIN Group, and a pledge to practice ethical management and a pledge to comply with anti-corruption laws are received and managed once a year. (Department in charge of pledge management: Audit Office)

1.2 A. Labor

1.2.1 ILJIN is committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker. The labor standards are:

1.2.2 Freely Chosen Employment

1.2.2.1 Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

1.2.2.2 There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company- provided facilities including, if applicable, workers dormitories or living quarters.

1.2.2.3 Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and

1.2.2.4 there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms.

1.2.2.5 All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker's contract.

1.2.2.6 Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Employers can only hold documentation if such holdings are required by law. In this case, at no time should workers be denied access to their documents.

1.2.2.7 Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

1.2.3 Young Workers

1.2.3.1 Child labor is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

1.2.3.2 ILJIN shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.



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- 1.2.3.3 ILJIN shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations. ILJIN shall provide appropriate support and training to all student workers.
- 1.2.3.4 In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. If child labor is identified, assistance/ remediation is provided.
- 1.2.4 Working Hours
- 1.2.4.1 Studies of business practices clearly link worker strain to reduced productivity, increased turnover, and increased injury and illness. Working hours are not to exceed the maximum set by local law.
- 1.2.4.2 Further, a workweek should not be more than 52 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days.
- 1.2.5 Wages and Benefits
- 1.2.5.1 Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.
- 1.2.5.2 In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates.
- 1.2.5.3 Deductions from wages as a disciplinary measure shall not be permitted.
- 1.2.5.4 For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.
- 1.2.5.5 All use of temporary, dispatch and outsourced labor will be within the limits of the local law.
- 1.2.6 Humane Treatment
- 1.2.6.1 There is to be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.
- 1.2.7 Non-Discrimination/Non-Harassment
- 1.2.7.1 ILJIN should be committed to a workplace free of harassment and unlawful discrimination. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training.
- 1.2.7.2 Workers shall be provided with reasonable accommodation for religious practices.
- 1.2.7.3 In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.
- 1.2.8 Freedom of Association
- 1.2.8.1 In conformance with local law, ILJIN shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities.
- 1.2.8.2 Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.
- 1.2.9 Rights of minorities and indigenous peoples
- 1.2.9.1 ILJIN should not deny the rights of racial, religious, or linguistic minorities or indigenous people to enjoy their own culture, believe and practice their own religion, and use their own language together with other members of their own group.
- 1.2.10 Land, forest and water rights and forced eviction
- 1.2.10.1 ILJIN commits to the avoidance of forced eviction and the deprivation of land, forests and waters in the acquisition, development or other use of land, forests and waters.

1.2.11 Use of private or public security forces

1.2.11.1 ILJIN does not tolerate unlawful conduct on the part of security personnel toward employees or third parties. Security forces engaged by ILJIN obliged to respect all internationally recognized human rights and environment related rights and to ensure that security personnel receive adequate guidance and training, where necessary, through appropriate regulations and measures.

1.2.12 Conflict of Interests

1.2.12.1 ILJIN requires that employees avoid any conflict between their own interests and the interests of their company in dealing with suppliers, customers and other third parties. It is also a conflict of interest for an employee during or subsequent to employment and without proper authority to give or make available to anyone or use for his/her own benefit information of a confidential nature derived from his/her employment.

1.2.13 Export controls and economic sanctions

1.2.13.1 ILJIN will respect the restrictions on the export or re-export of goods, software, services and technology, as well as with applicable restrictions on trade involving certain countries, regions, companies or entities and individuals.

1.3 B. HEALTH AND SAFETY

1.3.1 ILJIN recognizes that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. ILJIN also recognizes that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace. Recognized management systems such as ISO 45001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing the Code and

1.3.2 Occupational Safety

1.3.2.1 Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) are to be identified and assessed, mitigated using the Hierarchy of Controls, which includes eliminating the hazard, substituting processes or materials, controlling through proper design, implementing engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and providing ongoing occupational health and safety training.

1.3.2.2 Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards.

1.3.2.3 Reasonable steps must also be taken to remove pregnant women and 'nursing mothers from working conditions with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, and provide reasonable accommodations for nursing mothers.

1.3.3 Emergency Preparedness

1.3.3.1 Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and

1.3.3.2 response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills.

1.3.3.3 Emergency drills must be executed at least annually or as required by local law, whichever is more stringent.

1.3.3.4 Emergency plans should also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans.

1.3.3.5 Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

1.3.4 Occupational Injury and Illness

1.3.4.1 Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work.



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1.3.5 Industrial Hygiene

1.3.5.1 Worker exposure to chemical, biological, and physical agents is to be identified, evaluated, and controlled according to the Hierarchy of Controls.

1.3.5.2 If any potential hazards were identified, ILJIN shall look for opportunities to eliminate and/or reduce the potential hazards. If elimination or reduction of the hazards is not feasible, potential hazards are to be controlled through proper design, engineering, and administrative controls.

1.3.5.3 When hazards cannot be adequately controlled by such means, workers are to be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Protective programs shall be ongoing and include educational materials about the risks associated with these hazards.

1.3.6 Physically Demanding Work

1.3.6.1 Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks is to be identified, evaluated, and controlled.

1.3.7 Machine Safeguarding

1.3.7.1 Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

1.3.8 Sanitation, Food, and Housing

1.3.8.1 Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities.

1.3.8.2 Worker dormitories provided by the Subcontractor or a labor agent are to be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting and heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

1.3.9 Health and Safety Communication

1.3.9.1 ILJIN shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards.

1.3.9.2 Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers.

1.3.9.3 Training is provided to all workers prior to the beginning of work and regularly thereafter.

1.3.9.4 Workers shall be encouraged to raise any health and safety concerns without retaliation.

1.4 C. ENVIRONMENT

1.4.1 ILJIN recognizes that environmental responsibility is integral to producing world-class products.

ILJIN shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources within their manufacturing operations, while safeguarding the health and safety of the public. Recognized management systems such as ISO 14001 and the Eco Management and Audit System (EMAS) were used as references in preparing the Code and may be a useful source of additional information.

The environmental standards are:

1.4.2 Environmental Permits and Reporting

1.4.2.1 All required environmental permits (e.g. discharge monitoring), approvals, and registrations are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed.

1.4.3 Pollution Prevention and Resource Reduction

1.4.3.1 Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means.

1.4.3.2 The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, is to be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.



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1.4.4 Hazardous Substances

1.4.4.1 Chemicals, waste, and other materials posing a hazard to humans or the environment are to be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal.

1.4.5 Solid Waste

1.4.5.1 ILJIN shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous).

1.4.6 Air Emissions

1.4.6.1 Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations are to be characterized, routinely monitored, controlled, and treated as required prior to discharge.

1.4.6.2 Ozone-depleting substances are to be effectively managed in accordance with the Montreal Protocol and applicable regulations.

1.4.6.3 ILJIN shall conduct routine monitoring of the performance of its air emission control systems.

1.4.7 Water Management

1.4.7.1 ILJIN shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination.

1.4.7.2 All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal.

1.4.7.3 ILJIN shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

1.4.8 Energy Consumption and Greenhouse Gas Emissions

1.4.8.1 ILJIN is to establish a corporate-wide greenhouse gas reduction goal.

1.4.8.2 Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions are to be tracked, documented, and publicly reported against the greenhouse gas reduction goal.

1.4.8.3 ILJIN is to look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

1.4.9 Materials Restrictions

1.4.9.1 ILJIN is to adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

1.4.10 Animal Welfare

1.4.10.1 ILJIN adheres to the highest standards of ethical conduct and compile with all legal requirements regarding animal welfare. ILJIN strives to uphold its beliefs in the humane treatment of animals, including freedom from thirst and hunger, freedom from discomfort, pain, injury, and disease, freedom to express normal behavior, and freedom from fear and suffering.

1.4.11 Biodiversity, land use and deforestation

1.4.11.1 ILJIN will be active to the maintenance of ecosystems so that flora and fauna are not lost and natural habitats do not suffer irreparable damage and should not deforestation.

1.4.12 Soil quality

1.4.12.1 ILJIN will determine the condition of the soil in their area of responsibility and establish measures to maintain and improve soil quality.

1.4.13 Noise emissions

1.4.13.1 ILJIN will determine the release of noise into the environment from various sources that can be grouped in : transportation activities, industrial activities and daily normal activities and will establish measures to improve noise emissions.

1.4.14 Renewable energy

1.4.14.1 In order to introduce renewable energy use, ILJIN should consider the application of renewable energy solutions considering workplace conditions and prepare specific management policies, including the development of eco-friendly energy technologies such as clean hydrogen.



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1.4.15 Decarbonization

1.4.15.1 ILJIN undertakes to implement measures to reduce its direct and indirect CO2e emissions.

In addition, ILJIN should establish a policy that considers compliance with CO2e emission reduction requirements when selecting their suppliers.

1.4.15.2 ILJIN should establish policies to ensure transparency regarding emissions and upstream supply chain emissions and to set and manage reduction targets, including targets applicable to the supply chain.

1.5 D. ETHICS

1.5.1 To meet social responsibilities and to achieve success in the marketplace, ILJIN is to uphold the highest standards of ethics including:

1.5.2 No Improper Advantage

1.5.2.1 Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted.

1.5.2.2 This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage.

1.5.2.3 Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

1.5.3 Disclosure of Information

1.5.3.1 All business dealings should be transparently performed and accurately reflected on the ILJIN's business books and records.

1.5.3.2 Information regarding ILJIN's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

1.5.4 Intellectual Property

1.5.4.1 Intellectual property rights are to be respected, transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and

1.5.4.2 customer and supplier information is to be safeguarded.

1.5.5 Fair Business, Advertising and Competition

1.5.5.1 Standards of fair business, advertising, and competition are to be upheld.

1.5.6 Protection of Identity and Non-Retaliation

1.5.6.1 Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law.

1.5.6.2 ILJIN should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation. ※ Definition of Whistleblower : This word refers to a person who exposes inappropriate actions committed by a company's executives, employees, public officials, or public institutions.

1.5.6 Privacy

1.5.6.1 ILJIN is to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees.

1.5.6.2 ILJIN is to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

1.5.7 Business Integrity

1.5.7.1 The highest standards of integrity are to be upheld in all business interactions.

1.5.7.2 ILJIN shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

1.5.8 Responsible Sourcing of Minerals

- 1.5.8.1 ILJIN should not use in our supply chain any minerals of specific origin (tantalum, tungsten, tin, gold, etc.) whose use is restricted by the international community due to serious concerns about human rights violations and environmental degradation, raw materials from illegally harvested wood.
- 1.5.8.2 ILJIN should comply with the management standards required by the international community for materials contained in products exported to countries such as North Korea, Iran, Syria, Sudan, and Cuba, which are likely to produce weapons of mass destruction, conventional weapons, and missiles.
- 1.5.8.3 In this regard, ILJIN should establish and operate policies that comply with international regulations and country-specific laws.
- 1.5.8.4 ILJIN should track the use of substances throughout the entire supply chain, including the origin and suppliers of related substances, and through this, ILJIN should strive to prove the origin of substances used in the production process.
- 1.5.8.5 ILJIN should implement appropriate and effective conflict-free mineral procurement programs and policies to ensure that 3TG/responsible minerals purchases are sourced in a manner consistent with the OECD Due Diligence Guidelines or recognized equivalent due diligence systems.

1.6 E. Management System

- 1.6.1 ILJIN should establish a management system that integrates human rights and labor practices, health and safety, environment, and ethics into corporate management decision-making processes in order to comply with this code, as well as relevant laws and regulations, and customer requirements. This should include clear goals and objectives, regular measurement and performance evaluation, and conducting continuous improvement.
- 1.6.2 Company Commitment
- 1.6.2.1 Corporate social and environmental responsibility policy statements affirming ILJIN's commitment to compliance and continual improvement, endorsed by executive management, and posted in the facility in the local language.
- 1.6.3 Management Accountability and Responsibility
- 1.6.3.1 ILJIN clearly identifies senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.
- 1.6.4 Legal and Customer Requirements
- 1.6.4.1 ILJIN should understand applicable laws, regulations and customer requirements, including the requirements of this Code, and establish a process to monitor and reflect them in management procedures.
- 1.6.5 Risk Management
- 1.6.5.1 ILJIN determines the relative importance of each risk through a process to identify environmental, occupational safety and health, human rights and labor practices, and ethical risks related to business operations, and control identified risks through technical or administrative controls according to appropriate procedures and compliance with the Code should be checked regularly.
- 1.6.6 Improvement Objectives
- 1.6.6.1 ILJIN should document performance goals and action plans to improve social and environmental performance, and the documents should include periodic evaluation of performance against goals.
- 1.6.7 Training
- 1.6.7.1 ILJIN should establish and operate programs to train managers and workers to implement policies, procedures, and improvement goals and to comply with applicable laws and regulations.
- 1.6.8 Communication
- 1.6.8.1 ILJIN should establish processes to communicate clear and accurate information regarding policies, practices, expectations, and performance to Workers, Suppliers, and Customers.
- 1.6.9 Worker Feedback, Participation and Grievance
- 1.6.9.1 ILJIN should establish a process to promote continuous improvement by collecting opinions from executives and employees on the conditions covered by this code.



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1.6.10 Audits and Assessments

1.6.10.1 ILJIN should periodically conduct self-assessments to ensure that their sub-suppliers comply with legal requirements related to social/environmental responsibility, the contents of this code, and ILJIN's requirements specified in the transaction agreement.

1.6.11 Corrective Action Process

1.6.11.1 ILJIN should have a process to correct deficiencies identified by internal or external evaluation, inspection, investigation and review within a reasonable time.

1.6.12 Documentation and Records

1.6.12.1 ILJIN should comply with regulations related to external disclosure in the creation and maintenance of documents and records kept in business operations and meet appropriate confidentiality management requirements to protect company and personal information.

1.6.12.2 ILJIN should document its compliance with this Code and be able to provide relevant information when necessary.

1.6.13 Supply chain participation and accountability

1.6.13.1 All business partners dealing with ILJIN shall establish a system that enables them to engage in the responsible business activities pursued in this code with suppliers, contractors, etc. related to them, and should perform the duties of providing relevant support to them and supervising the fulfillment of their responsibilities. This includes suspending business with companies that fail to fulfill their responsibilities.□

※ Document Revision History

NO	Date	Contents	Resp. Dept.	Note
0	23.05.10	Regulation released according to addition of RBA VAP 7.1 requirements.	Audit Team	
1	23.07.19	Regulation revised according to corrective action improvement results of RBA VAP 7.1 Audit findings.	Audit Team	
2	23.12.04	Regulation revised according to addition of SAQ5.0 and Management System requirements.	Audit Team	



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▶ ILJIN Group Ethical Management Practices Pledge Form :

Ethical Management Practices Pledge

As a member of ILJIN Group, I pledge to comply with the following in order to practice the company's ethical management.

1. I will respect the company's executives and employees, develop mutually with our subcontractors through fair transactions, honestly provide the best value to our customers through fair competition with our competitors, and fulfill my responsibilities and obligations.
2. I will fulfill my responsibilities and duties to establish and practice the company's ethical management culture, and I will be familiar with the Code of Ethics and related regulations and will not engage in any unfair actions that violate them.
3. If I become aware of an unfair transaction, corruption, or corruption by an executive or employee in the course of performing my duties, or if I receive a suggestion of fraud or corruption from stakeholders, I will immediately notify the company.
4. I will definitely comply with all obligations of cooperation, such as submitting related materials requested by the company during regular or irregular audits for violations of the company's code of ethics.
5. I recognize that the contents of this pledge are the minimum standards, and I will act in accordance with the company's employee code of ethics for matters other than the above items to comply with the fundamental purpose of ethical management.
6. If I violate this pledge, I accept all liability for doing so.

Date :

Company name : , Department name :

Identification number :

Name : (Signature)

▶ ILJIN Group Anti-Corruption law Compliance Pledge Form :

Anti-Corruption law Compliance Pledge

In performing my duties as a member of the ILJIN Group, I pledge to pursue the ILJIN Group's management principle of transparent and fair trade based on the principle of free competition with equal participation opportunities, and to comply with all domestic and foreign anti-corruption laws and regulations, including the Act on the Prohibition of Unfair Solicitation and Graft and the Act on the Prevention of Bribery of Foreign Public Officials in International Commercial Transactions.

1. I will comply with the ILJIN Group's policy on anti-corruption in all domestic and international business activities.
2. I will be familiar with domestic and international anti-corruption and ILJIN Group's anti-corruption practice guidelines, and will not make improper requests to public officials at domestic and foreign, or express my things, or intention to promise or donate money or other to prohibit bribes or other bribes.
3. I will fulfill my obligations to prevent acts of corruption or bribery by third parties such as domestic and foreign subcontractors and agents in relation to anti-corruption laws and ILJIN Group's practice guidelines.
4. I recognize that damages may occur to the company due to actions that violate anti-corruption laws and ILJIN Group's practice guidelines, and I agree to be subject to disadvantageous measures such as disciplinary action from the company if I violate the laws.

Date :

Company name : _____, Department name :

Identification number :

Name : _____ (Signature)