

HUMAN RIGHTS MANAGEMENT CHARTER

Seoul 50 Plus Foundation is an institution invested and funded by the Seoul Metropolitan Government, established for the purpose of creating prosperous life of Seoul citizens and providing optimized welfare environment. The foundation pledges to actively practice human rights management by putting emphasis on the human dignity and value, freedom and rights throughout all management activities, thereby fulfilling social responsibility and pursuing sustainable development with all its stakeholders. For this purpose, the foundation has set the Human Rights Management Charter stipulating the code of conduct of its employees and the criteria of value judgment and hereby declares as follows:

- We pledge to respect and support the human rights-related international standards and norms such as the UN Universal Declaration of Human Rights.
- We pledge to prevent human rights infringement in advance and seek active remedial actions.
- We pledge to not discriminate in the process of hiring and treatment based on religion, gender, race, academic background, region, disability, country, age, etc. of our employees and stakeholders.
- We pledge to guarantee the freedom of collective bargaining and association for the protection of rights and interests of our employees.
- We pledge to forbid any form of forced and child labor.
- We pledge to improve industrial safety and health by promoting safe and healthy working conditions.
- We pledge to work for the mutual development with our partners and support and cooperate with them to realize human rights management.
- We pledge to respect and protect the human rights of local residents in the regions of business operation.
- We pledge to abide by domestic and overseas environment-related laws and regulations and work for the protection of environment and prevention of pollution.
- We pledge to inflict no harm to the health of the people during the business operation and protect personal information collected during the business process.
- We pledge to actively communicate for the purpose of respecting and protecting the human rights of our employees and stakeholders and do our best for the settlement and proliferation of human rights management.
- We pledge to understand and respect all the stakeholders involved in the projects and services conducted by the foundation and put our utmost effort in protecting their human rights.
- We pledge to create a foundation for continuous social participation of the 50+ generation by supporting self-realization and social participation activities for a successful later life of middle-aged individuals through the promotion of the 50+ project and the spread of a new culture, and providing career transformation opportunities to improve the quality of life.

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