

HUMAN RIGHTS MANAGEMENT CHARTER

The Seoul 50 Plus Foundation, as an investment and funded institution of the Seoul Metropolitan Government dedicated to supporting the social participation of middle-aged citizens and improving their quality of life, is fully committed to fulfilling its social responsibility by actively practicing human rights management that prioritizes human dignity, value, freedom, and rights across all business activities. Furthermore, the Foundation pursues sustainable development in harmony with all its stakeholders.

Accordingly, the Seoul 50 Plus Foundation hereby establishes and proclaims this 'Human Rights Management Charter' as the standard for conduct and value judgment to be observed by all executives, employees, and stakeholders.

1. The Foundation shall respect and comply with international human rights standards and norms, including the UN Universal Declaration of Human Rights and the core conventions of the International Labour Organization (ILO).
2. The Foundation shall proactively prevent human rights violations and operate fair and transparent grievance redress mechanisms to ensure swift remedy in the event of an occurrence.
3. The Foundation commits to non-discrimination against any stakeholders, including executives and employees, in employment and treatment based on religion, gender, race, academic background, region of origin, disability, nationality, age, or any other status.
4. The Foundation shall guarantee the freedom of association and the right to collective bargaining to protect the fundamental rights and interests of workers.
5. The Foundation shall not tolerate or permit any form of forced labor or child labor.
6. The Foundation commits to fostering a safe and healthy working environment to promote occupational safety and health.
7. The Foundation shall support the expansion of human rights management principles across the entire supply chain, including partner organizations, and jointly cooperate in preventing human rights violations and administering remedy procedures.
8. The Foundation shall respect and protect the human rights of local residents within the communities where its business activities are conducted.
9. The Foundation shall comply with domestic and international environmental laws and regulations, and dedicatedly strive for environmental protection and pollution prevention.
10. The Foundation commits to ensuring that its business operations do not jeopardize public safety, and to strictly safeguarding all personal information collected in the course of its duties.
11. The Foundation shall actively communicate to respect and protect the human rights of all stakeholders, including executives and employees, and do its utmost to institutionalize and spread human rights management.
12. The Foundation shall do its utmost to protect human rights based on a deep understanding of and respect for the participants in its programs and services.
13. The Foundation shall proactively prevent discrimination that may arise during the social participation and career transition of middle-aged citizens, striving to guarantee fair opportunities and protect their human rights.

Seoul 50 Plus Foundation