

APRIL 2025



# DRB ESG POLICY BOOK



DRB AND DRB AFFILIATES ARE REFERRED TO AS DRB

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# Sustainable Management

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## Daily Life of DRB

### Contributes to Sustainable Growth for the Future.

Since establishment in 1945, DRB has pursued sustainable growth based on the company core values and has implemented human rights, ethical, environmental, quality, and social values into the company management.

We have been leading the domestic rubber industry through constant change and innovation ever since the first successful localization of rubber belts in Korea. Evolving from the rubber industry to a future high-tech industry, we are contributing to the development of industries worldwide and improving the quality of human life. As a global company, we will comply with the Ten Principles of the United Nations Global Compact, respect the contents and values of the 7 core subjects pursued by ISO 26000, and engage in management activities as a responsible corporate citizen.

We will help one another to grow and be ready for the future ahead. Moreover, we will fulfill the corporate responsibilities and obligations by coexisting with our business partners, local communities, and environment to achieve sustainable development. We will always contribute to the health and happiness of humanity, minimize negative impacts on the environment, and strive for sustainable growth for all stakeholders and world peace.

Thank you.

CEO of DRB Holding, Yeong Sik Ryu

Y. S. Ryu

# Sustainable Management

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## DRB Sustainable Management Policy

DRB contributes to sustainable growth by fulfilling social responsibilities as a member of the global civil society, providing innovative products and services, and creating economic, social, and environmental values and economic growth.

- Communicates with stakeholders and strives to create social and environmental values as well as economic values.
- Respects the dignity and value of members and partners.
- Complies with business ethics such as laws, international standards, and internal regulations with an honest and fair attitude.
- Strives for continuous improvement in safety, health, energy and environmental management activities.
- Fulfills corporate social responsibilities for sustainable development with business partners and local communities.

# Human Rights Management

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## DRB Human Rights Management Declaration

DRB upholds a responsible attitude towards society based on our core values of honesty, diligence, and trust, and seeks to respect human rights and dignity as basic rights through practical actions.

We support the principles of the Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights (UNGPR), and intend to internalize the Ten Principles of the UN Global Compact through the company's human rights management policy.

We apply the policy to all our affiliates and share it with business partners and customers. Human rights risks management processes will be established and monitored. Furthermore, severe human rights violations will be prioritized as critical material issues of management.

As a company that fulfills corporate social responsibilities and pursues the happiness of all members and stakeholders, we comply with the domestic and international laws in any circumstance, respects and protects human rights, and contributes to the development of the society.

# Human Rights Management

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## DRB Human Rights Policy

### 1. Respect for Human Rights

- DRB respects the human rights of all stakeholders including all members, business partners, and customers, and strives to prevent any acts that violate or abuse them.
- DRB prohibits verbal, physical, or visual behavior that is offensive to others, including sexual harassment.

### 2. Respect for Diversity and Anti-Discrimination

- DRB respects diversity and strictly prohibits all discrimination based on race, religion, disability, gender, academic background, age, physical characteristics, country of origin, and political opinion in relation to all business activities.
- DRB provides equal opportunities to all members in recruitment, promotion, training, and compensation, and strives to discourage gender-discriminatory customs and protects female employees' motherhood and work-family balance.

### 3. Prohibition of Forced Labor

- DRB does not force individuals to work outside of their free will through any kind of mental or physical restraint including slavery, human trafficking, and bonded labor. DRB does not require the transfer of an individual's identity card, passport and work permit as a precondition for employment.

### 4. Prohibition of Child Labor

- DRB complies with UNICEF's Child Rights and Management Principles (CRBP), labor principles recommended by the International Labor Organization (ILO), and the labor laws of the labor laws of each country where the company operates. We do not employ children or adolescents under the age of 15. In addition, when employing youth under the age of 18, DRB does not assign them work that is hazardous to health and safety, including night shifts and overtime.

# Human Rights Management

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## 5. Freedom of Association

- DRB guarantees freedom of association and the right to collective bargaining in accordance with the laws and regulations of the countries where we operate. We do not treat an individual unfairly for reasons such as forming, joining, or engaging in trade unions, and aim for mutual prosperity based on trust between labor and management.

## 6. Safety and Health

- DRB guarantees and provides safety and a clean working environment to all members.

## 7. Wage

- DRB sets the wages at a level that exceeds the minimum wage prescribed by the laws and regulations of countries where we operate.

## 8. Work hours

- DRB complies with the laws and regulations of countries where we operate related to regular work hours and overtime hours and does not force members to work more than legal hours. We provide fair compensation commensurate with the provision of work.

## 9. Protection of Human Rights of Local Residents

- DRB manages our activities to ensure that the human rights of local residents as the environment, safety and health, and freedom of residence are not violated. We also collect opinions according to relevant laws and regulations and respect the autonomy and traditional values of the local community.

## 10. Protection of Human Rights of Customers

- DRB takes necessary precautions in accordance with the standards of the law in providing products and services to protect the life, health and safety of customers.

## 11. Environmental Rights

- DRB recognizes environment and energy as a major factor in management activities, and strives to realize a sustainable, low-carbon, and eco-friendly economy as a corporate citizen.
- DRB strives to restore the natural ecosystem and preserves biodiversity by efficiently utilizing natural resources and by-products.

# Health and Safety Management

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## DRB Health and Safety Management Policy

DRB establishes a safety and health management system based on the management philosophy of respect for human dignity, provides a safe and pleasant environment to all stakeholders including employees, partners, and customers, and carries out various activities to promote health.

- **Establishment and Implementation of the Health and Safety Management System**

DRB creates an accident-free and pleasant working environment with the employees by establishing and implementing a health and safety management system, and periodically checks and continuously improves the safety and health activity process and implementation status.

- **Compliance with Health and Safety Regulations**

DRB strictly complies with all domestic and international laws, regulations, and agreements related to health and safety. We do not perform work in a state where the health and safety of workers is not guaranteed under any circumstances.

- **Health and Safety Inspections and Preparedness**

DRB regularly inspects health and safety factors such as hazardous chemical conditions, workplace noise and vibration. Additionally, we prepare for immediate response in case of an emergency.

- **Health and Safety Training and Awareness Enhancement**

DRB continuously conducts training for effective health and safety management and enhances employee awareness on health and safety.



# Health and Safety Management

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## • Implementation of Health Management

DRB prioritizes the health of all stakeholders, including customers, employees, and partners, and practices health management through a corporate culture of human respect.

For the concrete implementation of the health and safety management policy, we will encourage active participation from our employees and employee representatives, identify issues from both internal and external stakeholders, and continuously strive for improvements with a sense of responsibility in our work.

## Conflict Minerals Policy

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### Declaration of Responsible Mineral Sourcing

DRB prohibits the use of conflict minerals\* and cobalt mined and distributed due to human rights violations and environmental destruction in conflict areas, including 10 African countries (Democratic Republic of Congo (DRC) or any of the DRC's adjoining countries) to mitigate the risks. We will identify and encourage our suppliers to conduct due diligence by third-party organizations under the Responsible Minerals Assessment Program (RMAP\*) for smelters in the supply chain.

In addition, for our future business partner, DRB will strengthen the supply chain assessment system (using CMRT, CRT\*) and identify the certified smelters in advance.

Furthermore, to expand our responsible minerals sourcing policy to our supply chain, we will guide all suppliers to follow DRB's Responsible Minerals Policy.

# Environmental Management

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## DRB Green Management Policy

DRB recognizes global environmental protection and climate change response as major agendas for management activities, and we practice the following to realize a sustainable, low-carbon, eco-friendly economy as responsible corporate citizens.

1. DRB leads the response to climate change based on the green management strategy system and creates the foundation for green management.
2. DRB recognizes the importance of protecting the global environment and minimizes greenhouse gas emissions from products and services while striving to protect water resources, preserve marine ecosystems, secure forests/biodiversity, reduce air pollution, hazardous substances, and waste, and expand energy conservation and recycling.
3. DRB complies with domestic and international laws, international initiatives, and international standards (ISO) related to the environment. We will establish and improve our own standards to a global level.
4. DRB provides differentiated value to customers by operating an eco-friendly system that minimizes environmental load throughout the entire business process.
5. DRB establishes a company-wide environmental management system and conducts regular inspections and diagnoses to create a pleasant working environment and contribute to the company's sustainable growth.
6. DRB actively supports the green management improvement programs of partner companies and local communities, faithfully fulfills corporate social responsibilities, and transparently discloses related information to stakeholders.

# Environmental Management

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## DRB Green Procurement Policy

DRB contributes to society by fulfilling corporate social responsibilities for environmental preservation and natural resource conservation through green procurement activities, and practices eco-friendly management and promotes sustainable growth by gradually increasing the scale of green procurement.

1. DRB performs green procurement activities under the corporate philosophy of honesty, sincerity, and trust.
2. DRB's green procurement activities consider eco-friendliness throughout the entire process including supply, transportation, and unloading. We prioritize eco-friendly products whenever possible.
3. DRB strongly recommends eco-friendly products (subsidiary materials, consumables, etc.) to strengthen environmental management activities.
4. DRB monitors green procurement performance and discovers eco-friendly products for company-wide application to reduce environmental risk and contribute to sustainable growth.
5. DRB leads green procurement activities including discovery and introduction of eco-friendly materials for sustainable environmental development.

## Ethical Management

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DRB values ethical management as a core value of the company, and all executives and members recognize the importance of ethical values as a standard for appropriate decision-making and behavior, and actively practice the Code of Ethics and the Charter of Ethics.

### DRB's Ethics Charter

DRB has established the corporate Ethics Charter for the realization of the core values of 'honesty, integrity, and trust' and the sustainable development of all stakeholders, and all executives and employees shall regard and comply with the Ethics Charter and Code of Ethics as standards for good decision-making and behavior.

1. We will comply with all laws and regulations in all areas of DRB's activities and aim to create a transparent and sound corporate culture through ethical business execution.
2. We will keep in mind that the growth of our customers is our development, and strive for customer satisfaction by providing products and services that customers can trust.
3. We will respect the free market economic order and pursue common development through fair competition and fair trade.
4. We will actively participate in social contribution activities to fulfill our responsibilities and obligations as a member of the country and local community.

# Ethical Management

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## DRB Code of Ethics

Given DRB's great respect for ethical management as the company's core value, all officers and employees of the company recognize the importance of and actively put into practice ethical values as a standard for their decision-making and business activities.

### Chapter 1. General Provisions

#### 1. Application of Code of Ethics

1.1 The Code of Ethics shall be applicable to all officers and employees, including those of DRB's subsidiaries and their subsidiaries.

1.2 Subsidiaries and their subsidiaries may operate a separate code of ethics to the extent that it does not conflict with the Code of Ethics of DRB, which outlines the company's ethical management ideology and policies.

#### 2. Violations and reporting of violations of the Code of Ethics

2.1 When an officer or employee of the company becomes aware of a violation(s) of the Code of Ethics, he or she shall, without delay, report such violation(s) to his or her manager, relevant department, or the audit department.

2.2 When an officer or employee makes a decision or engages in activities in violation of the Code of Ethics, he or she may be subject to investigation under relevant internal regulations and be subject to disciplinary action depending upon the investigation results.

2.3 When an officer or employee has violated the Code of Ethics, the company shall prevent the reoccurrence of such violation(s) by thoroughly identifying the relevant cause(s) and providing education and training programs.

#### 3. Review of Code of Ethics and request for opinions

3.1 The audit department may periodically review compliance with the Code of Ethics, and a relevant audit committee shall conduct verification thereof.

3.2 In the event the audit department's findings or interpretation regarding the application of the Code of Ethics are unclear, officers and employees may request that the audit department provide relevant opinions.

# Ethical Management

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## Chapter 2 Ethics for officers and employees

### 1. Compliance with laws and fair provision of services

1.1 Officers and employees shall respect market orders, comply with relevant legal provisions in all activities of DRB, and pursue the provision of services in a fair and ethical manner.

1.2 Officers and employees shall not engage in illegal money-laundering or insider-trading activities.

1.3 Officers and employees shall not direct or compel their fellows or subordinate employees to provide services in an unfair or unethical manner. In the event an officer or employee of the company is subject to such direction or compulsion, he or she shall not comply therewith.

### 2. Prohibition of giving or receiving monies or entertainment

2.1 Officers and employees shall not receive monies, gifts, or entertainment from interested parties, including their transacting parties.

2.2 Officers and employees shall not provide monies, gifts, or entertainment beyond the acceptable social norms to interested parties, including their transacting parties, with respect to the company's businesses.

2.3 Officers and employees also shall not provide or receive monies, excessive gifts, or entertainment to each other.

### 3. Prevention of conflicts of interest

3.1 Officers and employees shall make efforts to prevent situations where their interests are in conflict with those of the company. In the event the company's interests conflict with individual or interdepartmental interests, officers and employees shall engage in their activities after first considering the company's interests.

### 4. Protection and prohibition of use of internal information

4.1 Officers and employees shall strictly control and protect all information on the company and customers they obtain in the course of providing services, and they shall not disclose or privately use such information.

4.2 Officers and employees shall not take advantage of any internal information they obtain in the course of providing services to engage in securities transactions, and shall not provide a third party with any undisclosed important information that may affect the prices of securities without completing all lawful procedures.

# Ethical Management

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## 5. Prevention of sexual harassment

5.1 Officers and employees shall not use any language or engage in any activity that may undermine sound collegueship, including physical, linguistic, or visual activities that may be found to cause sexual humiliation.

5.2 Officers and employees shall not engage in any act that causes physical or mental pain to other members or deteriorates the working environment beyond the appropriate scope of their duties by utilizing their superiority in status, relationship, etc.

## 6. Reporting and the protection of informant

6.1 When officers and employees become aware of a violation of the Code of Ethics, they shall report it to the leader of the organization or the audit team so that it can be resolved as soon as possible.

6.2 Officers and employees shall not disclose to others the fact that they know the identity of the informant and shall not engage in any act that is equivalent to retaliation against the informant.

## 7. Compliance with Code of Ethics

7.1 Officers and employees shall be familiar with the Code of Ethics and be sincerely complete relevant education.

7.2 Officers and employees shall sincerely comply with the Code of Ethics. In the event an officer or employee of the company violates the Code of Ethics, he or she shall be held responsible for their actions.

## Chapter 3. Ethics for customers, shareholders, and business partners

### 1. Respect and protection of customers

1.1 DRB shall think and act from the perspectives of customers, while keeping in mind that the growth of customers translates to the growth of DRB, and make efforts to ensure customer satisfaction by considering social responsibility and providing products and services that can satisfy and be relied upon by customers.



# Ethical Management

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1.2 DRB shall provide accurate information on products, services, etc. to customers, and shall not subject customers to excessive promotional activities or advertisements for products, services, etc.

1.3 DRB shall protect the interests, safety, and personal information of customers and shall not engage in unreasonable activities in relation to customers.

1.4 DRB shall provide products and services that prioritizes safety of customers, and complies with all consumer protection laws.

## **2. Protection of shareholders and investors**

2.1 DRB shall protect the rights of shareholders and accept reasonable requests and proposals of shareholders.

2.2 DRB shall treat all shareholders, including minority shareholders, in a fair and equal manner.

2.3 DRB shall make efforts to ensure that the interests and rights of minority shareholders are not unreasonably infringed upon in making business management judgments by considering all interests involved.

2.4 DRB shall transparently prepare financial conditions and business management performance by recording and managing accounting materials in accordance with the generally accepted accounting principles, and allow users of such information, including investors, to make reasonable investment decisions by providing such information in a timely manner and in accordance with relevant laws.

## **3. Respect for business partners and competitors**

3.1 DRB shall make common developments by establishing mutual trust and cooperative relationships through fair transactions with its business partners.

3.2 DRB shall not compel its business partners to engage in any form of unreasonable activity or unduly influence its business partners by taking advantage of its position, and respect the business partners' physical and intellectual property rights.

3.3 DRB shall respect the fair and free market economy order according to the principle of free competition and engage in fair competition with its competitors.

3.4 DRB shall respect the fair trade order and comply with fair trade-related laws.

# Ethical Management

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## **Chapter 4. Social responsibilities and contributions**

### **1. Compliance with domestic and foreign laws**

1.1 DRB shall comply with not only domestic laws, as a member of the nation and local community, but also relevant internationally accepted laws.

### **2. Contributions to national economy and social development**

2.1 DRB shall contribute to the development of the national economy and society by improving productivity, creating jobs, properly paying taxes, and making social contributions.

### **3. Environmental, safety and human rights management**

3.1 DRB is sincerely aware of the importance of environmental protection and strives to comply with domestic and international environmental laws and regulations and protect the environment, pollution prevention, and ecosystem.

3.2 DRB is committed to risk prevention management in compliance with all safety and health regulations and standards.

3.3 DRB prohibits any discrimination based on race, religion, disability, gender, country of origin, etc., respects diversity and the human rights of all stakeholders.

# Sustainable Supply Chain

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## DRB Mutual Cooperation Policy

Under the management philosophy that 'competitiveness of suppliers contributes to DRB's growth', we promote mutual cooperation based on company core values and corporate citizenship to build a sustainable supply chain.

1. (Expansion of Sustainable Management) To realize a sustainable society, DRB makes joint efforts in environmental protection, human rights protection, industrial safety, and compliance and ethical management with suppliers.
2. (Practice of Ethical Procurement) DRB pursues fair trade starting from the initial contract-signing stage to the entire fulfillment stage to comply with the basics and principles of fair trade.
3. (Enhanced Communication) DRB establishes a system to prevent and audit suppliers' grievances and unfair trade practices.
4. (Expansion of a Shared Growth Culture) DRB provides various supports to enhance the competitiveness of external suppliers and manage potential risks.

# Corporate Social Responsibility

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## DRB Social Contribution Charter

DRB recognizes that the realization of a sustainable society through eco-friendliness, coexistence and mutual growth with local communities, global talent development, and the pursuit of happiness for future generations is an important role for corporate citizens. We aim to create a sustainable society by joining the global effort to achieve the UN SDGs (Sustainable Development Goals).

1. (Active Social Contribution) DRB recognizes social contribution (corporate citizenship) activities as the basic role of corporate management and strives to fulfill our social responsibilities as a corporate citizen.
2. (Global Environmental Protection) DRB strives for sustainable safety of local community and global environmental protection.
3. (Community Contribution) DRB contributes to the quality-of-life improvement of local community by performing CSR activities (corporate social responsibility) demonstrating our professional capabilities.
4. (Cultivation of Human Resources) DRB contributes to building an enriched and healthy society by providing learning opportunities without discrimination and making efforts for future generations.
5. (Need-Based Contribution) DRB takes the lead in CSR activities which are customized based on community needs using our CSR platform (Campus D) and network.
6. (Continued Effort Promise) DRB will devote our attention to the sustainable CSR activities in a continuous and good way rather than a temporal social contribution activity.