

LABOR & HUMAN RIGHTS POLICY

SONGWON Vision

To be a global leader in the specialty chemicals industry with a solid and sustainable growth, creating value for all our stakeholders.

SONGWON Mission

To be the supplier of choice by providing our customers with best-in-class service, a high quality, competitive and innovative range of products as well as customized solutions.
It is our duty to observe governance and act in accordance with environmental and social responsibility.

SONGWON Labor & Human Rights Policy

SONGWON Industrial Group guarantees human dignity, the right to freedom and happiness and people respect as a basic value. we respect all employees' dignity and values.

To this end, such as the Universal Declaration of Human Rights, UN Global Compact (UNGC) human rights and labor principles, UN Guiding Principles on Business and Human Rights (UNGPR), International Labor Organization (ILO) core conventions, etc. SONGWON Industrial Group supports international standards related to human rights and labor and businesses and complies with the slavery and forced labor laws in all countries and territories.

With our Labor & Human Rights Policy, we are committed to:

Respect for Human Rights - respecting all employees as human beings and strive to prevent any acts that violate human rights.

No Forced Labor - not forcing employees to work against their free will through mental or physical restraint, including slavery and human trafficking. Not requiring the handing over of government-issued ID cards, passports, or work permits as an employment condition.

No Child Labor - not employing children or youth under the age of 15.

Only employing minors under the age of 18 in compliance with labor-related laws and regulations and do not permitting them to do hazardous work.

Regular working hours and overtime hours are subject to labor-related laws and the regulations of each country or region. Regarding overtime, overtime is paid in compliance with the national or regional labor-related laws and regulations.

The wages of executives and employees shall be set to exceed the minimum levels set by the labor-related laws and regulations of each country or region.

No discrimination on the basis of gender, race, nationality, ethnicity, or religion etc. and also not related to working conditions such as wages and promotions.

Freedom of association and the right to collective bargaining are permitted in accordance with each country's labor-related laws and no one is disadvantaged for membership and activity in, or for the formation of a labor union.

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