

## **CJ CHEILJEDANG DECLARATION OF HUMAN RIGHT**

CJ CheilJedang, based on the founding ideology of ‘Business to Serve the Nation’ to devote for nation and society through the management in enterprise, aims not only to create the economic performance through the natural creative management activity but also to practice the social responsibility faithfully as a citizen of enterprise.

Therefore, CJ CheilJedang respects the human right of staffs & employees and all interested parties in relation to the company as an enterprise of global life & culture; and proclaims the open support for the principle of human right that is suggested by the ‘Universal Declaration of Human Rights’ by the UN and the UN Guiding Principles on Business and Human Right (Ruggie Framework) by the UN Human Right Council.

Based on the support for the proclamation of world’s human right, CJ CheilJedang has prohibited the child labor and forced labor and prevented in advance the discrimination and unfair treatment in respect of nationality, ethnic, gender, and education. In the meantime, CJ CheilJedang will support diverse members such as females, foreigners, and disabled who have their unique characteristics to demonstrate their ability fully without any disadvantage in the personal management system such as employment, promotion, compensation, and retirement.

In addition, we will put the best effort to keep the present policy not only for CJ CheilJedang but also for subsidiary companies of CJ CheilJedang and business partners.

CJ CheilJedang has opened a participation channel for interested parties to prevent a violation on the human right which could occur during the management activity. Corrective measures are preceded after staffs and employees have received and reviewed opinions through the Grievance Committee and CJ Whistle, cooperative small & medium companies through win-win growth portal and mutual growth VOC application, and customers through the consultation by telephone and text message, sign language and the online VOC (SNS, etc).

Besides these, if you directly witness the violation case that does not observe the principle of human right or if you have difficulty to connect with a corresponding channel when you have been offended directly, please inform us any time through the following email address. (sustainability@cj.net)

CheilJedang always respects human himself based on the humanity and demonstrates the responsibility as a global corporate citizen who contributes to the society. CheilJedang will be a companion who contributes to the abundant future of human society.

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