

# SK Telecom's Human Rights Policy



## **1. General Statement on Human Rights**

Under the SKMS principle, "For the company's continuous development, SK Telecom creates value for customers, employees, and shareholders, fulfills a key role in social and economic development, and makes contributions to the happiness of mankind," SK Telecom aims to accomplish its business goals while fulfilling its social responsibilities and codes of conduct.

SK Telecom, as a company that practices a high level of awareness of global citizenship, respects the basic rights of all stakeholders that it encounters through products, services, contracts, purchases, and other business operations. SK Telecom expressed its support for the human rights principles by declaring the United Nations Universal Declaration Human Rights, the UN Guiding Principles on Business and Human Rights, and the Ruggie Framework to pledge the implementation of our responsibilities.

SK Telecom will make every effort to prevent human rights issues caused our business impacts. To ensure this SK Telecom's two highest governance bodies (the C-level policy committee and the Corporate Citizenship Committee on the board level) will engage to uphold the integrity of the policy. Furthermore, SK Telecom will provide communication regarding the organizations responsible, under the UNGC Humana Rights / Labor Principles, the operating structure, the monitoring process, and incidents as well as exercise due diligence to assure compliance annually.

## **2. Scope of the Human Rights Policy**

SK Telecom's social responsibility denotes our human rights duties towards customers, employees, suppliers, partner companies and the community. SK Telecom's human rights policy applies to our direct and indirect business operations, which includes its subsidiaries/joint ventures and suppliers (tier-1, tier-2 upstream and downstream suppliers).

### **3. Strategic Focus on Human Rights**

As an ICT service provider, it is crucial for SK Telecom to strategically focus on human rights risks that are material to this industry. SK Telecom approaches human rights issues by not only comprehensively reviewing for human rights violations in the production process for products and services, but also the diverse direct/indirect social impacts that may occur from information communications technology. Thus, SK Telecom will emphasize the following four aspects and do our utmost to mitigate potential issues that may occur.

#### **A. Human Rights of Employees and Partner Companies (Human Rights in the Workplace)**

- Fundamental prevention of wrong labor practices, such as child and forced labor
- Prevention of discrimination by gender, ethnicity, religion, disability, and race
- Political, religious, and physical freedom, and respect for civil rights
- Other labor principles recommended by the International Labor Organization (ILO) and endorsed by the government: safety/health, working hours, etc.

#### **B. Human Rights in Privacy Policies**

- Demanding minimum personal information, recording and saving to comply with laws
- Notification prior to saving information, fiduciary duty, and ability to freely delete information
- Optimal security system for preventing leaks, including data encryption
- Limited and responsible use of personal information for service/marketing purposes

#### **C. Human Rights in Access to Information & Freedom of Expression**

- Obligation to ensure equality of access to services regardless of class/ disabilities
- Efforts to bridge the digital/smart divide: education, rate plans, and systems
- Responsibility for distributed information to protect minors, including children and adolescents
- Fundamental support for freedom of expression

## D. Prevention of Misuse of Technologies, Services, and Data (Human Rights in Technology)

- Refusal to use technologies, electronic devices, and data for dual purposes
- Prevention of misuse of technologies, such as wiretapping, signal interference, or hacking

## 4. Assessment Framework and Due Diligence

The corporate culture division is responsible for Human Rights assessments in accordance with SK Telecom's human rights policy and commitment on human rights, and a formal board level committee, the Corporate Citizenship Committee and a commissioned 3<sup>rd</sup> party also engages verification of the assessment results.

The assessment includes due diligence of SK Telecom's entire direct business operations as well as its subsidiaries including joint ventures and business partners.

(For specific criteria and indicators, please refer to section #3. Strategic Focus on Human Rights)

### [Assessment Framework]



## **5. Grievance Mechanisms**

SK Telecom always keeps the channels of stakeholder communication open to prevent any human rights violations. If you have witnessed or experienced incidents of such violations, please inform SK Telecom through the grievance/complaint channel: [Online Grievance](#)

## **6. Reporting and Disclosures**

SK Telecom is committed to fulfilling its social responsibilities and pursuing the happiness of stakeholders and pledges to take the lead in advocating and complying with the Human Rights principles. For further information, please refer to [www.sktelecom.com/humanrights](http://www.sktelecom.com/humanrights).

## References

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