

Preventing workplace harassment and victim protection procedures

- Guide -

Ethical Management Group/2022.5

1. Definition for workplace harassment

What is workplace harassment?

No employer or employee shall cause physical or mental suffering to other employees or deteriorate the work environment beyond the appropriate scope of work by taking advantage of superiority in rank, relationship, etc. in the workplace

ENFORCEMENT DECREE OF THE LABOR STANDARDS ACT Article 76-2
(Prohibition against Workplace Harassment)

Examples of workplace harassment

- Pressuring not to use of vacation, sick leave, various welfare benefits, etc. without justifiable reasons;
- Continuously and repeatedly sending employee on personal errands;
- Physical threat or violence
- Use of abusive or aggressive language
- Bullying, etc.

2. What is the company's policy on workplace harassment?

Anyone can report it

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Protecting the victims
and minimizing
secondary damage

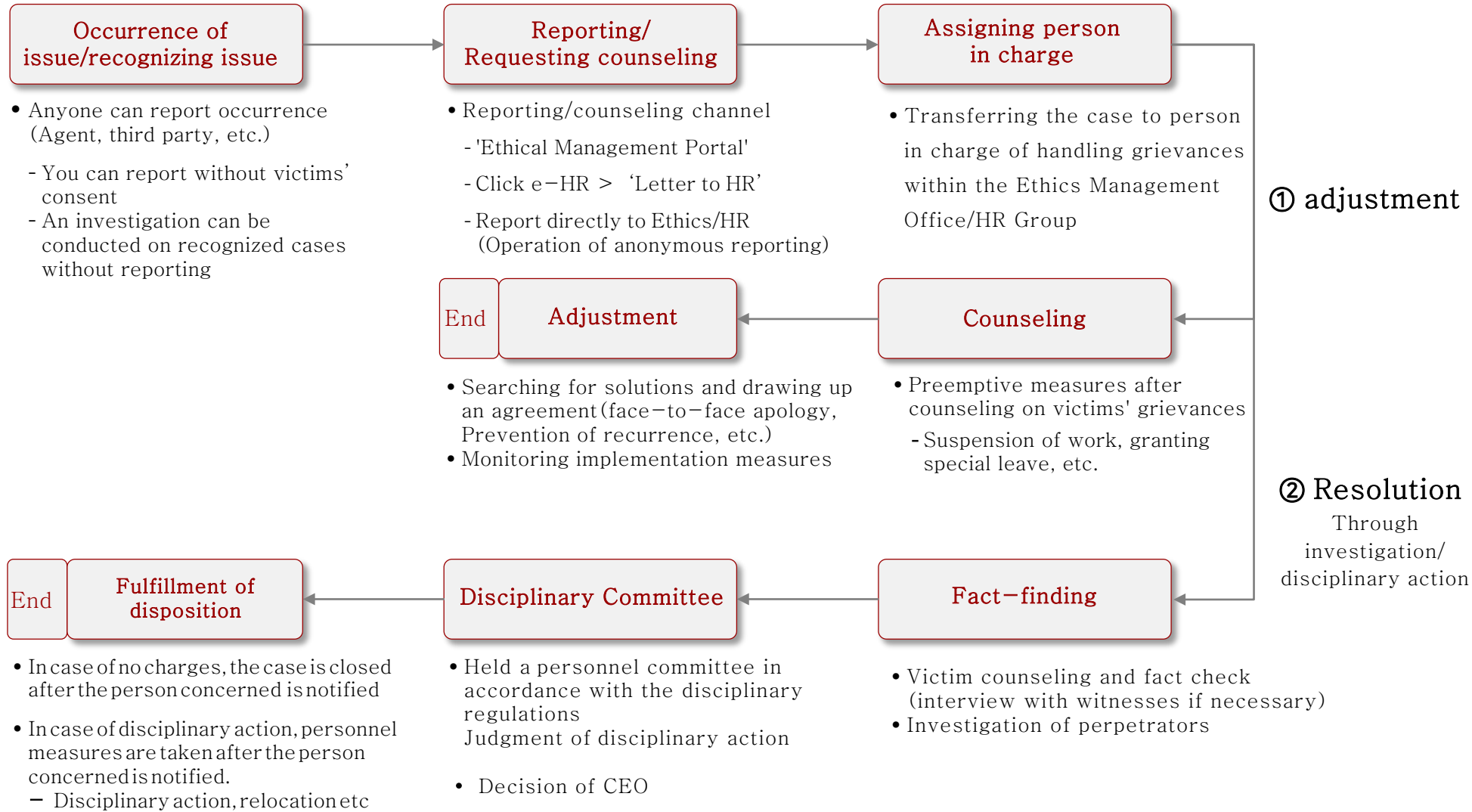
Anyone can report it

- Operation of anonymous reporting and investigation process to protect informant & victim
- 'Ethical Management Portal' by T-net (SK Telecom's Intra net), 'Letter to HR' via 'Click e-HR' system.

Protecting the victims and minimizing secondary damage

- Operation of anonymous reporting and investigation process to protect informant & victim
- Suspension of work (perpetrator) and special leave (victim) during the investigation period

3. Procedures for reporting and Solving Issue



4. Actions taken by the company before and after the incident

Implementation of mandatory training for prevention

- Conduct online training on workplace harassment prevention for all employees
 - Required completion once every year through 'mySUNI'
 - 2019(99.1%), 2020(98.4%), 2021(93.0%)

Disposition of the case and victim post-management

- For disciplinary matters, personnel measures are implemented and company-wide notice
- Psychological counseling programs will be supported such as 'Forest of Heart'

Monitoring

- Monitoring to prevent recurrence of workplace harassment and retaliation

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