

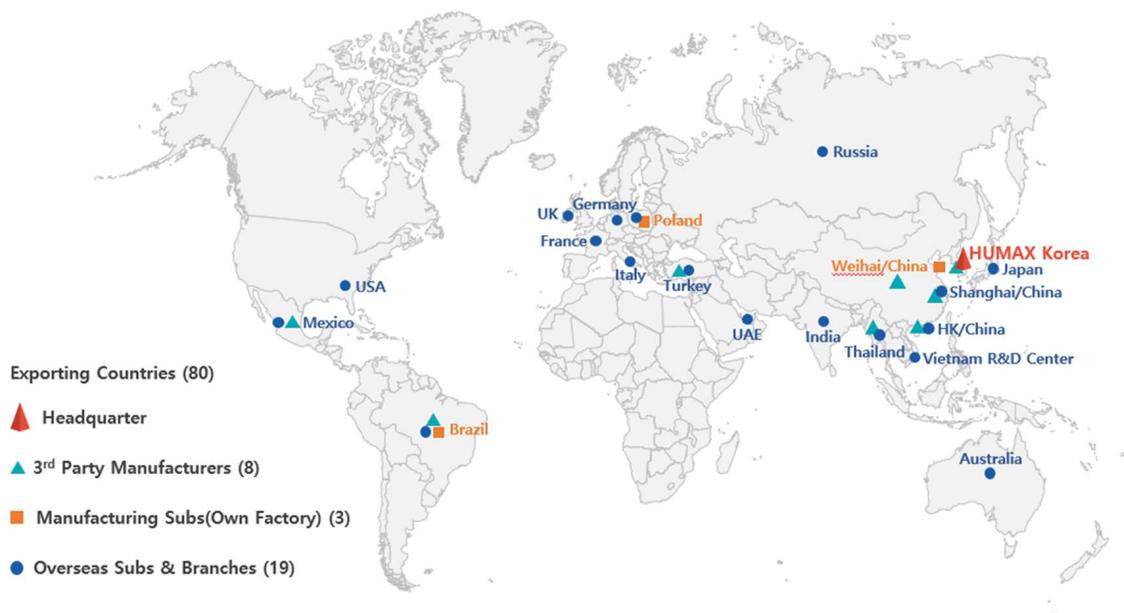
HUMAX Modern Slavery Statement

Humax Electronics Co., Ltd., including its subsidiaries, issues this statement pursuant to the UK Modern Slavery Act 2015 to disclose measures implemented by Humax to ensure that modern slavery or human trafficking does not take place within the organization and its supply chain. HUMAX Electronics Co., Ltd is a subsidiary of Humax Co., Ltd. which is headquartered in the Republic of Korea. References in this Statement to "Humax", "our", "us", "we" refer to Humax Co., Ltd., and its subsidiaries.

1. Organization Structure / Business / Supply Chain

1) Organization Structure

Humax is headquartered in the Republic of Korea with one R&D center in Vietnam, three self-manufacturing factories in Poland, Brazil and China, and eighteen (sales and IPO) overseas subsidiaries and branch offices across the globe. Humax also manufactures its products through several strategically affiliated third party manufacturing factories (EMS).



2) Business

Humax currently provides a number of major broadcasting companies and mobile carriers with high-quality video gateways and broadband gateways, through its subsidiaries and branch offices. Furthermore, Humax has been recognized for its reliability in the automotive infotainment system and antenna business sector, and continue to supply these products to global automobile manufacturers. We have also started to enter the mobility business sector, as our future growth engine.



3) Global Supply Chain Management

Humax currently owns and operates three self-manufacturing factories, in Poland, Brazil and China. We also maintain strategic partnership with several third party EMS manufacturing factories.



2. Policy

Humax has taken steps to ensure that slavery does not take place in all of its business sectors and supply chain, through our policy.

- Integrity Code -

“INTEGRITY CODE is our standard to practice HUMAX INTEGRITY.”

HUMAX pursues high standard of ethics in all areas of its business and day-to-day operations. We strive to achieve this goal through the value of INTEGRITY, which is the most basic value amongst HUMAX's other core values.

Integrity Code is the standard to be followed by our employees to practice HUMAX INTEGRITY, and through this standard we aim to achieve and maintain sustainability amongst individuals and the organization.

Our Integrity Code requires all employees of Humax to act ethically and comply with the legal requirements at all times by putting the principle into practice in everything that they do.

Our Integrity Code is divided into two parts, for internal and external interested parties. Humax core value in respecting human rights and protecting the rights of workers is integrated into these two parts of the Integrity Code. Whilst the code for internal interested parties focuses on the value of keeping mutual respect within the organization, the code for external interested parties focus on creating customer value, and building trust with clients and the government.

- Code of Ethics -

Article 4 of the of the Universal Declaration of Human Rights (UDHR)

“No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.”

Humax guarantees protection of human rights and the rights of workers through its Code of Ethics.

Humax does not tolerate any kind of modern slavery and is in support of the UDHR and UNGC's statement to prohibiting all forms of slavery.

V. Human Rights and Corporate Social Responsibility

1. Employee Rights

HUMAX ensures human rights and worker's rights.

HUMAX strives to protect our employees' human rights and worker's rights. We do not tolerate any form of forced or child labour. Therefore, we do not ask for a transfer of government-authorized ID card, passport or labour certificate in our employment conditions. We strictly prohibit following examples of coercive or child labour:

- ↓
- Forced labour ↓
- Labour mobility restriction
- Involuntary servitude ↓
- Labour trafficking (Human trafficking for forced labour)
- Underage employment ↓
- Employment below the age for finishing the compulsory education

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HUMAX respects the freedom of associations, rights to join the union and rights to bargain. We believe open communication and direct negotiation between employees and the management is the most effective way to solve issues. As a result, we ensure following employees' rights in accordance with local laws.

- ↓
- A right to freedom of association
- A right to join or not to join a labour union
- A right to choose a representative ↓
- A right to join a business meeting ↓

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We respect our employees' rights for freedom of association and you can exchange opinions and share complaints with the management with no fear of retaliation, threat and harassment.

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HUMAX respects privacy and our employees' choices. We protect your personal information but we can ask for them with legitimate business purposes only if necessary.

We respect all internationally proclaimed human rights regulation, including the International bill of Human Rights and the principles concerning fundamental rights as set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

As a signatory to the United Nations Global Compact (UNGC), Humax established its Code of Ethics based on the principles of UNGC to reinforce its commitment on protection of employees' human rights, prohibition of child labor, prohibition of involuntary labor, and cooperation between labor-management relations.

To comply with the requirements of the UK Modern Slavery Act, we continue to monitor our organization to ensure that no modern slavery or human trafficking take place in any part of our business sectors or supply chain.

Humax policy reflects the willingness to implement and apply the necessary systems and control to ensure that all business relationships of the company are ethically and honestly implemented and labor exploitation and human trafficking does not occur in any part of the supply chain.

3. Due diligence Process and Risk Assessment, Performance Indicator

Humax require our overseas R & D centers and self-manufacturing factories to comply with the laws of the countries where they operate, including laws related to prohibiting slavery and human trafficking.

Furthermore, all suppliers of Humax, including our strategically affiliated third-party manufacturing factories (EMS), must first go through "Humax Suppliers for Sustainability: CSR self-checklist" before being admitted to supplying products to Humax. The Humax' CSR self-checklist is based on the Responsible Business Alliance (RBA, former EICC)'s Code of Conduct, a universal standard used worldwide, and it's used by Humax as part of its risk management system to notify prospective suppliers of the international and domestic legal requirements and regulations related to ethics, labor, safety and health, and environment, and require suppliers to confirm that they will comply with Humax policies against child labor, forced labor, human trafficking, and slavery. In order to ensure that our suppliers uphold Humax policies, we intend to audit target suppliers on annual basis in due course. We also intend to increase understanding and awareness amongst our suppliers of the risks of modern slavery and human trafficking, by for instance, incorporating relevant provisions in the "win-win cooperation agreement" which we enter into with all our suppliers.

In addition, Humax created a whistleblowing system called "Clean Humax", and opened a communication window to allow employees to blow the whistle and provide any kind of information which the employee deem unfit with respect to Humax and the supply chain. All reports made through this system are kept strictly confidential to protect the whistleblower. "Clean Humax" is currently operated only at the head quarter level in Korea but will be operating in all of our factories, R&D Center and offices worldwide in near future.

4. Training

To promote and ensure high level of understanding on the risks of modern slavery and human trafficking in business and supply chain, all directors and members of the management board are briefed on this subject, and we internally run "Integrity Code Training", which is the basis of Humax policy, on annual basis for all employees. We intend to hold "business briefing sessions" that require participation of all employees on quarterly or semi-annual basis, and we will be informing our employees on the Modern Slavery Act related matters during these sessions.

We will always practice Humax Integrity through our Integrity Code, and will continue to mitigate against modern slavery and human trafficking from taking place in all of our business sectors and supply chain.

This statement was approved by the Board of Directors of Humax Electronics Co., Ltd.



Mr. Jeff Kim

President, Humax Europe

Humax Electronics Co., Ltd.