



LG Display ESG Supplychain Code of Conduct / Standard

(Version 5.0)

When using these guidelines, please check whether it is a revised version that reflects the latest changes.

In addition, if you have questions or feedback about any errors, omissions or unclear things when using these guidelines, please check with the contact below.

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LG Display ESG Supplychain Code of Conduct

The LG Display ESG Supplychain Code of Conduct (hereinafter referred to as "the Code") is a standard established to ensure that all domestic and overseas workplaces of LG Display and its subcontractors (hereinafter referred to as "workplaces") involved in the production of LG Display products establish safe working environments and guarantee that the rights of all workers including full-time, temporary, dispatch workers (hereinafter referred to as "Workers") are respected, while at the same time ensuring that business operation is both environmentally-friendly and ethical.

As used herein, "workplaces" refers to all types of organizations including LG Display and those that supply/provide goods and services including raw materials, packing materials, human resources, and logistics to LG Display. This Code shall be observed by those of LG Display, its subcontractors, and those that supply raw materials and packing materials to the subcontractors.

LG Display may change this Code as needed, and LG Display (and/or external auditors) may visit a work site in order to evaluate whether the Code is being adhered to and demand that improvements be made.

This Code is made up of six areas. It provides standards for A Labor & Human Rights, B Health and Safety, C Environment, and D Business Ethics. It then explains the components required to meet the rules above in E Management System.

Each workplace must fulfill the stated requirements and this fulfillment must be possible to confirm through records and documents. Managers and workers should also be able to clarify the contents.

This Code reflects not only domestic laws/regulations, but international standards such as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the ILO's core conventions, and the Ten Principles of the UN Global Compact. In the event a conflict between this Code and a local law/regulation, more strict criteria of the two shall prevail.

LG Display operates and maintains its ESG Supplychain Standards that specify detailed requirements about workplaces' compliance of this Code.

A. Labor & Human Rights

Workplaces are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

A1) Prohibition of Forced Labor

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons, including but not limited to any of the foregoing, in any form, is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities including, if applicable, workers' dormitories or living quarters. As part of the hiring process, all workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of the terms and conditions of employment. Foreign migrant workers must receive the written employment agreement prior to the worker departing from his or her country of origin, and this agreement shall include the terms and conditions of employment. There shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work must be voluntary, and workers shall be free to leave work or terminate their employment at any time without penalty if reasonable notice is given as per the worker's contract, which shall be clearly stated in the worker's contract. Workplaces shall maintain documentation on all leaving workers for the legally required period. Employers, labor agents and sub-agents shall not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Employers may hold documentation only if necessary to comply with local law. In this case, at no time shall workers be denied access to their documents. Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

A2) Young Workers

Workplaces should not use the labor of children who are the greatest of 1) under the age of 16, 2) or under the age for completing compulsory education, 3) or under the minimum age for employment in the country at any stage of manufacturing. Workplaces should employ an adequate mechanism for ascertaining workers' age. The use of legitimate workplace learning programs, which comply with all laws and regulations, should be utilized. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety of young workers, including night shifts and overtime. Workplaces shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. Workplaces shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. Where a case of child labor is spotted, workplaces should take a

corrective/supportive step. Considering that it is difficult to take protective measures (prohibition of overtime work, *etc.*) for young workers, it is recommended to carefully decide on hiring young workers. If young workers are inevitably hired, the young worker protection process must be followed.

A3) Working Hours

Working hours per week are not exceed 60 hours or legal working hours, including extended working hours, except in emergency or unusual situations. In addition, workplaces must guarantee the worker at least one day off every seven days. Workplaces shall follow all applicable laws and regulations with respect to working hours and days of rest, and all overtime must be voluntary.

A4) Wages and Benefits

Workplaces shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits, and shall provide benefits required by applicable local law or employment contract. All workers shall receive equal pay for equal work and qualification. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.

A5) Non-Discrimination/Non-Harassment/Humane Treatment

Workplaces shall commit to a workplace free of harassment and unlawful discrimination. There shall be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Workplaces shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, veteran status, protected genetic information or marital status, or any other status protected by applicable law, in hiring and employment practices such as wages, promotions, rewards, and access to training. Workplaces shall clearly define disciplinary policies and procedures in support of these requirements and communicate them to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. Workers or potential workers shall not be required to undergo medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.

A6) Freedom of Association

Workplaces shall, in accordance with local laws and regulations, respect the right of workers to organize and join labor unions, bargain collectively, and freely associate with other workers for collective bargaining and peaceful assembly and demonstration, as well as respect the right of workers to engage in or refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

B. Health & Safety

Workplaces must establish safe and healthy working conditions and health and safety management systems in order to minimize the incidence of work-related injury and illness, enhances the quality of products and services, consistency of production and worker retention and morale. Also, in understanding and resolving workplaces' health and safety issues, it is essential to continually seek employee feedback and provide education and training, as well as to guarantee employees the right to refuse hazardous work and report adverse working conditions.

B1) Occupational Health and Safety

Worker potential for exposure to health and safety hazards (e.g., chemical, electrical and other energy sources, fire, vehicles, and fall hazards) shall be identified and assessed, and mitigated using the Hierarchy of Controls (elimination of hazards, substitution of processes or materials, engineering controls, and process management and controls). Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained personal protective equipment and training to appropriately address the risks associated with these hazards. Reasonable steps must also be taken to remove pregnant women/nursing mothers from working condition with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers including those associated with their work assignments, and provide reasonable accommodations for nursing mothers. Workers shall have the right to refuse dangerous work and report hazardous working conditions.

B2) Emergency Preparedness

Workplaces should identify and assess potential emergency situations and events and minimize their impact by implementing emergency plans and response procedures, including: emergency reporting, employee notification and evacuation procedures, worker training and drills. Emergency drills must be executed at least annually or as required by local law whichever is more stringent. Emergency plans should also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property.

B3) Occupational Injury and Illness

Workplaces should have procedures and systems in place to prevent, manage, track and report occupational injuries, illnesses, and near-misses. Workplaces should encourage worker reporting, classify and record injury and illness cases, and provide necessary medical treatment. Corrective actions should be implemented to eliminate their causes, and workers shall be supported in returning to work. Workplaces shall allow workers to remove themselves from imminent harm, and workers who have removed themselves shall report the evacuation to their supervisor or department head without delay. Workers should be allowed not to return until the situation is mitigated, without fear of retaliation. Workplaces should also establish and implement a program to take reasonable measures to prepare for, prevent, and respond to the potential spread of infectious diseases among employees.

B4) Industrial Hygiene

Workplaces should identify, evaluate, and control worker exposure to chemical, biological, and physical agents according to the Hierarchy of Controls (elimination of hazards, substitution of processes or materials, engineering controls, and process management and controls). When hazards cannot be adequately controlled by these means, workers shall be provided with and use appropriate, well-maintained personal protective equipment free of charge. Workplaces shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Workplaces shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

B5) Physically Demanding Work

Workplaces should identify, evaluate, and control worker exposure to the hazards of physically demanding tasks, including manual material handling, heavy lifting, prolonged standing, and highly repetitive or forceful assembly tasks.

B6) Machine Safeguarding

Workplaces should conduct safety hazard evaluations on its production facilities and other machinery. Physical guards, interlocks, and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

B7) Food, Sanitation and Housing

Workplaces should provide clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the workplace or a third party on the workplace's behalf (including labor agent) shall be maintained to be clean and safe, and shall be provided with appropriate emergency egress, hot water, adequate lighting, heating and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space with access control.

B8) Health and Safety Communication

Workplaces should provide workers with health and safety training in a language the worker can understand for all identified workplace hazards, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

C. Environment

Workplaces should recognize that environmental responsibility is integral to producing world-class products. They should identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources within their manufacturing operations, while safeguarding the health and safety of the public.

C1) Environmental Permits and Reporting

Workplaces should acquire and maintain all required environmental permits and registrations, and continuously reflect the latest revisions. They should also comply with operational and reporting requirements for the permit process.

C2) Pollution Prevention and Resource Reduction

Workplaces should strive to minimize or eliminate emissions and discharges of pollutants and generation of waste at the source. This may be achieved by practices such as adding pollution control equipment and modifying production, maintenance, and facility processes. Workplaces should also conserve and efficiently manage the use of natural resources, including water, fossil fuels, minerals, and virgin forest products. This may be achieved by practices such as modifying production, maintenance, and facility processes, materials substitution, re-use, conservation, and recycling.

C3) Hazardous Substances

Workplaces should identify and label chemicals, waste, and other materials posing a hazard to humans or the environment, and should ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Workplaces shall track and document hazardous waste data.

C4) Solid Waste

Workplaces should implement a systematic approach to identify, manage, reduce, and appropriately dispose of or recycle solid waste (non-hazardous). Waste data should be continuously managed and documented.

C5) Air Emissions

Workplaces should characterize, routinely monitor, control, and treat as required air emissions of volatile organic compounds (VOCs), aerosols, corrosives, dust, particulates, ozone-depleting substances, and combustion byproducts. Ozone-depleting substances should be effectively managed in accordance with the Montreal Protocol and applicable regulations. Workplaces shall conduct routine monitoring of the performance of their air emission control systems.

C6) Materials Restrictions

Workplaces are to adhere to all applicable laws, regulations, and customer requirements regarding the

prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

C7) Water Resources and Storm Water Management

Workplaces should implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water, and controls channels of contamination. Workplaces shall ensure that illegal discharges and spills from entering storm drains, the public water supply, or public bodies of water. All wastewater shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Workplaces shall conduct routine monitoring of the performance of their wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

C8) Energy Consumption and Greenhouse Gas Emissions

Workplaces shall establish and report against an absolute corporate-wide greenhouse gas reduction goal. Energy consumption and all Scopes 1, 2, and significant categories of Scope 3 greenhouse gas emissions should be tracked, documented, and publicly reported. Workplaces shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

C9) Biodiversity

Workplaces should recognize that biodiversity is the foundation of healthy ecosystems and sustainable business operations and should strive to minimize any negative impacts of their business activities on biodiversity and further contribute to positive impact. Workplaces should also recognition that deforestation significantly impacts climate change, workplaces should participate in international efforts to mitigate this issue, avoid development in areas of high biodiversity value and forests of high conservation value, and commit to preventing illegal deforestation..

D. Ethics

Workplaces should always be ethical in all business aspects to meet social responsibilities and to achieve success in the marketplace, should comply with the highest standards of ethics as follows.

D1) Business Integrity

The highest standards of integrity are to be upheld in all business interactions. In accordance with LG Display's policy of Jeong-do management, workplaces shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

D2) No Improper Advantage

Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized,

given or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

D3) Disclosure of Information

Workplaces should transparently perform all business dealings and accurately reflect them in the workplace's business books and records. Workplaces should also disclose information regarding labor, health and safety, environmental practices, business activities, structure, financial situation, and performance in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain is unacceptable.

D4) Intellectual Property

Workplaces should respect intellectual property rights. Transfer of technology and know-how shall be done in a manner that protects intellectual property rights, and LG Display's, customer's, and supplier's information should be safeguarded.

D5) Fair Business, Advertising and Competition

Workplaces should comply with advertising and competition regulations and fair business standards.

D6) Protection of Identity and Non-Retaliation

Workplaces should maintain programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers, unless prohibited by law. Workplaces should also communicate and maintain a process for their personnel to be able to raise any concerns without fear of retaliation.

D7) Responsible Sourcing of Minerals

Workplaces should establish a policy and conduct due diligence on the origin and chain of custody of tantalum, tin, tungsten, gold, and cobalt contained in the products they manufacture. Through this, workplaces shall reasonably assure that such minerals are sourced in a way consistent with the 'OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas' or an equivalent and recognized due diligence framework.

D8) Privacy

Workplaces should commit to protecting the reasonable privacy expectations of personal information of everyone they have a business relationship with, including suppliers, customers, consumers, and employees. Workplaces should also comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

E. Management System

Workplaces shall adopt or establish a management system with a scope that is related to the content of this Code. The management system shall be designed to ensure compliance with applicable laws, regulations and customer requirements related to the participant's operations and products; conformance with this Code; and identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement. The management system should include contents regarding A) Labor and Human Rights B) Health and Safety C) Environment D) Ethics. *If valid authentication is available for each sector A) Labor and Human Rights B) Health and Safety C) Environment D) Ethics, the management system check can be skipped for the sector.

E1) Company Commitment

Workplaces should establish human rights, health and safety, environmental, and ethics policy statements affirming the workplace's commitment to due diligence and continual improvement and be endorsed by executive management. Policy statements should be made public and communicated to workers in a language they understand via accessible channels.

E2) Management Accountability and Responsibility

Workplaces clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis. Representatives with corporate social responsibility and sustainability management responsibilities and powers should be appointed.

E3) Legal and Customer Requirements

Workplaces should adopt or establish a process to identify, monitor, and understand applicable laws, regulations, and customer.

E4) Risk Assessment and Risk Management

Workplaces should adopt or establish a process to identify legal compliance, environmental, health and safety, labor and human rights practices, and ethics risks, including the risks of severe human rights and environmental impacts associated with their operations. Workplaces should also determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

E5) Improvement Objectives

Workplaces should document performance objectives, targets, and implementation plans to improve their social, environmental, and health and safety performance, and periodically assess their performance in achieving those objectives.

E6) Training

Workplaces should operate training programs for managers and workers to implement their policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements.

E7) Communication

Workplaces should establish a process for communicating clear and accurate information about their policies, practices, expectations, and performance to workers, suppliers, and customers.

E8) Worker Feedback, Participation and Grievance

Workplaces should establish processes for two-way communication and engagement, including an effective grievance system, to assess understanding and obtain feedback from workers, their representatives, and other stakeholders regarding matters covered by this Code, and to foster continuous improvement. Workers should be given a safe environment to raise grievances and provide feedback without fear of reprisal or retaliation.

E9) Audits and Assessments

Workplaces should periodically self-evaluate compliance with this Code, related laws and customer requirements. Workplaces should also need to allow third party assessments to proceed based on customer requests.

E10) Corrective Action Process

Workplaces should establish a process for timely corrective action of nonconformities identified by internal or external assessments, inspections, investigations, and reviews.

E11) Documentation and Records

Workplaces should create and maintain documents and records to ensure regulatory compliance and conformity to company requirements, along with appropriate confidentiality to protect privacy.

E12) Supplier Responsibility

Workplaces should establish a process to communicate the requirements of this Code to their sub-suppliers and to monitor their compliance with the Code. Workplaces should also allow third-party assessments of suppliers to be conducted at the request of customers.

References

- Responsible Business Alliance (Code of Conduct V8.0)
(<http://www.responsiblebusiness.org>)
- ILO International Labor Standard, ILO Code of Practice in Safety and Health
(<http://www.ilo.org/global/lang--en/index.htm>)
- ISO 14001
(www.iso.org)
- ISO 45001
(www.iso.org)
- OECD Due Diligence Guidance
(www.oecd.org)
- Legislative Office
(www.law.go.kr)
- OECD Guidelines for Multinational Enterprises
(www.oecd.org)
- NY Supplier Responsibility Code and Standard V5.0
(<https://www.apple.com/supplier-responsibility/>)
(<https://www.apple.com/kr/supplier-responsibility/>)
- UN Global Compact's 10 Principles

Revision Control Table

Version	0.0	January 1, 2018	Initial enactment
	0.1	October 31, 2018	Partial revision
	1.0	November 30, 2020	Partial revision
	2.0	July 7, 2021	Partial revision
	3.0	June 29, 2022	Partial revision
	4.0	December 11, 2023	Partial revision
	5.0	September 11, 2026	Partial revision

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