

# KEPCO Code of Conduct for Suppliers

October, 2023

## Preliminary Statement

KEPCO aims to create a happy future where all mankind can enjoy a clean and convenient energy culture by achieving the vision of "KEPCO-A Smart Energy Creator" through leading energy transformation, expanding clean energy, and digital transformation.

To this end, KEPCO's Code of Conduct for Suppliers is the basic ethical, social and environmental standards that all suppliers dealing with KEPCO must comply with, and we believe that compliance with these standards will benefit both KEPCO and suppliers as well as global competitiveness.

This KEPCO's Code of Conduct for Suppliers is a standard that suppliers, their executives, employees, agents, and subcontractors (hereinafter referred to as "suppliers") should follow, and KEPCO will recommend compliance with the Code of Conduct for Suppliers through continuous communication and dialogue.

Through this, it is recommended to establish a clean and transparent corporate culture and to establish a happy energy culture for mankind.

## General Requirements

All suppliers of KEPCO at home and abroad must adhere to the ten principles of the UN Global Compact established in relation to national and international law, human rights, labor, environment, and anti-corruption, as well as faithfully comply with the Code of Conduct of Suppliers.

Furthermore, KEPCO's additional ethical, social and environmental requirements must be observed in the implementation of the contract, and subcontractors involved in suppliers must also be encouraged to recognize and comply with the principles of this Code of Conduct.

## Requirements in detail

### I. Ethical criteria

1.1 ([Integrity](#)) Suppliers shall endeavor to ensure transparent and clean management and shall not engage in immoral acts such as unfair acquisition or bribery.

In particular, bribes such as money or entertainment should not be provided in any form to our employees.

1.2 ([Anti-competitive](#)) Suppliers shall not engage in collusion that impedes fair trade, nor shall they engage in illegal subcontracting transactions with third parties.

1.3 ([Solicitation](#)) Suppliers shall not make an unfair solicitation to our employees that may affect their fair performance or decision-making for the benefit of himself/herself or others.

1.4 ([Education and Reporting](#)) Suppliers must train their employees in order to create a clean corporate culture that rejects bribery and requests, and if they find corruption-related matters in the execution of the contract, they must report it to the KEPCO Corruption Reporting Center ([WWW.KEPCO.CO.KR](http://WWW.KEPCO.CO.KR)).

1.5 ([Information Disclosure](#)) All transactions must be transparent and accurately reflected in the supplier's accounting books and business records. Supplier's labor, safety, health, environmental management status, business activities, information about governance, financial status, and performance shall be disclosed in accordance with applicable laws and general industry standards, and information manipulation and false statements shall not be permitted.

1.6 ([Intellectual Property Protection](#)) Suppliers must respect all intellectual property rights and protect those rights upon transfer of technology and know-how. In addition, suppliers shall ensure that all information from the sub-supplier, as well as, is secured.

1.7 ([Protect Identity and no Retaliation](#)) Unless prohibited by law, suppliers must operate reporting channels and whistleblower protection programs that ensure confidentiality and anonymity. The supplier must notify all workers of the relevant procedures so that workers can raise the issue without fear of retaliation.

1.8 [\(Personal Information Protection\)](#) Suppliers should make an effort to protect the personal information of everyone, including customers and executives and employees and a partner company involved in the business. In addition, privacy and information security related laws should be observed in collecting, storing, processing, transmitting and sharing personal information.

## **II. Social standards**

2.1 [\(Regulatory Compliance\)](#) Suppliers must comply with tax and labor laws within their businesses (such as domestic and international labor treaty ILO conventions) and make every effort to act in accordance with the provisions and spirit of those laws.

2.2 [\(Prohibition of Forced Work\)](#) All work must be voluntary and must not be forced to work against the will of workers (forced work, involuntary work, exploitative imprisonment work, slavery, human trafficking, etc.).

Official documents issued by the government (such as identification cards, passports or work permits) must be kept by the workers themselves. Employers (suppliers or labor dispatchers) should not require workers to pay deposits or employment fees as part of their employment.

In addition, the working conditions must be documented and communicated in a language that workers can understand.

2.3 [\(Compliance with Working Hours\)](#) Working hours shall not exceed the maximum working hours prescribed by law by the country concerned, and all overtime shall be voluntary.

2.4 [\(Wages and Benefits\)](#) Wages paid to workers must include minimum wages, overtime pay and benefits items prescribed by law, and comply with all local laws and regulations.

2.5 [\(Prohibition of Child Labor\)](#) Suppliers shall under no circumstances utilize child labor and shall not profit from it. If a child worker is found, the supplier shall immediately stop hiring and improve the process for age verification in the hiring process.

2.6 (No Discrimination) Suppliers should take measures to prevent workers from being bullied or discriminated against illegally.

Workers should not be discriminated against or bullied based on race, skin color, age, gender, ethnicity, disability, pregnancy, religion, political orientation, unionization, marital status, etc. in hiring and hiring activities such as wages, promotions, compensation, educational opportunities, etc.

2.7 (Freedom of Association) Suppliers must respect the right of workers to organize and join trade unions, to freely engage with other workers for collective bargaining and peaceful assembly, as well as the right of workers not to participate in such activities.

2.8 (Industrial Safety) Suppliers must be identified, evaluated and controlled through appropriate design, administrative control, preventive maintenance, safety regulations, and safety work procedures for workers who may be exposed to health and safety risks (such as electrical control, fire, vehicle, fall risk, etc.) and receive continuous industrial health and safety education.

This requires workers to be provided with adequate personal protective equipment if the risk factors cannot be controlled. Pregnant or lactating female workers should take reasonable measures, such as removing or reducing risk factors, without placing them in hazardous work environments.

2.9 (Industrial Accident and Disease Prevention) It should have procedures and systems to prevent, manage, track and report industrial accidents and diseases of workers.

These should include encouraging workers to report freely, classifying and recording cases of injury, providing necessary medical care, implementing corrective actions to investigate cases and eliminate causes, and supporting the return of workers furloughed from work due to industrial accidents and diseases.

2.10 (Safety and Health Education) Providers should provide workers with safety and health education in a language that workers can understand about all identified workplace risks. Safety and health information that workers need to know should be posted in a prominent place or easily accessible.

Safety and health education should be conducted regularly, including before the start of work, and a reporting and communication window should be provided so that workers can freely raise and share safety and health issues.

### **III. Environmental Standards**

3.1 **(Compliance with Regulations)** Suppliers shall comply with environmental laws and regulations within the scope of the business and shall make every effort to act in accordance with the provisions and spirit of such laws and regulations.

3.2 **(Environmental Licensing Acquisition)** Suppliers shall acquire, maintain and manage all environmental licensing and registration requirements for the operation of the enterprise, reflect the latest regulations, and comply with the operational and reporting requirements required for the licensing process.

3.3 **(Prevention of Pollution and Reduction of Resource Use)** Suppliers shall minimize or eliminate the discharge of pollutants and the generation of waste through the addition of pollutant control facilities.

The use of natural resources, including water, fossil fuels, minerals and primeval forests, should be preserved through methods such as improving production processes, strengthening maintenance, changing equipment processes, alternative materials, reuse, preservation, and material recycling.

3.3 **(Prevention of Pollution and Reduction of Resource Use)** Suppliers should minimize or eliminate pollutant emission, waste emission through process improvement, raw material replacement, recycling and reuse, and endeavor to reduce power and fuel consumption and minimize greenhouse gas emission by improving energy efficiency.

3.4 **(Hazardous Substances Management)** Suppliers must be separately managed through identification, labeling, etc. for safe handling, transportation, storage, use, reuse, and disposal of chemicals, waste and other substances that pose a risk to people or the environment.

3.5 **(Waste Management)** Suppliers shall identify the type, characteristics and generation of wastes generated, discharge them after treatment in accordance with the law, and endeavor to reduce generation.

3.6 **(Air Pollutants)** The characteristics of volatile organic compounds, fine dust,

ozone layer destructive substances and combustion by-products generated in the process should be identified, discharged after treatment in accordance with relevant laws and regulations, and the discharge status should be monitored at all times. In addition, suppliers should regularly check the operation of the air emission monitoring system.

3.7 (Energy Consumption and Greenhouse Gas Emissions) Suppliers should strive to record and manage energy consumption and greenhouse gas emissions, increase energy efficiency and minimize energy consumption and greenhouse gas emissions.

3.8 (Sustainable Purchasing Policy) Suppliers must comply with environmental procedures and make efforts to spread environmentally friendly technologies in order to continuously improve the environmental performance of the enterprise.