

The date of enactment	2022.5.13
Revised Number	-
Page	1/5
Approval level	Board Resolution

DGB Financial Group Human Rights Statement

Introduction

DGB Financial Group promotes human rights management that complies with global standards and guidelines of global human rights conventions such as the Korean Labor Standards Act, UN Universal Declaration of Human Rights, UNGP(UN Guiding Principles on Business and Human Rights) and ILO's Declaration on the Fundamental Principles and Rights at Work to protect the human rights of all stakeholders.

Scope of Application

The statement is applied to DGB Financial Group's all employees (executives, regular and non-regular employees) including domestic/overseas subsidiaries and sub-subsidiaries. The group also encourages all stakeholders including customers, suppliers and partners to comply with the statement's standards.

The date of enactment	2022.5.13
Revised Number	-
Page	2/5
Approval level	Board Resolution

Human Rights Risk Management System

DGB Financial Group fulfills its duty to respect human rights by managing related risks. We regularly evaluate and reduce the risks in accordance with the **Human Rights Impact Assessment Process** and **Anti-bribery management system** to protect human rights of all stakeholders, then disclose human rights related issues in accordance with the UNGP reporting framework.

Human Rights Impact Assessment Process



The date of enactment	2021.5.13
Revised Number	-
Page	3/5
Approval level	Board Resolution

Anti-bribery Management System

DGB Financial Group has established an Anti-bribery Management System (established on 12 December 2018) based on global standards to manage the business of its affiliates and spread a culture of integrity and ethics throughout all stages of related work. The group will turn into a sustainable organization by implementing the policies of the Anti-bribery Management System.

- The Group establishes an Anti-bribery Management System that puts integrity and ethical management first. The group removes the causes of corruption by periodically reviewing external and internal issues and evaluating potential risks that may occur throughout the entire process of organizational activities.
- The group establishes an Internal Control System and puts it into practice so that its executives and employees can comply with related laws and promises with the company at work.
- To prevent corruption, the group clearly states each work process and the responsibilities and authority of employees, and provide education on integrity and ethics to employees. In addition, the group sets performance indicators based on employees' awareness of the company-wide anti-bribery culture and work process, and improve them by setting as management goals.
- The Group voluntarily guarantees transparency by disclosing its anti-bribery management policies to all stakeholders, including customers and business partners.

The date of enactment	2021.5.13
Revised Number	-
Page	4/5
Approval level	Board Resolution

Guiding Principles for Human Rights Management

Article 1. Prohibition on discrimination

DGB Financial Group respects diversity and does not discriminate based on gender, race, nationality, religion, disability, age, family status, social status, political opinion and region of origin in terms on personnel management related to recruitment, employment and promotion.

Article 2. Prohibition on forced labor/child labor

DGB Financial Group does not coerce any work against the free will that involves mental or physical restraint, including slavery and human trafficking. Child labor is prohibited and the group ensures that educational opportunities for young workers are not limited. The group treats each employees as a dignified person and established a system to enable them to perform their duties in a fair way.

Article 3. Guarantee of the freedoms of association and collective bargaining

DGB Financial Group respects labor-related laws of countries in which the human rights statement is applied and provides sufficient communication opportunities to all executives and employees.

The date of enactment	2022.5.13
Revised Number	-
Page	5/5
Approval level	Board Resolution

Article 4. Guarantee of fair compensation and growth opportunity

DGB Financial Group motivates employees to achieve work by fairly evaluating them according to individual abilities and performance. In addition, the group develops a training system to foster professional and creative talents, ensure good communication and actively supports all employees to show their creativity.

Article 5. Guarantee of health and safety

DGB Financial Group regularly inspects the facilities, equipment and others of the workplace for all employees to work in a safe environment and prepares support plan for post management and appropriate measures to prevent physical and mental hazards.