

# Anti-Discrimination and Harassment Policy

Version 2.0 March 2022  
Corporate Human Resources Team

Samsung Electronics Co., Ltd (hereinafter referred to as “Samsung”, the “company”, “we”, “us”, or “our”) respects the right of everyone to a world of work free from discrimination and harassment, and is therefore committed to creating and maintaining a safe and healthy work environment in which people are treated with dignity, decency and respect.

Samsung will not tolerate any behaviors of harassment or discrimination based on age, disability, ethnicity, sex, gender, marital status, national origin, language, political affiliation, race, color, creed, religion, nationality, citizenship, sexual orientation, gender identity or expression, union membership, or any other status protected by applicable local laws in hiring and other employment practices. In addition, Samsung will not tolerate any behaviors of sexual harassment, violence, physical or verbal abuse, harassment, bullying or any similar forms of violations towards and among employees or people working for Samsung.

Samsung is committed to respect all internationally recognized fundamental human rights of workers including international human rights principles and standards set forth in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development’s guidelines for multinational enterprises, the UN Convention on the Rights of the Child, the ILO Declaration on Fundamental Principles and Rights at Work, and the laws of the countries in which we operate.

In addition, we are committed to respecting the International Labor Organization’s Equal Remuneration Convention (No. 100), Discrimination (Employment and Occupation) Convention (No. 111), Violence and Harassment Convention (No. 190) as well as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). In addition, anti-harassment and discrimination are codified and enforced through Samsung’s own Code of Conduct and adhered by through the Responsible Business Alliance’s Code of Conduct and its due diligence process.

Samsung employees, regardless of their positions, are responsible for ensuring that our work environment is free from harassment and discrimination by refraining from any conduct that may create a hostile working environment.

Any employee can raise concerns about discrimination and harassment free from fear of retaliation under the Anti-Discrimination and Harassment Policy (the “Policy”). All allegations shall be investigated promptly and thoroughly according to the procedure stipulated in the Grievance Resolution Guidelines. Employees who have engaged in misconduct violating the Policy, may be subjected to discipline, up to and including termination of employment. We will establish and pursue preventative and corrective remedies to eliminate and address all forms of harassment and discrimination in the world of work, especially gender-based violence such as sexual harassment.

Samsung aims to take into account the position of key stakeholders such as governments, customers, suppliers, local communities, civil society organizations and other relevant business partners in order to improve the Guidelines continuously and to make sure these Guidelines are consistent with applicable local laws, Samsung Code of Conduct and Business Conduct Guidelines.

Samsung shall review and update the Policy on a regular basis to ensure compliance with changes in applicable laws and regulations as well as international standards and ensure consistency with Samsung values: People, Excellence, Change, Integrity, Co-prosperity.

## 1. Definitions

### 1.1 Discrimination

**Discrimination** means adverse or less favorable treatment and any distinction or exclusion of any employee based on the employee's 'protected status'(refer to the definition below), rather than on the basis of the individual's expertise or merit with respect to the terms, conditions, or privileges of employment. This may include any acts which have the purpose or effect of impairing the recognition, enjoyment or exercise of all human rights and fundamental freedoms in the world of work.

**Protected status** includes but is not limited to age, disability, ethnicity, sex (including pregnancy), gender, marital status, national origin, language, political affiliation, race, color, creed, religion, nationality, citizenship, sexual orientation, gender identity or expression, union membership, or any other status protected by applicable local laws and regulations.

### 1.2 Harassment

**Harassment** refers to a range of unacceptable, improper and unwelcome behaviors and practices or threats thereof whether a single occurrence or repeated which, regardless of intention, results in physical, psychological, sexual or economic harm. Harassment fails to respect the dignity and feelings of a person and creates a degrading, hostile, humiliating, intimidating, offensive, or unsafe working environment. It includes but is not limited to the following forms:

**A) Sexual Harassment** can be defined as any unwelcome sexual advance, request for sexual favor, or verbal, physical, or any other conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such a conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.

**B) Physical abuse** can be defined as an act of non-accidental, deliberate use of force, aggressive or violent behavior that results in bodily injury, physical harm, pain, or impairment. It can range from severe forms such as assault, violence or threats to less obvious actions of using physical force such as unwanted physical contact or touching.

**C) Verbal abuse** can be defined as an improper and excessive use of language to humiliate a person, or to undermine a person's dignity. It includes swearing, shouting, making demeaning comments,

insulting, name-calling or any other conducts causing fear by intimidation or threats.

**D) Bullying** is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behavior that intends to cause physical, social and/or psychological harm such as humiliating or undermining the person's or group's sense of self-worth. It can take the form of constant negative or critical remarks, belittling one's abilities, isolating or excluding a person from social interactions, gossiping, or spreading of false information.

## 2. Scope

This Policy applies to all employees and requires them to treat others with dignity and respect in accordance with Samsung's Anti-Discrimination and Harassment Policy, Code of Conduct and Business Conduct Guidelines. Under this Policy, a "world of work" encompasses all actions that may arise from or occur as a result of work, which includes but is not limited to:

- The workplace premises including but not limited to the offices, production facilities and employer-provided accommodation;
- During work-related trips, travel, training, meetings, events or social activities;
- Through work-related communications, including those enabled by information and communication technologies (inside and outside of working hours);
- Anywhere employees are conducting business on Samsung's behalf including remote work;

Samsung acknowledges that our employees as well as people working for Samsung, can be both perpetrators and victims of harassment and discrimination.

All our suppliers are to adhere to our Supplier Code of Conduct which includes "Humane Treatment" and "Non-Discrimination" provisions in accordance with local laws and regulations.

## 3. Preventive Measures

Samsung shall actively take steps to minimize the occurrence of harassment and to respond promptly and appropriately when harassment occurs. We acknowledge that fostering a world of work that is free from any type of discrimination and harassment and which embraces differences and diversity, creates a more respectful workplace. We recognize that vulnerable groups including women, minorities, migrant workers and persons with disabilities are at heightened risk of discrimination and harassment and should be afforded special protection. To this end, Samsung shall focus on the following measures to prevent harassment- and discrimination in the world of work:

- **Diversity and Inclusion:** We aim to create a global team where everyone feels a sense of belonging and has equal opportunities, inspiring our talent to be their true selves.
- **Equal Employment Opportunity:** We provide equal hiring opportunities to all job applicants and prohibit discrimination against employees in compensation, promotions, job assignments, training, performance evaluations, benefits, social and recreational programs, disciplining or termination, and other employment practices in accordance with local laws and regulations.

- **Maternity Protection:** We provide pregnancy and postnatal employment protections, benefits and pay as well as maternity and paternity leave in line with local laws and regulations. Pregnant and breastfeeding women are excluded from performing hazardous work and reasonable actions are taken to eliminate and minimize health and safety risks in their working environments such as adjusting their duties and providing reasonable breastfeeding facilities.
- **Improved Accessibility:** We provide reasonably adjusted facilities for people with disabilities in accordance with applicable local laws and regulations.
- **Respect for Religious Practices:** We respect the religious practices of our employees and provide appropriate and reasonable accommodation.
- **Training and Reporting:** We offer training on workplace ethics, mutual respect, diversity and inclusion to our employees and help them perceive and correct behaviors that may potentially cause discrimination,(sexual) harassment, intimidation and violence. We foster a culture of reporting incidents to identify risks early on and to ultimately eliminate workplace discrimination and harassment.
- **Review and Due Diligence:** We ensure fair and effective implementation of the Policy and conduct audits to monitor the compliance with the Policy on a regular basis. We shall implement immediate corrective action where risks and non-compliances are identified and analyze root-cause to prevent reoccurrence.

## 4. Grievance Resolution Procedure

Samsung takes all – informal and formal – complaints of discrimination, harassment or other violations of the Policy seriously and will promptly investigate such complaints and take necessary remedial measures. Samsung shall comply with the Grievance Resolution Guidelines for receiving, investigating and addressing complaints which will be performed in a timely, fair, and impartial manner and follow the effectiveness criteria of the UN Guiding Principles of Business and Human Rights.

## 5. Remedies and Sanctions

### 5.1. Disciplinary measures

Appropriate disciplinary action will be taken against any employee who inflicts or is involved in any act of discrimination or harassment against another individual or group in the world of work as defined under the policy scope. The harasser is liable for his or her actions and appropriate sanctions will be applied including a verbal or written warning, or up to termination of employment under the company's disciplinary policy.

Appropriate disciplinary measures shall take into account various factors, including:

- the severity, and frequency of the conduct;

- whether there have been any prior incidents or warnings.

## 5.2. Victim protection and anti-retaliation

Samsung is committed to ensuring that no one, including workers, witnesses or other stakeholder including those that represent victims, will be subject to any form of reprisal, intimidation or retaliation for reporting what he or she believes in good faith to be an incident of discrimination or harassment. Samsung offers a range of grievance channels including confidential, anonymous ones to manage potential risks of retaliation. Individuals who believe they are being subjected to retaliatory behavior, shall immediately raise their concerns to the company.

Samsung is also committed to keeping all complaints confidential to ensure fairness to complainants and all parties involved as well as to protecting their privacy and relevant data. Employees, supervisors, managers, and other persons who are involved in or aware of a complaint or investigation are expected to protect the confidentiality and privacy of all parties involved to the maximum extent possible and to approach cases in a sensitive manner. Information will only be disclosed to investigate and support prompt action during the complaint process, to prevent discrimination or harassment or to comply with applicable legal obligations.

## 5.3. Remediation

Samsung may consider various remedial measures as it deems necessary to remediate and prevent recurrence after taking into account the nature of the case and the views of the victim. Progress and implementation of remediation will be closely monitored until the remediation is completed and the case is resolved.

The victim has the right to access external dispute resolutions and other forms of judicial and non-judicial mechanisms without corporate interference or repercussions, if they choose to. It is without prejudice to the employee's legal rights under applicable local laws.

# 6. Roles and Responsibilities

## 6.1 Employees

- Employees including managers and supervisors are responsible to ensure that our work environment is free from behaviors that may constitute workplace discrimination or harassment creating a hostile working environment.
- All employees have a responsibility to ensure that their behavior meets the standards described by the company's Code of Conduct, the Policy and other related policies contributing to a healthy, safe, and respectful workplace.
- Any employee who believes to have been discriminated, harassed or otherwise been violated, or have witnessed a potential violation of the Policy, should promptly report the incident to the company.

- Managers and supervisors are responsible to take steps to actively enforce and promote the Policy by refraining from any activities which may give the appearance of impropriety or convey a casual approach to the enforcement of the Policy. Managers and supervisors have a special obligation to promptly report any suspected or actual violation of the Policy through formal channels which they observe, learn about from victims or witnesses or reasonably suspect. Failure to report incidents in a timely manner may lead to disciplinary action.

## 6.2 Company

- Samsung seeks to create a workplace environment which is free from any form of discrimination or harassment by taking active steps to implement the Policy and procedures to receive and deal with complaints regarding any violations of the Policy and by incorporating preventive measures including those mentioned above.

※ Miscellaneous: In case of discrepancy and/or inconsistency between the English version and other language versions, the English version shall prevail.