SUPPLIER CODE OF CONDUCT

Supplier Code of Conduct

협력사 행동규범 (Korean original title)

JuYoung PS Co., Ltd. has established this Code of Conduct to build a sustainable supply chain together with its suppliers. We ask all suppliers doing business with us to understand and comply with the standards below, and we in turn will work toward mutual growth with our suppliers.

01 Scope

Applies to	All suppliers doing business with JuYoung PS Co., Ltd. and its group companies (Sungkwang Tech Co., Ltd. · Dong-A Package Co., Ltd. · BNJ Co., Ltd.)
Business covered	All areas, including the supply of raw and subsidiary materials, outsourced processing, equipment and services, and logistics
Request	Suppliers are asked to communicate this Code to their own employees and sub-suppliers.

02 Environment

- **Environmental compliance** — Comply with the environmental laws, regulations and permit requirements of the country in which the site is located.
- **Hazardous substance management** — Manage the chemicals used in products and processes, and meet the hazardous-substance requirements specified by customers (such as food-contact standards).
- **Forest protection** — Use legally harvested wood when supplying paper materials and, where possible, give priority to forest-certified paper such as FSC®.
- **Resource conservation** — Strive to reduce energy and water use and minimize waste.
- **GHG reduction** — Participate in greenhouse gas reduction activities and cooperate in providing related data upon our request.

03 Labor & Human Rights

- **No forced labor** — All work must be voluntary; do not engage in practices that restrict workers' freedom, such as confiscating identity documents.
- **No child labor** — Do not employ anyone under the legal minimum age, and apply statutory protections to young workers.
- **Non-discrimination** — Do not discriminate in hiring, pay or promotion on the basis of gender, age, origin, religion, disability, nationality or other grounds.
- **Working conditions** — Pay at least the statutory minimum wage and comply with working-hour, rest and holiday standards.
- **No workplace harassment** — Prohibit any conduct that violates personal dignity, such as verbal abuse, assault or sexual harassment.

04 Health & Safety

- **Safe working environment** — Properly maintain equipment safety devices and provide workers with protective equipment.
- **Health & safety training** — Provide workers with statutory health and safety training.
- **Emergency response** — Maintain a response system for emergencies such as fire and chemical leaks.
- **Work on our premises** — Supplier workers working at our sites must follow our safety rules and access procedures.

05 Ethics

- **No corruption** — Do not offer our employees money, hospitality, favors or any other improper benefit.
- **Fair competition** — Do not engage in conduct that undermines fair competition, such as collusion or providing false information.
- **Information protection** — Protect the technical and business information of our company and our customers obtained in the course of business, and do not disclose it without authorization.
- **Respect for intellectual property** — Do not infringe the patents, trademarks, designs or other intellectual property rights of others.

06 Quality

· **Quality standards** — Deliver in accordance with agreed specifications and quality standards, and notify us immediately of any abnormality.
· **Traceability** — Manage the origin and history of raw materials so that they can be traced if a problem arises.
· **Advance notice of changes** — Notify us in advance of any change in raw materials, processes or production location.
· **On-time delivery** — Meet agreed delivery dates, and consult us promptly if a delay is expected.

07 Implementation & Verification

Self-assessment	Suppliers check their own compliance with this Code and submit the results upon our request.
On-site verification	Where necessary, and after prior consultation, we or a third party may visit the supplier's site to verify compliance.
Consequences of violations	If a serious violation is identified, we will request corrective action; if it is not corrected, we may take measures such as restricting business.
Reporting channel	Violations of this Code can be reported through our Ethics Hotline, and whistleblowers are protected. Dedicated email **report@juyoungps.com** | TEL. +82-31-434-7141 · +82-2-2279-6641

> **Our commitment to shared growth** — We prohibit the abuse of a dominant position over suppliers, faithfully meet agreed payment terms, and guarantee fair business opportunities. This Code is not a one-sided demand but **a mutual commitment to building a sustainable supply chain together**.

This policy applies to JuYoung PS Co., Ltd. and all group sites,
and is disclosed to stakeholders on our website.
ISO 9001 · ISO 14001 · FSSC 22000 · FSC® CoC · Green Technology Certification · Green Technology Product · Inno-Biz

22 September 2026

JuYoung PS Co., Ltd.

CEOs Kim Nam-hyeong · Go Young-gwang

This document is an English translation of the Korean original. In the event of any discrepancy, the Korean version shall prevail.