



SL Code of Ethics

December 2020

Article 1. Responsibility and Accountability for Customer

Under the conviction that customers are its genuine business foundation, SL shall be respectful of the customer's opinion and continue to create and provide values that will be of help to the customers so as to secure unconditional trust from the customers.

1. Respect for Customer

SL always listens to the customer's opinion. Customers' sincere requests should be regarded right. Customers shall be the top priority for SL to consider when the company makes a decision and takes an action.

2. Creation of Values

Under the perception that the customer's growth is directly led to our growth, SL strives to explore values that will be needed by customers and continue to create genuine values which will be of actual help to customers and satisfy them.

3. Provision of Values

SL tells customers only the truth and honors its commitments. In addition to that, SL provides customers with the best quality products and services at a reasonable price. SL also swiftly and accurately responds to customer's requests.

Article 2. Fair Competition

SL shall comply with the related laws and regulations of the regions where its business activities are carried out and gain a competitive edge by fair means.

1. Pursuit of Free Competition

According to the principle of free competition, SL keeps order of the global market economy and secures the trust of customers through good quality of products and services. SL competes openly and squarely in good faith based on its genuine skills. The company shall not encroach profit or trespass on weaknesses of competitors.

2. Compliance with related laws and regulations

SL complies with the related laws and regulations of both domestic and overseas areas where its business activities are proceeded and the conventions for business transaction in each area shall also be observed.

Article 3. Fair Transaction

All transactions are to be finalized according to the principle of free competition with equal opportunities to participate. Mutual growth shall be pursued in the long term by establishing relations of mutual trust and cooperation through transparent and fair transactions.

1. Equal Opportunity

SL provides all qualified suppliers with the same opportunity to participate in registration and selection of its partners. Registration and selection of SL partners is to be reasonably conducted based on objective and fair evaluation criteria.

2. Prevention of Unfair Trade

SL complies with the fair trade-related laws and regulation of each and every country where it conducts its business activities. SL does not hinder fair competition through unfair transactions such as monopoly power abuse or superior position abuse. Regarding prices of products and services, supply, trade area, trade conditions and others, the company does not agree to restrain competition with other entrepreneur unfairly. In addition, SL does not obtain information from competitors, partners or other organizations by dishonest means and the company shall not use or disclose the information obtained by the company or a third party by dishonest means.

3. Pursuit of Mutual Growth

SL shall actively support its partners to be competitive for long-term growth through technical assistance and guidance for management. The company, along with its partners, shall put efforts to foster a clean transaction environment and maintain fair trade order.

Article 4. Basic Ethics of Managers and Employees

All the managers and employees of SL shall establish right sense of values as SL members with honesty and fairness and continue to encourage self-development and fair execution of one's duties so as to complete the missions given.

1. Basic Ethics

All the managers and employees shall take pride as SL members and maintain honest and fair attitude. With ethical values in mind, SL members shall always try to maintain individual's dignity and company's honor.

2. Completion of Mission

All the members and employees shall sincerely fulfil each individual's missions in accordance with the company's vision and policies. Everybody does the best to complete the missions given by fair means in compliance with the related laws and regulations. The company properties shall be well maintained and managed. Corporate secrets obtained for business purpose shall be protected.

3. Self-development

Everybody should set up their own desirable role model by themselves and continue to work on self-development so as to fit for it.

4. Fair Execution of One's Duties

All the SL members shall execute their duties with honesty and fairness and always try to create a sound corporate culture.

Regarding one's duties, no financial benefit or material gain which can disrupt fair judgement shall be obtained from the interested parties.

Immoral and unethical behavior which can be blamed by the society in both home and office is not allowed.

5. Transparent Management and Anti-corruption

All the managers and employees shall comply with the strictest standards of integrity in each and every country where the company's business transactions take place.

Bribery, money laundering, intimidation, embezzlement and taking a bribe for a favor given by using a prominent position in business must not be conducted. Furthermore, an unfair price shall not be asked in return for flaws and deficits.

6. Prevention of Interest Conflict with the Company

Any activity or relation which makes the company's interest conflict with that of an individual shall be avoided. SL members do not appoint, recommend or permit **other means** for the purpose of obtaining unfair and inappropriate profits.

Actions that have adverse impact on the company for personal gains and by which personal gains are promised by a third party are also included here. Unauthorized use of the company's properties for personal gains is not allowed.

7. Information Protection (Security Maintenance)

Business secrets and security information of customers and business partners shall not be disclosed without permission. The information obtained for business purpose shall not be stored or used without prior permission. Intellectual property rights possessed by customers and business partners shall be respected and appropriate actions to protect such IPRs shall be taken. Regular monitoring on IPR infringement shall be conducted.

Personal information can be collected and used in accordance with the standards for personal information collection & use, possession and period for utilization. If any change is made, prior consent shall be obtained.

The company's security regulations shall be complied with. It shall be kept in mind that all the information possessed by the company is the company's important asset. Security operations shall be made as part of our daily life.

8. Prevention of Sexual Harassment

Including physical, verbal and visual language and behavior which cause sexual humiliation, SL members shall not speak or act anything which can hinder healthy colleague relationship.

9. Prohibition of Political Participation

SL members shall not engage in politics inside the company during the business hour and use the company's organization, manpower and properties for political use.

Each and every member of the company can exercise political rights based on one's political beliefs, but it shall not be misunderstood that each individual's political belief and engagement represents that of the company.

10. Compliance with Rules of Ethics

SL members shall be sincerely in compliance with the rules of ethics. In case of violation, responsibility for the act shall be taken.

All the managers and employees shall report to the department in charge of ethical rules when they are forced to conduct an act that violates the rules of ethics or recognize unfair activities.

When any ethical rule violation case occurs, thorough investigation into the cause and training for SL members shall be carried out so as to prevent reoccurrence.

Article 5. Responsibility for SL Members

SL respects each and every member as a human and treats them fairly based on their capabilities and performance results while it puts efforts to help its members show creativity as much as possible.

1. Respect for Human

SL treats each and every member as an independent character with equal faith and true affection. The company also strives to help its members to achieve pride and reward by fulfilling their own duties based on ownership.

SL takes necessary actions such as establishment of the related system and provision of training as well as instruction so that its members can complete their missions by fair means.

2. Fair Treatment

SL provides its members with an equal opportunity based on their capabilities and qualifications. Their capabilities and performance results are to be assessed according to fair standards and reasonably rewarded.

No discriminative treatment in terms of working conditions due to a member's gender, nationality, religion and social status is allowed.

3. Promotion of Creativity

The working environment where SL members can be encouraged to promote their creativity and autonomous behavior shall be made.

Capability development of SL members shall be aggressively supported. SL talents are to be nurtured in a long term perspective.

Each SL member's privacy shall be respected and a mature organizational culture shall be created based on mutual trust and understanding.

4. Creation of Working Environment

SL tries to create healthy and safe working environment for SL members. The company respects each and every individual's autonomy and creativity and provides its members with the same opportunity by which they can improve their own abilities. SL supports self-realization of its members as well as development of human resources.

The company also respects each member's unique personality and basic rights. SL creates an environment where the members can freely make suggestions and propositions.

Article 6. Accountability for Country and Society

SL is to contribute to the nation's prosperity and social evolution by growing as a sound enterprise through its reasonable businesses.

1. Reasonable Business

SL is to carry out its businesses in both home and abroad in deference to social norms and values of the concerned region. The company will promote its business expansion on foundation of the company's stable growth.

2. Contribution to Social Development

SL contributes to national development by causing creation of employment and honest payment of taxes and render great services to social development through culture and welfare work.

3. Protection of Environment

SL puts its utmost efforts to prevent environmental pollution and protect nature to sustain clean environment.

Article 7. Attitude towards Shareholders and Investors

1. Protection of Shareholders' rights and interests

SL protects shareholders' rights and interests. In addition, the company respects shareholders' reasonable demands and suggestions.

SL opens its management information with sincerity so as to build up mutual trust with shareholders and investors. The company also tries its best to maximize the interest of shareholders.

2. Equal Treatment

SL shall treat all shareholders openly and fairly including minority shareholders.

The company makes its management decision, considering the interest of all shareholders so that rights and interests of the minority shareholders cannot be unfairly infringed.

3. Active Provision of Information

SL records and manages its financial statements in accordance with generally accepted accounting principles and provides the information transparently on financial state and management result. Timely provision of accurate management information in compliance with the related laws and regulations helps those who use such information such as investors make a reasonable judgement of investment.