



# Code of ethics

Leading A Sustainable Future With Green Cable Solutions

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# Code of ethics

## I . Overview

### 1. Purpose of Establishment

LS Cable & System upholds the corporate management philosophy of 'LS partnership,' based on respect, fairness, and trust, to create excellent outcomes through ethical actions and responsible behavior, with an open and sincere mindset both internally and externally. To achieve this, LS Cable & System establishes this Code of Ethics as a standard for the behavior and values that all members of LS Cable & System must uphold, aiming to promote responsible actions and sustainable development.

### 2. Scope of Application

This policy applies to all members of LS Cable & System. It is also recommended that affiliated companies, partners, and contractors working with LS Cable & System comply with this policy or policies of a similar standard. However, in cases where this policy conflicts with the local laws of a country, local laws will take precedence.

## II. Basic Principles

### Chapter 1. Responsibilities and Obligation for Customers

LS Cable & System always respects the customers' opinions and creates value helpful for winning the customer's trust.

#### 1. Respect for Customers

- You shall hear the customers' opinions and think that the customers' demands are always valid.
- You shall set customer satisfaction as the top standard of judgment and action.

#### 2. Providing Credible Information

- You shall not spread or provide invalid information to the customers.
- You shall not hide information that the customers should know.
- You shall not slander third party products or compare them with without grounds.

#### 3. Response to Customers

- You shall keep our promises with the customers.
- If a customer makes a request for after-sales services or product exchange/refund, you shall make a response promptly.

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#### **4. Offer of Value to Customers**

- You shall provide the best products and services by continuing to develop technologies and to improve product quality.

#### **5. Protection of Customers' Interests**

- You shall protect the customers' properties as if they were your own and you shall not use them indiscriminately.
- You shall not use or disseminate without permission any information you may obtain.
- You shall not engage in unethical actions that may affect the customers' interest.

### **Chapter 2. Basic Ethics of Employees**

If an employee breaks the corporate ethical standard, it could be the cause of a disciplinary measure including but not limited to discharge or filing a suit with the court.

#### **1. Prohibition of Unjust Action Using Position or Duty**

- You shall not accept or demand a promise of recruitment after quitting the job from a person concerned while working.
- You shall not make an agreement for personal business nor make transactions. (e.g., borrowing property and loans) with the person concerned.
- A boss shall not implicitly or explicitly order or demand the team or his or her staff to do his or her personal business.

#### **2. Valid and Fair Reporting**

- You shall not mislead the decision of a boss or a relevant team by fabricating documents or coefficients or reporting invalid information.

#### **3. Ethical Behavior**

- You shall not perform unethical or immoral behavior that may hurt the honor of LS Cable.
- You shall not foster distrust in a team or engage in behavior that may affect the sound environment of the team by fabricating or spreading rumors.

#### **4. Prohibition of Behavior that Negatively Affects Corporate Interests**

- You shall not directly operate or finance a company that may negatively affect corporate interests
- You shall not participate in the operation of companies or subcontractors related to the job nor finance them without prior discussion.

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- You shall not be employed by a competitor or a subcontractor concomitant to your period of employment with LS Cable, consult, or give advice that may do damage to the interests of LS Cable.
  - If you are employed by another company, you shall inform LS Cable of the fact and discuss the issue with LS Cable.

## **5. Prohibition of Sexual Harassment**

- You shall not engage in behavior that may do emotional or physical damage to other people.
- You shall not sexually harass another employee regardless of your position; you shall not cause difficulties in maintaining employment status nor develop a stain on character.

## **6. Self-Development**

- You shall make efforts for self-development in order to become good resource in this era of globalization.
- You shall make efforts to become the best expert in your job.

## **Chapter 3. Fair Competitions (With Competitors)**

LS Cable conforms to the relevant laws of the country while performing business activities all over the world and secures advantage in fair competition.

### **1. Obtaining and Using Valid Information**

- You shall not obtain information on or a trade secret of competitors in an unjust manner.
- You shall not leak information on competitors even if the information is obtained justly.

### **2. Securing Advantage in Competition Justly**

- You shall not steal or infringe on tangible or intangible assets of any and all fields owned by competitors.
- You shall not libel competitors through advertisement.

### **3. Prohibition of Consultation**

- You shall not consult with competitors on sales prices, conditions, and/or regional distribution.
- You shall not organize or join an unjust conference or consultation organization with a business contact in the same industry.

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#### **4. Conforming to Laws and Commercial Customs**

- In any and all domestic and overseas business activities, you shall conform to the relevant laws of the country and its transactions customs.
- You shall conform to the Convention on Combating Bribery of Foreign Public Officials in International Business Transactions of OECD and the Korean law of preventing bribery in international business transactions.

### **Chapter 4. Fair Business Transactions (Subcontractors)**

Equal opportunities for making any business transactions should be ensured. Joint growth is pursued by creating a relationship based on mutual trust and cooperation through transparent transactions.

#### **1. Selecting a Business Contact through Fair Procedure**

- You shall establish and enforces rules and systems on the procedure of selecting a business contact so that a business contact can be selected or registered pursuant to fair appraisalment criteria.

#### **2. Fair Business Transactions and Appraisalment**

- You shall report fairly the results of business transactions appraised to the business contact and apply them to the next transaction.
- You shall apply a sound suggestion for the improvement and innovation of business transactions to actual works.
- If you use the technologies or other properties of a business contact, you must get approval from the business contact to do so.
- If the business contact is damaged due to a fault of LS Cable, LS Cable shall compensate the damage.
- You shall not perform any unjust action prohibited by the regulations relevant to fair transactions.

#### **3. Clean Transactions**

- You shall not receive or demand economic profit such as money and other articles, services, treats, or other benefits.
- You shall not solicit by using special relationships such as family, birthplace, or alma mater and shall not apply external pressure by using a position at work.
- You shall not hinder the business activities of a subcontractor by using information on and technologies of the subcontractor gained during business transactions without prior explicit approval.

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#### **4. Support to Subcontractors**

- You shall establish and conform to a guideline for supporting subcontractors in order to cultivate them.
- The said guideline shall set forth the qualifications, rights, and obligations of subcontractors and include the operation standards for support including but not limited to technical support and management guidance.

### **Chapter 5. Corporate Responsibilities For Employees**

LS Cable respects any and all employees as individuals and treats them fairly depending on their abilities and performance. LS Cable also tries to allow employees to show their creativity.

#### **1. Cultivation of Talent Employees**

- You shall establish, support, and activate the systems required to cultivate employees into autonomous, original talent.
- A boss shall give advice and guidance to the staff by taking the aptitude and abilities of all concerned into consideration under the determination to cultivate the staff into active and strong talent.

#### **2. Treat Employees Based on Abilities and Performance**

- You shall provide employees with opportunities for improving their abilities fairly and not differentiate between them depending on academic background, gender, age, or birthplace.
- You shall establish, inform, and conform to criteria for evaluating the abilities and performance of employees in order to create an environment of fair competition.

#### **3. Free Speech**

- You shall establish systems required for employees to make suggestions and to express difficulties freely.

#### **4. Responsibilities for Health and Safety**

- You shall take measures required for the health and safety of employees.
- You shall take safety measures required in places of work where there are hazardous or harmful objects.

## Chapter 6. Responsibilities for Country and Society

LS Cable shall grow into a sound company through rational business operations to contribute to the rich life of the Korean public and to the growth of society.

### 1. Prohibition of Immoral and Antisocial Business Activities

- You shall not engage in activities that may negatively affect the national economy or that may not be fit for the culture of Korea.

### 2. Contribution to the Growth of Korea and Society

- You shall provide anyone with equal employment opportunities regardless of academic background, gender, or place of birth.
- You shall make a tax return in good faith and pay the tax owed.
- You shall accept reasonable demands from local residents regardless of their station in life and you will make every effort to satisfy the demand.
- You shall guarantee and encourage participation of employees in sound volunteer services.

### 3. Protection of Shareholder Interests

- You shall respect the shareholder's right to know, reasonable demands, suggestions, and formal decisions.
- You shall not purchase and sell stocks by using internal information or information on other companies obtained while working.
- You shall not do damage to the interests of minority shareholders to protect the interest of majority shareholders.

### 4. Protection of the Environment

- You shall prohibit business activities that run counter to the protection of the environment and make investments for the prevention of pollution and contamination.
- You shall actively engage in activities for the protection of the environment and conform to regulations relevant to environmental protection.

Name	Code of ethics	Version	1.0
Date of Enactment	2006. 6. 1	Date of Revision	-
Enacting Department	Internal Audit Team	Managing Department	ESG Management Team

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## Appendix

Policy	Reference
<b>Code of ethics</b>	• LS Cable & System Code of ethics and explanation
<b>Common</b>	• OECD Guidelines for Multinational Enterprises on Responsible Business Conduct