

Living Wage Guidelines

HS Hyosung Advanced Materials implements the following living wage guidelines to ensure the basic living standards of all employees and improve their quality of life.

1. Our living wage is defined as the fair wage level required for employees and their families to maintain a basic standard of living. The company manages the living wage for all employees working at the company and its subsidiaries.
2. Our living wage guidelines strive to ensure the basic living standards of its employees and enhance their quality of life. Additionally, the company continuously strives to improve its living wage guidelines to create a work environment where employees can thrive and be happy.
3. The company will annually compare the wage of all employees with the living wage in each country and analyze any discrepancies to ensure the basic living standards of all employees and improve their quality of life.
4. The company respects the privacy of its employees and complies with the legal working hours of each country in which it operates its business. The company sets working hours, including breaks. In addition, the company does not require overtime work without the consent of its employees, and will provide fair compensation in case of unavoidable overtime work.