

NAVER Human Rights Policy




NAVER proactively strives to respect the human rights of all the stakeholders in our value chain. As part of our efforts to fulfil our corporate social responsibility, NAVER has supported the 10 principles of the UNGC on human rights, labour, environment, and anti-corruption since joining the United Nations Global Compact (UNGC) in March 2021.

In addition, NAVER ensures that no types of human rights violations will transpire throughout our business activities based on the Universal Declaration of Human Rights, the International Labour Organization (ILO) Conventions, the OECD Guidelines for Multinational Enterprises, and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

NAVER promises to do our best to make sure that not only NAVER but also our subsidiaries, business partners, and users faithfully adhere to the policy.

NAVER has prepared the 10 core principles of human rights to strictly manage any potential human rights risks in all our business operations. The following operating guidelines have been established based on major domestic and international human rights norms and the analysis of potential risks for each stakeholder group.

[Stakeholders for human rights management]

 Employees	<ul style="list-style-type: none"> The basis of NAVER's competitiveness and the major player that should grow together with the company.
 Partners	<ul style="list-style-type: none"> Partners who start and complete business together with NAVER.
 Users	<ul style="list-style-type: none"> People who share values with NAVER by using our services.

[NAVER 10 Human Rights Guidelines]

Don'ts	Prohibition of forced labor Prohibition of child labor Prohibition of discrimination Prohibition of workplace bullying, sexual harassment, and sexual violence
Do's	Guarantee of freedom of association and collective bargaining Guarantee of wages and benefits Management of working hours Guarantee of a safe industrial/working environment Responsible management of supply chains Protection of customer and user rights

[NAVER's 10 Core Principles of Human Rights]

1. PROHIBITION OF FORCED LABOR

NAVER shall not impose any form of forced labor on our employees. All work shall be voluntary, and employees are free to retire at any time without a penalty provided that they give reasonable notice according to the terms of their employment contract.

2. PROHIBITION OF CHILD LABOR

NAVER prohibits the employment of children under the age of 15. When legally employing young workers under the age of 18, NAVER provides them with training opportunities and takes special safety measures including the prohibition of night-shift work and overtime that may threaten their health or safety.

3. PROHIBITION OF DISCRIMINATION

NAVER strictly prohibits unfair discrimination in recruitment, promotion, wages and compensation, and benefits on such grounds as gender, race, age, sexual orientation, gender identity, national origin, ethnicity, disability, marital status, pregnancy status, religion, political orientation, or union membership. In addition, NAVER is striving to build an organizational culture that respects employee diversity, equity, and inclusion.

4. PROHIBITION OF WORKPLACE HARASSMENT, SEXUAL HARASSMENT, AND SEXUAL VIOLENCE

NAVER strictly prohibits all forms of workplace harassment, including sexual harassment, sexual violence, mental or physical coercion, bullying, public shaming, and verbal abuse. Most notably, NAVER actively strives to prevent sexual harassment and sexual violence in the workplace based on superiority of position or relationship. Victims of any type of workplace harassment including sexual harassment and sexual violence can report their cases to the company through an anonymous grievance handling channel. NAVER shall conduct a neutral investigation of all reported cases while taking measures to protect the victims. All whistleblowers shall be guaranteed anonymity, and the unfair treatment of whistleblowers shall be strictly prohibited.

5. GUARANTEE OF FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

NAVER respects the right to association and collective bargaining guaranteed by the labor laws of each country/region; NAVER respects employees' freedom to form and join a labor union and prohibits unfair treatment or discrimination on the grounds of employees' adherence to or formation of a labor union. In addition, NAVER guarantees the right to collective bargaining through the representatives of our employees and does not reject collective bargaining without justifiable reason. NAVER respects and faithfully implements the results of collective bargaining obtained through mutual agreement.

6. GUARANTEE OF WAGES AND BENEFITS

NAVER complies with all wage-related laws, including laws related to the minimum wage, overtime pay, and statutory pay. In accordance with the labor laws of each country/region, NAVER sets the overtime pay for our employees higher than the regular hourly rate. NAVER also actively implements necessary measures such as support for competency development in order to enhance the welfare of our employees.

7. MANAGEMENT OF WORKING HOURS

NAVER strictly manages the working hours of our employees so that they do not exceed the maximum working hours stipulated in the labor laws of each country/region. In Korea, working hours shall not exceed 52 hours per week and all overtime work shall be voluntary. NAVER shall make more active efforts to manage our employees' working hours going forward.

8. GUARANTEE OF SAFE INDUSTRIAL/WORKING ENVIRONMENT

NAVER provides a safe and sanitary working environment for our employees. To this end, NAVER regularly inspects and manages facilities and equipment in our business sites while providing additional safety equipment and safety training to our employees working in hazardous work environments. NAVER also guarantees vulnerable workers, such as pregnant women and people with disabilities, support and takes measures to ensure that they are able to work in comfort. NAVER promises to take swift action, such as providing appropriate compensation in the event of work-related diseases and accidents in the workplace.

9. RESPONSIBLE SUPPLY CHAIN MANAGEMENT

NAVER has launched an agreement on practicing sustainable management whereby our business partners are obligated to implement human rights management. NAVER continuously monitors and supports our partner companies' human rights management status and considers restricting transactions with them when they fail to correct any of their significant human rights violations. Meanwhile, NAVER promises to actively respect and protect the intellectual property rights of our business partners.

10. PROTECTION OF CUSTOMER/USER RIGHTS

NAVER ensures that we will not infringe the human rights of users in providing them with products and services; we make special efforts to protect our users' personal information and privacy, digital security (including management of illegal/obscene posts) and AI ethics compliance, freedom of expression, and equal access. NAVER requires and stores a minimal amount of users' personal information while strictly complying with the obligation to notify users in advance regarding the storage of their personal data. Users are free to manage, correct and delete their information according to their will. NAVER has built and updated the best security system to prevent data leakages. In addition, NAVER respects and guarantees the freedom of expression of our users, promising continued efforts to establish a barrier-free service for easier access.

NAVER also pledges to make continuous attempts to implement human rights management beyond the legal requirements by conducting regular reviews of human rights policy and human rights risk management. We at NAVER will continue to fulfil our corporate social responsibilities and do our best to comply with human rights standards and implement human rights management for all our stakeholders.