

# Youth Path Code of Ethics

## 제1장 General Provisions

### Article 1 (Purpose)

This Code of Ethics stipulates the ethical standards and principles that all employees, volunteers, external collaborators, and program participants of Youth Road must abide by, thereby ensuring the transparency, accountability, and credibility of the organization and enabling youth and young adults to grow up in a safe and respectful environment.

### Article 2 (Scope of Application)

This Code applies to all of the following activities:

1. Performing the work of employees and volunteers
2. Partnerships and contractual relationships with partner entities
3. Operation of programs for children, adolescents, and young adults
4. Domestic and international exchanges and projects
5. Use of Corporate Assets and Information
6. Internal and external communication and public relations activities

## 제2장 Core Values

### Article 3 (Core Values)

Our corporation takes the following seven values as the principles of all activities.

#### 1. Social Participation

Promote close cooperation with local communities and take a comprehensive approach to effectively solving youth problems through collaboration with schools, parents, local governments, and other social organizations.

#### 2. Diversity

: Provide programs for youth from different cultures and backgrounds, and promote cultural understanding and inclusion so that all youth can enjoy life equally.

#### 3. Protection and Safety

: Create a safe environment for youth and provide prompt and effective protection services to youth in crisis.

#### 4. Self-responsibilityEmphasize

self-responsibility to young people and promote self-development to support healthy future planning and the formation of positive life values.

## 5. Transparency

Sharing information on the operation of the corporation and providing transparency about its own activities and programs

## 6. Social

Responsibility Emphasizing social responsibility for youth issues, contributing to solving youth problems in a sustainable manner and contributing to the development of local communities

## 7. Prevention and education

Emphasize education and prevention activities to recognize and prevent the risk of addiction, convey the risk of addiction, and promote healthy behavior.

# Chapter 3 Specific Standards of Conduct

## Article 4 (Professionalism and Attitude to Perform Jobs)

- Act fairly and honestly on behalf of the corporation.
- Make decisions based on facts in the performance of duties.
- Do not provide inaccurate or exaggerated information.
- Do not falsely state or manipulate job-related data.

## Article 5 (Prevention of Conflicts of Interest)

If any of the following apply, report it to the compliance team immediately.

- Personal interests are likely to influence work judgment
- Situations where you need to select a relative as a business partner
- Situations where an individual's political and commercial activities conflict with corporate activities
- Situations in which the assets, information, and status of corporations are used for personal gain
- Do not accept gifts, money, or entertainment in any form. (However, exceptions such as official souvenirs when visiting other corporations are subject to separate regulations.)

## Article 6 (Protection of Children and Adolescents)

Physical, emotional, and sexual abuse of children and adolescents is prohibited under any circumstances, and the following must be observed when operating the program.

- Two-person rule with two or more adults co-supervising (except for single-person supervision for activities involving adults)
- No private contact on personal mobile phones, social media, etc.
- Photographing and recording, including face and personal information, must be done with prior consent.

- If a youth expresses anxiety, danger, or discomfort, intervene and report it immediately.

#### Article 7 (Prohibition of Discrimination and Harassment)

- Do not discriminate on the basis of gender, sexual orientation, disability, religion, region of origin, economic situation, etc.
- Harassment, sexual harassment, and bullying in the workplace and activities are prohibited.
- The same standards apply in the online space.

#### Article 8 (Finance and Asset Management)

- The finances of the corporation must be used honestly and transparently.
- False receipts, false expense claims, and overspending are considered serious violations.
- Corporate assets such as computers, vehicles, and equipment are used only for business purposes.

#### Article 9 (Information Protection and Management of Personal Information)

- Comply with the Personal Information Protection Act and collect and store participant information to a minimum.
- After the retention period of personal information, it will be disposed of in a safe way.
- Comply with password management and secure access procedures to prevent information leakage.
- Sensitive information learned during the program process is prohibited from being shared externally.

#### Article 10 (Communication and Public Relations Ethics)

- Promote content based on facts.
- Photographs and videos of teenagers will not be used without prior consent.
- Do not engage in words or actions that may seriously damage the reputation of the corporation.
- Even when operating an online account (Instagram, etc.), it must be consistent with the values of the corporation.

#### Article 11 (Reporting of Grievances and Misconduct)

- Employees, volunteers, and youth have the right to report grievances or misconduct.
- Whistleblowers are protected under the principle of identity protection and non-retaliation.
- All reports shall be handled promptly and fairly in accordance with Article 18 of the Internal Audit Regulations.

### **Chapter 4 Implementation and Supervision**

#### Article 12 (Education and Pledge)

- All members must read the Code of Ethics at the time of affiliation and agree in writing .
- All employees are required to complete compulsory statutory training or safety training at least once a year.

#### Article 13 (Measures in case of violation and department in charge)

- Minor Violations: Warnings, Refreshers, Corrective Actions
- Serious violations: work restrictions, suspensions, disciplinary actions
- Serious violation, abuse, or fraud: Immediate dismissal, dismissal, and legal action
- All measures will be deliberated while maintaining fairness and confidentiality.
- A compliance team will be established to formulate and propose revisions to the Code of Ethics, conduct education, and implement protection policies.

#### Article 14 (Periodic Review)

This Code of Ethics shall be revised every two years or from time to time as necessary to maintain it in line with the latest standards and international requirements.