

**Participation in the UNGC Commitment**

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Category	UNGC 10 Principles		MYSC Communication on Progress (COP) 2022
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	Principle 1 MYSC operates an employee welfare system for respecting human rights, such as overtime meal allowance on weekdays and holidays, ensured vacation policy, alternative holiday policy, congratulations & condolences allowance, employee health checkup benefits, travel expense reimbursement, and family allowances. We separately operate a Grievance Committee composed of major executives and employees as a device to officially handle any work or business complaints.
	Principle 2	Make sure they are not complicit in human rights abuses.	Principle 2 MYSC has established a Code of Ethics to prevent human rights violations and to continuously monitor and improve it based on international standards such as ISO 37001 and UNGC risk assessment guidelines.
Labor	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Principle 3 MYSC actively supports the activities of the Labor-Management Committee (which corresponds to the Happiness Promotion Committee within MYSC) and holds regular meetings to gather opinions from the Labor-Management Committee (assistance on the committee's activity expenses, regular inspection meetings between executives and labor committees, etc.).
	Principle 4	The elimination of all forms of forced and compulsory labor;	Principle 4 Although not included in the MYSC employee handbook, flexible work and remote options are available, and shortened working hours are carried out during off-seasons and cold weathers to ensure the work efficiency and work-life balance of internal members. We use this as a screening element when reviewing investment overseas, such as Vietnam.
	Principle 5	The effective abolition of child labor; and	Principle 5 Although not included in the MYSC employee handbook, all of the company's work is done by employing adults aged 19 or older.
	Principle 6	The elimination of discrimination in respect of employment and occupation.	Principle 6 The MYSC Office Handbook includes a declaration on the prohibition of discrimination and does not consider gender, age, race, skin color, religion, social status, origin, school, political views, marriage, pregnancy, sexual orientation, disability, medical history, etc. in employee recruitment and hiring. By forming a respected gender committee within MYSC, we are making efforts and attempts to exclude sexist elements from company bylaws, communication between members, and organizational culture. We also guarantee the convenience of employees with children through parental leave and flexible work systems.
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;	Principle 7 MYSC is committed to continuing social contribution and effective environmental protection activities by forming a voluntary environmental committee within the company.
	Principle 8	Undertake initiatives to promote greater environmental responsibility; and	Principle 8 Since 2018, MYSC has made environmental management policies to minimize unnecessary environmental burdens in corporate activities (such as reducing office space energy, reducing resources, and purchasing eco-friendly goods) and to spread environmental awareness among its members. MYSC also subscribes to 1% for the Planet and contributes at least 1% of the company's sales to environmental organizations.
	Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	Principle 9 MYSC has included relevant provisions in its environmental management policies to increase investment in social ventures that provide solutions for environmental protection, including climate change, energy savings, and environmental hazards.
Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Principle 10 Through the Code of Ethics and the Company Expense Policy, MYSC ensures that company expenses are not used for any purposes other than the company's business, and used within a specified range even if they are for business purposes. In addition, we strictly regulate the cost range of spending on congratulations and condolences from clients and sponsors to prevent corruption. Every year, we transparently disclose the company's financial status to all employees, receive an external audit every year, and work to prevent any corruption in the company's finances.
			* Additional note: When considering investment in social ventures in developing countries, we only review investment for teams that have passed due diligence on human rights/labor/environment/anti-corruption.