



ESG governance

IROs management

Ethics and integrity

Responsible value chain

Policies, guidelines, and procedures

Code of Ethics and Conduct	Third-Party Code of Conduct	Integrity and Compliance Policy	Labor Equality and Non-Discrimination Policy
Anticorruption and Anti-Bribery Guideline	Crime Prevention Guideline	Anti-Retaliation Guideline	Conflict of Interest Guideline
Fraud Prevention Guideline	Third-Party Due Diligence Procedure	Donations, Sponsorships, Gifts, Hospitality, and Entertainment Procedure	Personal Data Management Procedure
	Government Relations Procedure	Protocol for Handling Cases of Harassment, Stalking, and Sexual Violence in the Workplace	

Integrity and compliance risk management

Preventing, detecting, and mitigating integrity and compliance risks is essential to maintaining stakeholder trust and ensuring long-term business success. We have established formal processes to manage these risks, which are supported by a robust due diligence system and a three-lines-of-defense model:

First line: Operational areas are responsible for implementing processes, controls, and technologies to prevent incidents and ensure compliance with applicable laws and regulations in day-to-day activities.

Second line: Oversight functions—such as comptrollers, risk management, compliance, and legal affairs—are responsible for monitoring, reporting, and managing risk indicators.

Third line: The internal audit function provides independent assurance to the Audit Committee and senior management regarding risk mitigation, control effectiveness and efficiency, and corporate governance.