

See what you’re made of

**Ethical Sourcing Statement**

The InBody Co., Ltd (InBody) is committed to provide our customers with the highest quality products and we believe, the best method of meeting this commitment is to build a strong relationship with a likeminded suppliers who share InBody’s values, ethical standards and agree to our standards of business conduct. Our relationships with our suppliers are based on the principle of trust, candid dealings, and transparency, which must be extended to everyone along the supply chain, including employees and sub-contractors.

We recognise that within some countries there are legal and cultural differences from our own but all factories must meet the following International Labour Organisation (ILO) and United Nations’ (UN) standards:

* The use of child labour is not acceptable. Employees within the factories must meet the minimum legal working age and must not be less than 15 years of age, whichever is the greater.
* Discrimination against an individual or a group as a result of colour, race, religion, gender, nationality, age, maternity or marital status is not acceptable.
* The exploitation of an individual or group, which we define as unfair treatment or abuse of power to benefit from their work, is not acceptable.
* The use of any form of physical abuse to intimidate or discipline workers is not acceptable. Additionally, the use of non-physical abuse, for example, threat of violence, sexual harassment or verbal abuse is also not acceptable.
* The use of forced labour or involuntary labour of any kind is not acceptable.
* Workers must be allowed to lawfully join or organise associations (providing organisations are legal in their own country) and employers must not penalise or interfere with the workers lawful efforts to do so.
* Working hours / days, wages, over-time pay and holiday pay must be in compliance with all local laws and must meet the legal minimum wage or a wage that meets local industry standards, whichever is greater.
* Suppliers must ensure that all working premises comply with all applicable laws regarding working conditions, worker health and safety, fire safety, sanitation, risk protection, electrical and structural safety.
* Suppliers disciplinary procedures must be fair towards the employee and documented for the future reference. In addition, we expect our suppliers to implement progressive disciplinary measures that focus on improving performance and compliance, rather than punishment.
* Suppliers are encouraged to promote employee training and education to ensure and promote a greater understanding of their jobs and safety within their working environment.

**MONITORING**

As a condition of business with InBody, the supplier must comply with all the above statements – a contractual requirement for all supply partners. InBody will continue to develop the supplier assessment procedures and site visits to monitor supplier compliance, which may include routine inspections, third-party audits, and other methods.

If InBody establishes that any supplier has violated the policy, InBody may require the supplier to implement corrective action or may terminate the business relationship. If the supplier does not conform to the suggested corrective action, InBody will suspend current business or terminate the relationship and will delist the supplier from the InBody approved supplier list. A confidential whistleblowing mechanism will be available for workers to report concerns or violations of these principles without fear of retaliation.