

CSR Procurement Guidelines
Withceed Hospitality Management Inc.

At Withceed Hospitality Management Inc., we are guided by our core values of Will, Innovation, Touch, Human & Heart, and ceed (proceed). Based on these principles, we are committed to fulfilling our social responsibilities and contributing to a more sustainable society.

To provide our guests with high-quality, safe, and reliable services and products, we strive to ensure that all procurement of goods, products, and raw materials is conducted responsibly. This includes compliance with laws and regulations, fair and transparent business practices, and respect for human rights and the environment.

1. Compliance and Fair Business Practices

We conduct our business with integrity and transparency.

- We comply with all applicable laws and regulations, both domestically and internationally.
- We strictly prohibit bribery, corruption, money laundering, and any form of misconduct.
- We maintain no relationships with antisocial forces or organizations.
- We promote fair, transparent, and free competition in all transactions.
- We do not abuse a superior bargaining position or impose unfair disadvantages on our partners.
- We do not request unreasonable discounts or services.
- We prohibit the exchange of inappropriate benefits, including excessive gifts or entertainment.
- We select business partners based on quality, cost, delivery, responsiveness, and social responsibility.

2. Quality and Safety Assurance

We prioritize safety and quality in everything we procure.

- We comply with all relevant food safety and hygiene regulations.
- We source only high-quality, safe, and reliable products and materials.
- We do not procure items containing substances that are prohibited or restricted by law.

3. Respect for Human Rights

We are committed to respecting the dignity of every individual.

- We prohibit discrimination based on race, nationality, gender, origin, sexual orientation,

gender identity, age, religion, beliefs, or disability.

- We do not tolerate any form of harassment, whether physical or psychological.
- We respect employees' rights to freedom of association and collective bargaining.
- We do not tolerate forced labor, child labor, or any form of abuse or exploitation in our supply chain.

4. Health and Safety

We promote a safe and healthy working environment.

- We continuously work to prevent workplace accidents and improve safety and hygiene standards.
- We strengthen organizational readiness for emergencies and disasters.
- We implement appropriate measures to prevent and control infectious diseases.
- We prioritize sourcing from partners who maintain safe and hygienic working conditions.

5. Environmental Responsibility

We are committed to protecting the environment through our operations.

- We actively reduce greenhouse gas emissions, promote resource efficiency, and support biodiversity conservation.
- We comply with all environmental laws and regulations.
- We prioritize partners who actively address climate change.
- We support responsible water use and management.
- We promote the 3Rs (Reduce, Reuse, Recycle) and value partners who minimize waste.
- We source from partners who respect and protect biodiversity.

6. Contribution to Local Communities

We aim to grow together with the communities we serve.

- We support local production for local consumption to help revitalize regional economies.
- We value partners engaged in community and disaster relief initiatives.
- We prioritize partners who contribute to sustainable community development.

7. Information Security

We ensure the proper management of information assets.

- We protect confidential information obtained through business relationships.
- We prevent data breaches, theft, falsification, and destruction of information.
- We clearly distinguish between disclosable and confidential information and manage both appropriately.

- We respect intellectual property rights.
- We comply with data protection laws and properly manage personal information.

8. Supply Chain Responsibility

We extend these principles across our supply chain.

- We expect our business partners to understand and comply with these guidelines.
- In the event of serious violations, we may request corrective actions or review the business relationship.

9. Continuous Improvement

These guidelines will be reviewed and updated as necessary in response to changes in laws, regulations, and social expectations.

Established: May 8, 2025