

# Human Rights Policy of Hyundai Motor Company

## Principle

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Hyundai Motor Company respects and protects the fundamental human rights of all members of the company and of those listed in various International Human Rights Standards (hereinafter "Guidelines") including UN Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, UN Convention on the Rights of the Child, ILO Core Conventions ratified in South Korea, and applicable laws of countries in which we operate. We will prevent any case of human rights infringement and at the same time will not be involved in or abet any incident of human rights invasion within the applicable range of our Human Rights Policy. When the Guidelines stated in this human rights policy and the national or local legal regulations conflict, we will apply a stricter standard.

## Scope

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Hyundai Motor Company recognizes the responsibility to respect the universally accepted human rights in all business activities and in providing products and services. Hence we will manage all processes related to human rights according to this Human Rights Policy. The Policy applies to all employees and executives working for Hyundai Motor Company and is comprehensively applied to all individuals, corporates, agents, brokers, invested companies, and supply chains engaged in a working relationship with HMC as well as to business and investment activities.

## Operation Guideline

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**Prohibition of Forced Labor** We prohibit forced labor by physical and mental restraint, including slavery and human trafficking.

#### **Prohibition of Child Labor**

We comply with the minimum age of employment and forbid labor of children and minors under the age of 15.

#### **Working Hours**

We comply with the working hours and holiday regulations of each country we operate in and do not provide sub-standard working conditions.

#### **Compensation and Benefits**

We offer compensation that exceeds minimum wages according to the labor laws of each country we operate in and provide overtime pay in case overtime work is needed according to the same applicable law.

#### **Equality and Diversity**

We prohibit discrimination of all executives, employees, and applicants, and provide equal opportunity and a chance for a fair evaluation. We will not discriminate any executive, employee, or applicant for any reason including their color of skin, gender, origin, education, religion, marital status, political opinion, social status, or disability for personnel practices of employment, promotion, compensation, and disciplinary action.

#### **Freedom of Association**

We respect the freedom to choose labor and guarantee the freedom of association and the right to collective bargaining according to the applicable labor regulations of each country or region. We do not discriminate employees for reasons of joining, engaging in, or organizing a labor union.

#### **Workplace Safety and Health**

We consider the safety and health of our executives and employees as well as the community as the top priority and require all workers to comply with our 'Environmental Management Policy' and

relevant regulations. We also demand all workers to follow risk prevention measures and safety rules during work. We eliminated risk factors from work floors, conducted regular safety education, and provided personal safety tools, in order to provide a safe working environment to all executives and employees.

### **Grievance Handling Process**

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Hyundai Motor Company operates a permanent grievance handling channel to listen to the opinions of executives, employees, and suppliers. All executives, employees, and suppliers can use the channel when they have suggestions or concerns. Executives and employees can use the Grievance Committee or Compliance Support Center, while Suppliers can use the Transparency/Ethics Action suggestion box at the Transparent Purchase Action Center. Second and third vendors can use suggestion boxes, and other stakeholders can deliver their messages through the customer center. We guarantee anonymity and confidentiality of the grievance informant and will do our best to respond rapidly and provide results to the informant.