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Hyundai Motor Company

Non-Discrimination & Anti-Harassment Policy

May 2025

1. Preamble

A. Purpose of enactment

Hyundai Motor Company declares this policy to foster a workplace environment that is free from discrimination, harassment and sexual misconduct (hereinafter collectively referred to as “discrimination and harassment”). This policy has been established to proactively prevent such issues and to affirm the company’s dedication to ensuring that all employees are treated with fairness. In line with this commitment, Hyundai Motor Company expects all subsidiaries, joint ventures, suppliers, and contractors to uphold and comply with the policy. Hyundai Motor Company fully adheres to all applicable laws and regulations related to discrimination and workplace harassment, including the Equal Employment Opportunity and Work-family Balance Assistance Act (the “Equal Employment Act”), the Labor Standards Act, the Occupational Safety and Health Act, and the Industrial Accident Compensation Insurance Act.

B. Definition of “discrimination and harassment”

- “Discrimination” refers to any unjust treatment of an individual or group based on characteristics unrelated to job performance, such as gender, race, ethnicity, nationality, religion, disability, age, political views, place of origin, appearance, or marital status. This includes exclusion, denial of opportunities, or unfavorable treatment without reasonable cause.
- “Workplace harassment” is defined as any behavior by an employer or employee that, by abusing a position of authority or influence within the workplace, exceeds reasonable work-related boundaries and results in physical or psychological distress to another employee or significantly disrupts or deteriorates the working environment.
- “Workplace sexual harassment” encompasses any unwelcome sexual conduct or behavior by an employer, superior, or colleague that exploits their position. Such behavior may include verbal or physical actions that cause another employee to feel humiliated, offended, or distressed at work. Furthermore, it includes any disparate treatment or disadvantage in employment conditions imposed on an employee for refusing to comply with such conduct or related demands.

2. Declaration

Hyundai Motor Company shall strive to prevent discrimination and harassment and promptly address any incidents through established internal procedures.

- A. Hyundai Motor Company shall establish accessible reporting channels for all employees and implement effective procedures to address incidents of discrimination and harassment. The company is committed to preventing recurrence by providing clear guidance and support to employees utilizing these procedures.
- B. Hyundai Motor Company shall guarantee anonymity during all stages of the investigation. Information obtained shall not be disclosed without the consent of the affected individual, except when disclosure is required in accordance with established reporting procedures or mandated by relevant institutions.
- C. Hyundai Motor Company prohibits retaliation against anyone reporting complaints or providing testimony. Employees experiencing retaliation should report it immediately. The company may take protective actions such as reassignment, paid leave for the victim, or disciplinary measures to the perpetrator as needed to safeguard complainants and witnesses.
- D. Hyundai Motor Company shall prohibit any adverse personnel actions against individuals who submit credible reports of victimization. The company shall respect the rights of victims to engage in both judicial and non-judicial processes and commit to providing full cooperation and support throughout such proceedings.

3. Management

A. Report management

① Reporting channels

Any individual who becomes aware of incidents involving discrimination, harassment or related misconduct is encouraged to report such matters without hesitation. Hyundai Motor Company shall promptly investigate all reports and implement appropriate remedial measures in compliance with *the Labor Standards Act*, *the Equal Employment Act*, and other relevant legislation. To facilitate ease of reporting, the company shall offer a variety of accessible channels—both online and offline—enabling the victim and reporting party to submit their concerns through their preferred means, without any technical or environmental limitations.

Reporting channels

- E-mail, telephone, in-person interviews, employee-only portal, etc.
- Responsible department: HR team in each business site
- Online reporting channel: One Click HR

(*Access route: HR Lounge > HR Information > One-Click HR),

OneClickHR@hyundai.com

② Procedure for handling reports

Hyundai Motor Company is dedicated to safeguarding employee rights and eliminating discrimination and harassment by implementing a structured reporting and response framework. Upon receiving a report or becoming aware of such incidents, the company will promptly activate measures to protect the affected individual and take appropriate corrective actions. Reported cases will be managed in accordance with the established procedures outlined below, with the objective of concluding investigations within three months. However, depending on the complexity or severity of the matter, timelines may be extended to ensure thorough review and appropriate resolution.

Reception of reports	A designated representative will be assigned to handle each report, and the individual who submitted the report will be clearly informed of the procedures to follow and what to expect throughout the process.
Investigation & Judgement	The designated representative will verify the facts through consultation, document review, and additional interviews. If it becomes necessary to interview the subject of the report or any witnesses, the principles of confidentiality and protection against retaliation must be strictly upheld. In cases where personnel actions are being considered, all decisions must follow the established review criteria and procedures to ensure the protection of the employees involved.
Notifications of Outcomes	The designated representative shall inform the victim or reporting party of the response measures, while ensuring that the legal rights and privacy of all individuals involved are fully respected and protected.
Resolution	Hyundai Motor Company shall implement the determined course of action. Responses may include preventive measures such as reassignment, disciplinary action against the perpetrator, and support for the victim such as access to professional psychological counseling.

B. Training and awareness

Hyundai Motor Company shall foster a culture of mutual respect and dignity by actively educating employees on the prohibition of discrimination and harassment. The company shall encourage proactive reporting of any confirmed or suspected misconduct via designated reporting channels.

C. Zero tolerance principle

Hyundai Motor Company shall recognize the importance of a workplace culture grounded in mutual respect and dignity and uphold a zero-tolerance policy toward all forms of discrimination and harassment.

D. Corrective action and disciplinary action

Hyundai Motor Company shall take appropriate corrective and disciplinary action in response to any form of discrimination, harassment, or other unlawful infringement of individual rights in the workplace, in accordance with the severity of the incident.