



HME Human Rights Policy
August 2024

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PURPOSE

Our Company aims to actively implement human rights management, prevent human rights violations, and mitigate related human rights risks. As such, the Company respects and supports all recognized human rights and labour-related international standards and guidelines, such as the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, International Labor Organization Declaration on Fundamental Principles and Rights at Work, OECD Guidelines for Multinational Enterprises and OECD Due Diligence Guidance for Responsible Business Conduct, among others (see Annex 1). This human rights policy spells out our commitment to identify, prevent and mitigate negative effects of business activities on human rights. It further defines the related standards and guidelines of the human rights principles established by our parent company, Hyundai Motor Company (HMC), in the [HMC Human Rights Charter](#).

OBLIGATIONS BENEATH THIS POLICY

All executives and Employees of the Company have a responsibility to uphold the human rights principles during Company operations and when collaborating with Business Partners, customers and third parties. All officers, executives, and Employees of the Company shall perform their duties in accordance with this human rights policy, unless otherwise prevented by law.

Hyundai expects its partners, suppliers and other parties who may contribute to Hyundai's products, services or business activities to respect the Company's human rights principles. Upon discovery of a non-compliance with HMC Human Rights Principles (see Annex 2), the Company will take immediate action in accordance with relevant laws.

HUMAN RIGHTS AND EMPLOYEE WORKING CONDITIONS

The below defines the standards and guidelines for the Company's Employee working conditions. For further details regarding our Global Human Rights Principles, please reference [HMC Human Rights Charter](#).

Prohibition of forced or compulsory labour

The use of all forms of forced or compulsory labour is prohibited.

Employees may not be made to work contrary to signed employment contracts or other legal document. Practices such as physical assault, restriction of free movement, intimidation, threat of dismissal, or unjustified withholding of salary for purposes of compulsory labour is prohibited.

The company does not physically retain Employee or job applicant identification cards, visas or other documents such that actions of Employees or job applicants would be restricted.

Prohibition of child labour

The use of child labour is prohibited. General minimum age for the admission of employment is defined within local law. The requirement of legal age for all Employees is fulfilled using identification cards or other legal documents.

Where person(s) under 18 years old may be employed (such as working student, internship, apprenticeship or similar program following appropriate laws and guidelines), they shall be protected from working conditions that hinder their development. Such persons may not be tasked with high-risk or hazardous work, nor have their educational opportunities limited. The Company undertakes to comply with the provisions of applicable laws for the protection of minor(s) with regard to the employment relationship and working hours.

Prevention of discrimination and workplace harassment

In accordance with local requirements, our Company is committed to fostering a work environment free from discrimination and harassment. We do not tolerate any form of discrimination or harassment based on gender or gender identity, ethnic background, nationality, religion or world view, physical or mental ability, sexual orientation, social background or age. Further, we ensure non-discriminatory practices in the recruitment of new Employees and in the determination of salaries.

The Company ensures preventive measures, such as training, are implemented.

All instances of workplace harassment are thoroughly investigated and appropriately addressed. All Employees are encouraged to interact with one another respectfully and fairly, thereby contributing to the creation of a safe and inclusive workplace that is free from verbal, physical, social, sexual and mental harassment. All acts of bullying are not tolerated.

The Company aims to provide an accessible workplace for all Employees. Employees with disability requiring accommodations in the working environment, the way work is organized, or working times may request support from the Company in accordance with local law.

Working conditions

The Company is dedicated to providing a positive and inclusive work environment. The Company recognizes the importance of work-life balance.

When overtime is required to address urgent business needs, managers may request the Employees to work additional hours. It is the Company's policy that overtime requests should be exceptional and not a regular practice. Employees will be fairly compensated according to local office's overtime procedure and any applicable collective bargaining agreements.

The Company is committed to ensuring that all Employees' working hours comply with applicable labour laws and respect the principles of work-life balance, ensuring fair compensation and preventing excessive overtime. Working hours are defined by the local office's working time policy and should be designed to provide flexible working time to meet Employee and Company needs. We provide equal remuneration for work of equal value. All Employees, including temporary Employees, are paid a fair wage.

We support Employees' professional development and operate a competency enhancement program to develop the skills of Employees. The Company provides professional development opportunities to allow Employees to develop in their careers.

Prohibition of unjustified dismissal

Every Employee has the right to protection against unjustified dismissal. Employees are protected from discrimination at work during all stages of employment. This includes dismissal. The Company will not dismiss an Employee on the basis of any protected personal characteristics, such as gender or gender identity, ethnic background or nationality, physical or mental ability, sexual orientation.

Freedom of association and collective bargaining

We recognize the right of Employees to form and participate in legitimate bargaining organizations. The Company does not restrict Employee's right to participate in a specific bargaining organization or defend their interest, including strike actions. In the absence of such collective bargaining organization, all Employees are permitted to freely propose suggestions to the Company using provided Employee feedback channels.

Health & Safety

The Company provides a safe and hygienic working conditions for employees. A health & safety management system is operated to mitigate physical and mental risks and ensure compliance with all workplace health and safety requirements required by law. As required by law, employees are provided appropriate protection measures to ensure their health and safety. In the instance of an employee medical examination resulting in abnormal findings due to the event of injury or disease during work, medical expenses shall be subsidized.

HUMAN RIGHTS IN OUR BUSINESS OPERATIONS

At Hyundai, we are conscious of the impact of our business operations. This section defines our responsibilities to protect the human rights of our customers and communities in which we operate. For further details regarding our Global Human Rights Principles, please reference [HMC Human Rights Charter](#).

Customers

Customers are at the centre of our business. All officers and Employees of the Company must endeavour to protect the life, health, property, and personal information collected when providing products and services.

Transparent, detailed and accurate information about products and services are provided in accessible format using easy-to-understand language. To ensure comprehension, the Company will endeavour to provide all relevant materials in local language(s) when requested by the customer.

In order not to harm the life, health, and property of customers due to defects in the product, necessary care should be taken in the design, manufacture, sale, usage (operation) and maintenance of the product in accordance with the standards of laws and regulations. In the event of possible damage to customers, due to defects in products or services, customers should be notified of the associated risks. Executives and Employees should ensure adequate measures to mitigate such risks, such as retrieval (recall), are implemented as soon as possible.

Local communities

The communities in which we operate are an integral part of our success. Environmental and safety impacts are evaluated during construction, operation and closure of physical facilities. New business activities should be reviewed for possible impact of the Company's relationship with local community. In no instance should business activities or conveyance of property rights create an undue or unfair advantage to the Company at the expense of local residents. All relevant laws and due diligence should be followed, in particular where local resident relocation may be necessary.

Data protection & privacy

We respect the privacy of individuals, in particular Employees, customers and Business Partners and their fundamental right to the protection of personal data. The Company implements and applies the principles of privacy by design and privacy by default, to assure that personal data is processed in accordance with the law and Company values. In particular, personal data is only collected and processed according to specified and legitimate purposes, as well as kept only as long as necessary in relation to those purposes. We take appropriate measures to enable the exercise of the rights of individuals as well as to provide them with relevant information relating to the processing of their personal data. All personal data is handled with the utmost care in accordance with the law, the General Data Protection Policy and other applicable internal policies.

Any request from government or public authority regarding a disclosure of personal data must be subject to appropriate legal review prior to release to prevent human rights violations from occurring.

Responsible supply chain management

In order to establish a sustainable supply chain, we monitor relevant risks arising from our suppliers and Business Partners. The results of such evaluation will be considered when selecting Business Partners for commercial partnership. Where a potential human rights impact may be identified, the Company will notify and work with the partner to, where possible and in accordance with relevant law, mitigate such risks in advance. Suppliers should be notified of the Company's Supplier Code of Conduct and its requirements. We maintain a zero-tolerance policy for infringements of human rights. Upon discovery of non-compliance with HMC Human Rights Principles, the Employee or executive should take immediate action in accordance with relevant laws.

Guarantee of environmental rights

Environmental pollution may cause a violation of human rights that directly affects people's lives and health. The Company recognizes environmental protection as key to corporate success. To this end, we establish relevant and reasonable criteria to monitor our impact and communicate our performance to internal and external stakeholders in accordance with local law. Domestic and international environmental regulations and conventions are followed in all our business operations.

REPORTING A VIOLATION OF HUMAN RIGHTS

Employees, Business Partners and external third parties may report a suspected human rights violation and request assistance either verbally or written through Hyundai Whistleblowing Reporting Platform or by other means such as via email or phone. To access it, please visit <https://hyundai-motor.cz/en/about-company/submit-a-report/>.

Our whistleblowing system is operated to ensure that individuals can exercise their right to disclose a concern and that no reprisal is taken against the reporter, witnesses or the individual mentioned/involved in the report. If you have any questions or concerns regarding the Whistleblowing Policy and/or the Whistleblowing Reporting Platform you can raise them by calling, visiting, or sending an email to the email addresses compliance@hyundai-motor.cz.

GOVERNANCE

The ESG Committee and Sustainability Management Committee under the Hyundai Motor Company Board of Directors maintains overall responsibility for activities related to the protection of human rights. Respective subsidiary executive management is responsible for ensuring compliance with human rights related laws, company-wide policy and effectiveness of risk mitigation and reduction measures. Local implementation of policy requirements is tasked to those responsible at respective sites.

RELATED POLICIES & GUIDELINES

This policy defines the standards by which the Company and its executives and Employees ensure adequate protection of human rights in our business activities. It aims to complement Company policies, guidelines, and procedures, which contain further measures and actions beneath each topic.

In case of contradiction, the highest standard will always apply, except in circumstances governed by local law.

COMMUNICATION OF THIS POLICY

This policy will be communicated and made readily available to all Company Employees. Any Employee that may have questions or comments regarding this policy or its contents may provide feedback to HMMC Legal Department.

ANNEXES

1. POLICY REFERENCES
2. HYUNDAI GLOBAL HUMAN RIGHTS KEY PRINCIPLES
3. GLOSSARY

ANNEX 1 – POLICY REFERENCES

The Hyundai Motor Company Human Rights Charter has been established on the basis of human rights-related provisions, standards and initiatives specified under human rights standards.

- 1) UN, Universal Declaration of Human Rights (1948)
- 2) UNGC, A Human Rights Management Framework (2010)
- 3) UN, The UN Guiding Principles on Business and Human Rights (2011)
- 4) OECD, OECD Guidelines for Multinational Enterprises (2011)
- 5) OECD, Due Diligence Guidance for Responsible Business Conduct (2018)
- 6) ILO Declaration on Fundamental Principles and Rights at Work (2022)

The HME Human Rights Policy has additionally taken into consideration the following pertinent laws and regulations:

- 7) European Union Diversity Charter (2006)
- 8) European Pillar of Social Rights (2017)
- 9) Charter of Fundamental Rights of the European Union (2000)

ANNEX 2 - HYUNDAI MOTOR COMPANY HUMAN RIGHTS KEY PRINCIPLES

Article 1 Prohibition of Child Labor and Force Labor

Hyundai Motor Company prohibits child labour and adheres to the zero-tolerance principle for such unfair employment. It takes measures so that minors' opportunity for education will not be restricted due to their work. Hyundai Motor Company does not force any of its officers and Employees to work against their free will, for example by engaging in any act of violence, threat, false imprisonment or the like against any officer or Employee and does not keep original copies of personal ID cards or visas for the purpose of forced labour.

Article 2 Prohibition of Discrimination and Workplace Harassment

Hyundai Motor Company will not discriminate against any and all officers and Employees in relation to employment, such as recruitment, hiring, promotion, education, wages, welfare benefits, etc., on the ground of their gender, race, ethnicity, nationality, religion, disability, age, marital status or pregnancy, family status, social status, political opinion, etc., without reasonable grounds, and shall establish an organizational culture that respects the diversity of officers and Employees.

In addition, Hyundai Motor Company prohibits officers and Employees from causing physical or mental suffering or worsening the working environment, through coercive work orders, verbal abuse or the like by using his/her position or relationship in the workplace.

Article 3 Compliance with Working Conditions

Hyundai Motor Company shall comply with the statutory working hours of each country in which it operates its business and shall pay reasonable remuneration for service to all officers and Employees, together with payroll statements. Hyundai Motor Company does not demand any commission or brokerage fee from the Employee on the grounds of employment. In addition, Hyundai Motor Company will provide all officers and Employees with sufficient educational opportunities and a working environment appropriate for the performance of their duties to develop their capabilities and improve their quality of life.

Article 4 Humane Treatment

Hyundai Motor Company respects the privacy of officers and Employees and fully protects personal information, and it does not abuse, mentally or physically, or adversely treat any officer or Employee.

Article 5 Guarantee of the Freedom of Association and Collective Bargaining

Hyundai Motor Company respects the labour relations laws of the country where this Human Rights Charter is applied to and provides sufficient opportunity for communication to all officers and Employees.

Article 6 Guarantee of Industrial Safety

Hyundai Motor Company regularly inspects the facilities, equipment, tools and others of the business premises so that all officers and Employees may work in a safe working environment and prepares appropriate measures to prevent physical and mental risks and support measures for follow-up management.

Article 7 Protection of the Human Rights of Local Residents

All officers and Employees of Hyundai Motor Company are cautioned not to violate the human rights of the local residents when carrying out their work and shall make efforts to protect the rights to safety and health and freedom of residence of local residents. Moreover, Hyundai Motor Company does not discriminate against vulnerable groups such as children, migrant workers, the disabled and women and protects their human rights.

Article 8 Protection of the Human Rights for Customers

All officers and Employees of Hyundai Motor Company must endeavour to protect the life, health, property, personal information collected from management activities of customers when providing products and services.

Article 9 Responsible Supply Chain Management

In order to establish a sustainable supply chain, Hyundai Motor Company evaluates and manages ESG risks arising from the supply chain and conducts education and support activities for suppliers to prevent risks in advance.

Article 10 Guarantee of Environmental Rights

Hyundai Motor Company recognizes that environmental pollution can be a serious violation of human rights that directly affects people's lives and health and establishes environmental management policies and guidelines to minimize negative environmental impacts caused by business activities.

ANNEX 3 – GLOSSARY

Term	Definition
'Business partner'	Any individual or organization that engages with the Company or its Employees, commercial or otherwise, and includes actual and potential clients, suppliers, distributors, business contacts, advisers, agents, agencies, journalists, and influencers
'Company', 'we', or 'our'	<p>All subsidiaries of Hyundai Motor Company beneath HME RHQ governance, including:</p> <ul style="list-style-type: none"> • Hyundai Motor Europe GmbH • Hyundai Motor Deutschland GmbH • Hyundai Motor Company Italy s.r.l. • Hyundai Motor Espana S.L.U. • Hyundai Motor France SAS • Hyundai Motor Poland Sp.z.o.o. • Hyundai Motor Czech s.r.o. • Hyundai Motor Netherlands B.V. • Hyundai Motor UK Limited • Hyundai Motor Norway AS • Hyundai Motor Sweden AB • Hyundai Motor Czech s.r.o., organizačná zložka Slovakia • Hyundai Motorsports GmbH • Hyundai Motor Manufacturing Czech s.r.o. • Hyundai Assan Otomotiv San. ve Tic. A.Ş • Genesis Motor Europe GmbH • Genesis Motor Switzerland AG • Hyundai Connected Mobility GmbH
Employee	Person(s) in an employment relationship with the Company according to national law or practice

GLOSSARY (Continued)

Acronym	Meaning
HMC	Hyundai Motor Company
HME	Hyundai Motor Europe
HMMC	Hyundai Motor Manufacturing Czech
ILO	International Labor Organization
OECD	Organization for Economic Cooperation and Development
UN	United Nations
UNGC	United Nations Global Compact