

Human Rights Charter

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Management Support Team

Hyundai IFC Human Rights Charter

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1. Introduction

A. Purpose of Establishing the Charter for Human Rights

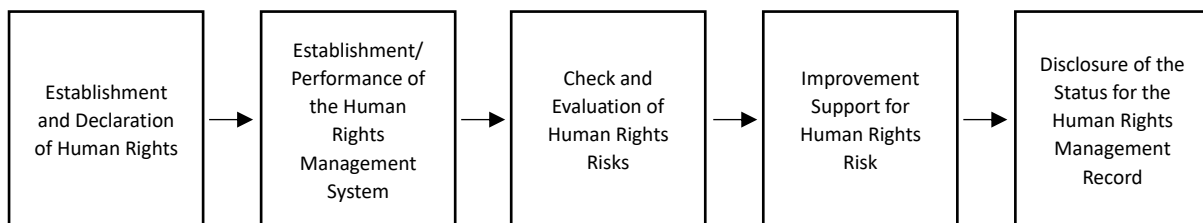
To have proactively support human rights, prevent human rights violations following the operation of the business simultaneously and moderate pertinent risk, Hyundai IFC hereby proclaims the Charter for Human Rights.

B. Scope of Application of the Charter for Human Rights

This Human Rights Charter applies to all executives and employees (including those working in irregular positions) of Hyundai IFC, including production and sales corporate bodies at home and abroad, subsidiaries, second-tier subsidiaries, and joint ventures. In addition, executives and employees of Hyundai IFC follow this Charter for Human Rights when collaborating with suppliers, sales, and service organizations, and furthermore, we recommend that all stakeholders under the transaction relations respect this Charter for Human Rights. If the matters handled under this Charter for Human Rights contradict the laws and regulations of the local state, the local laws and regulations are complied with first, and except for cases of having special provisions in the laws of local states, articles of incorporation or company regulations of organization, and so forth the works are carried out in accordance with this Charter for Human Rights of Hyundai IFC.

C. Human Rights Risk Management System

Hyundai IFC should establish an internal system required for implementing the human rights management in accordance with this Charter for Human Rights for respecting the human rights of all officers and employees and relieves the ensuing risk, and the human rights risk is regularly evaluated and improved, sufficiently sharing the result with stakeholders. The organization in charge of human rights management for Hyundai IFC carries out the management system of human rights risk following the principle of good faith and due diligence and reviews the human rights management procedure on a regular basis, actively reflecting social change to revise the management system.



2. Basic Principle

Article 1 Prohibition of Discrimination

Hyundai IFC does not discriminate against anyone in the aspect of employment, promotion, education, wage, welfare, etc. on the ground of gender, race, ethnicity, nationality, religion, disability, age, family status, social status, and political opinion for all officers and employees and it structures the organizational culture to respect the diversity of officers and employees. The cases of discrimination should be handled by zero tolerance policy.

Article 2 Prohibition of Harassment

Hyundai IFC prohibits acts that cause physical or mental suffering to other employees or deteriorate the work environment beyond the appropriate scope of work by taking advantage of superiority in relationship in the workplace. This includes sexual harassment, which causes to feel sexual humiliation or repulsion with sexual words or behaviors, and non-sexual harassment such as mobbing, bullying, and threats.

Article 3 Compliance with Working Conditions

Hyundai IFC complies with the legal work hours for each country where it engages in business, and it pays all officers and employees reasonable wages for the work together with the wage statement. In addition, it provides a work environment appropriate for the performance of duties and sufficient opportunity of education for developing the competency of and improving the quality of life for all officers and employees.

Article 4 Humane Treatment

Hyundai IFC 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 IFC respects the labor relations laws of the country where this Charter for Human Rights is applied to provide sufficient opportunity for communication with all officers and employees.

Article 6 Prohibition of Forced Labor and Child Labor

Hyundai IFC does not engage in any act of violence, threat, false imprisonment or the like against any officer or employee and it does not coerce any work against the free will by the method of demanding a personal ID or company ID. In addition, child labor is prohibited in principle and the company takes measures so that minors' opportunity for education will not be restricted due to their work.

Article 7 Guarantee of Industrial Safety

Hyundai IFC regularly inspects the facilities, equipment, tools and others of the business premises for all officers and employees to work in a safe work environment and prepares the support plan for post management and appropriate measures for the purpose of preventing physical and mental hazards.

Article 8 Protection of the Human Rights of Local Residents

All officers and employees of Hyundai IFC are cautioned not to interfere with the human rights of the residents when carrying out their work. Moreover, the rights to safety and health for residents, and freedom of residence are protected.

Article 9 Protection of the Human Rights for Customers

All officers and employees of Hyundai IFC must make it their highest priority to protect the life, health and property of customers when providing products and services and must make their best endeavors to protect the personal information collected from management activities.

3. Establishment of the system

A. Establishment of Governance

- ① **Responsibility of Human Rights Management:** Hyundai IFC should manage and supervise the status of promoting the human rights management through the meetings of committees or management conferences participated in by the highest decision makers or decision makers of major departments or working conferences participated in by decision makers of key departments. The role of committees, management conferences, or working meetings and the scope of responsibility could be classified for the 1) review of the establishment or revision of the Charter for Human Rights, 2) presenting opinions on revising pertinent internal regulations, such as the personnel system, employment regulations, audit standards and others, 3) recommendation for actions on implementation and result of evaluating human rights risks, 4) instruction for investigation on cases of human rights violations and deliberation for relief plans, and 5) other matters deemed to be required for the protection of human rights.
- ② **Performance of Human Rights Management:** Hyundai IFC should have the organization to be in charge of human rights management to carry out the relevant affairs. The works to be carried out by the organization in charge of human rights management may be classified for the 1) establishment and revision of the Charter for Human Rights, 2) establishment of the human rights management execution plan, 3) evaluation of the human rights risk, 4) operation of the grievance channel, and 5) in-house education and report as well as external communication.

B. Operation of the Grievance Procedure

Hyundai IFC operates grievance procedure for all types of human rights violations related to discrimination, harassment, working conditions, humane treatment, freedom of association and collective bargaining, forced or child labor, industrial safety and human rights of residents and customers as follows.

- ① **Report and Reception of Violations of Human Rights:** Hyundai IFC should operate a channel to receive the report from officers and employees or other persons or organizations (reporters) that suffer a human rights violation or perceived human rights risk. Upon receiving a report of a human rights violation, the characteristics of the individual report case are considered in discussion for a detailed relief plan regarding the case of human rights violence by the pertinent department.
 - **Grievance Channel to Report Violations of Human Rights**
 - Name of department: Management Support Team
 - Email: ingot@hyundai-ifc.com

- ② Processing of Reports on Violations of Human Rights: "Hyundai IFC shall, with reference to court precedents, regulations of relevant government agencies, past internal practices and other industrial practices, strive to identify the best course of remedial action with support from the legal department. In the event that the cases of human rights violence exercise significant influence on freedom and the rights of victims or it is highly likely to create risks to the corporate reputation, the relief plan may be discussed by a committee, management conference, practical meeting and gatherings in which the highest decision makers participate.

- ③ Guarantee of Status for Reporters: Executives and employees of all Hyundai IFC must not disclose, reveal, or otherwise report any personally identifiable information that may be used to identify a reporter. All information relating to victims, incidents, remedial procedures, and outcomes, as transmitted during the reporting and notification process, must be kept strictly confidential. In addition, measures must be implemented to protect employees from adverse consequences arising from the reporting of human rights violations and risks.

C. Education and Efforts to Raise Awareness

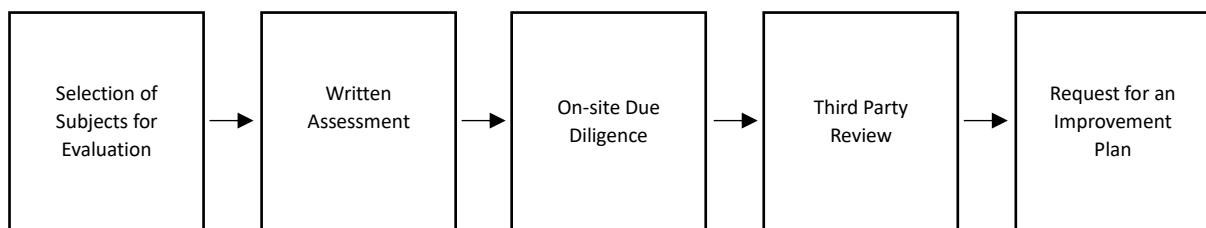
- ① Human Rights Management Education: Hyundai IFC should encourage the promotion of the understanding of human rights of officers and employees and improvement of perception and process the human rights management education with the purpose of the internal promotion scheme for human rights management and delivery of the enforcement plan. Through the human rights management education, discrimination or harassment by officers and employees are prohibited and should also encourage aggressive reporting of detected cases and risks of human rights violation.

- ② Enhancing Human Rights Management: Hyundai IFC is encouraged to share information pertaining to the Charter for Human Rights, its implementation plan, and the human rights risk assessment process and associated outcomes, not only within Hyundai IFC, but also with suppliers, sales/service organizations and other organizations with which have trading relationships. Such content is shared via the optimal channels (voice, video, and written media) and methods (Korean, English, etc.) for all organizational members to conveniently access information relating to human rights management.

4. RISK MANAGEMENT

A. Evaluation of Risk

- ① Development of the Evaluation Index: Hyundai IFC should reflect the UN Guiding Principles on Business and Human Rights, OECD Due Diligence Guidance for Responsible Business Conduct, human rights management guidelines from the Ministry of Justice (currently in development), and others based on the basic principle of this Charter for Human Rights to develop and operate the assessment and due diligence index to evaluate the work environment, work conditions, human resource operation, industrial safety, and human rights risks to local residents and customers.
- ② Operation of the Evaluation Process



B. Performance of Risk Improvement

- ① Formulation and Stipulation for Improvement: Hyundai IFC should establish plans for improvement and performance regarding the human rights risk formulated as a result of evaluating the human rights risk. The head office that received the evaluation of human rights risk, production, and sales corporate bodies at home and abroad, subsidiaries, second-tier subsidiaries, suppliers, sales/service organization, and other organizations in transactions should formulate the detailed enforcement tasks to carry out the improvement plan for the risks.
- ② Monitoring of the Performance Status: Hyundai IFC should continuously monitor whether the person in charge of the organization that received the evaluation of human rights risks is diligently and effectively performing the mutually stipulated improvement plans. Mutual communication should be made regularly in order to process for the detailed task execution to meet the schedule and the expected outcome is secured in time, and if it is expected not to carry out the improvement plan, required measures can be undertaken.

C. Disclosure of Status and Outcome

Hyundai IFC should report meaningful indications, important risks and improvement plans confirmed through the evaluation of human rights risk to the major decision makers, including the committees and working conference of management meetings. The report data obtained with the approval of the committees, management meetings, major decision makers, etc. may be shared with the applicable departments and others through enhancing the effectiveness in promoting the human rights management.

Appendix

A. Contact Information of the Person in Charge

- Name of Department: Management Support Team
- Email: ingot@hyundai-ifc.com

B. Reference

- Hyundai Motor Company – Refer to the Human Rights Charter