

Document No.	2025-S-03
Initial Enactment	2022.06.30
Last Update	2022.06.30
Managed by	HR Support Team

Hyundai Motor Company

Non-Discrimination & Anti-Harassment Policy

2022.06

1. Preamble

A. Purpose of enactment

Hyundai Motor Company declares this policy to ensure that all our executives and employees receive equal treatment without discrimination while preventing issues related to discrimination and harassment that may occur while conducting business-related activities. In addition, we expect all subsidiaries, joint ventures, supply chains, and contractors to comply with this. Hyundai Motor Company shall comply with laws related to discrimination and harassment, such as the Act on Equal Employment of Men and Women, Support for Work-Family Balance, Labor Standards Act, Occupational Safety and Health Act, and Industrial Accident Compensation Insurance Act, etc.

B. Definition of Discrimination and Harassment

- “Sexual harassment” means that the employer, supervisor, or worker in the workplace makes other workers feel sexually humiliated or disgusted by sexual words or actions, or gives disadvantages in employment for non-response to other demands, using their position in the workplace or related to the work.
- “Non-sexual harassment” means that the employer, supervisor, or worker in the workplace inflicts physical or mental pain on other workers or worsens the working environment beyond the proper scope for work by taking advantage of position or relationship in the workplace.
- “Discrimination” refers to discriminatory treatment based on the gender, race, ethnicity, nationality, religion, disability, age, political opinion, and region of the executives and employees.

2. Declaration

Hyundai Motor Company shall inform and train all employees about the contents of this policy to prevent sexual harassment, non-sexual harassment, and discrimination in the workplace and improves the awareness of the primary value of this policy, respect for diversity. To this end, Hyundai Motor Company shall conduct activities such as continuous trainings and the operation of reporting channels.

Hyundai Motor Company shall strive to prevent discrimination and harassment, and when problems arise, resolve them according to the internal procedures.

Hyundai Motor Company shall investigate the situation as confidential as possible, prepare appropriate countermeasures for complaints that may be raised and take prompt action.

Hyundai Motor Company shall create a channel for all employees to report. When a problem occurs, Hyundai Motor Company shall provide appropriate procedures to solve the problem and prevent recurrence and guide the use of these procedures.

Hyundai Motor Company shall not divulge secrets learned during the investigation to others against the victim's will. However, Hyundai Motor Company makes it exceptions to report cases related to investigations to the superior or provide necessary information at the request of the relevant agency. In addition, Hyundai Motor Company shall protect the person who reports the complaint or the person who testifies against retaliation and provide support as deemed necessary to the victim.

Hyundai Motor Company shall take a disciplinary action against those found to be the perpetrators as a result of the investigation.

3. Management

A. Grievance and Handling

① Filing a grievance

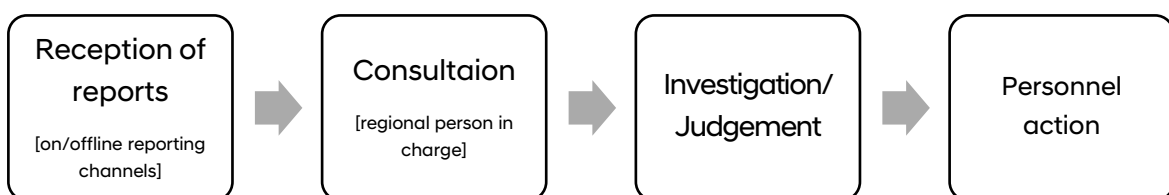
Anyone who becomes aware of workplace discrimination and harassment (sexual harassment, non-sexual harassment, discrimination, etc.) shall be able to report the incident. Hyundai Motor Company shall devise appropriate measures, such as requesting an investigation upon receiving the report. Hyundai Motor Company shall not take any steps to give any personnel disadvantages to the reporters or victims of workplace discrimination and harassment and implement appropriate measures such as a change of place of work or vacation there is a request from the victim.

Reporting channels

- Name of department: HR support team and HR team in each business site
- Online reception channel: One Click HR
 (*Access path: HR Lounge > HR Information > One-Click HR)

② Grievance handling procedure

Hyundai Motor Company intends to establish an escalation process of reporting incidents to eradicate acts related to discrimination and harassment. When becoming aware of a victim of discrimination and harassment or such an act, Hyundai Motor Company shall prepare a response system to protect the victim and take appropriate measures on the incident.



B. Education and diffusion

Hyundai Motor Company shall contribute to spreading an organizational culture based on mutual respect and dignity through active guidance on the prohibition of discrimination and harassment against employees. When discriminatory and harassing acts are identified, the company shall induce an active report of them through the reporting channel.

C. Zero tolerance principle

Hyundai Motor Company shall recognize the importance of a workplace culture based on mutual respect and dignity and apply the zero tolerance policy to acts that constitute discrimination and harassment.

D. Corrective action and disciplinary action

Hyundai Motor Company shall take appropriate corrective and disciplinary actions against discrimination, harassment, or other unlawful violations of any kind in the workplace, depending on the seriousness of the situation.