

Human Rights Charter Hyundai

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1 Purpose

1.1. This Human Rights Charter has the purpose to implement a human rights protection system and at the same time to prevent human rights violations and mitigate related risks.

1.2. Hyundai respects and supports a wide range of recognized human rights/labor-related international standards and guidelines, such as the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, International Labor Organization Constitution, the American Convention on Human Rights, and the OECD Guidelines for

Multinational Enterprises and Due Diligence Guidance for responsible Business Conduct, the Constitution of the Federative Republic of Brazil among others.

1.3. Hyundai will identify and strive to prevent and mitigate the negative effects of business activities on human rights and establish procedures to assess and minimize the damaging effects on human rights.

2 Scope

2.1. This Policy applies to all Employees and any other person or entity working for or on behalf of Hyundai as well as to all suppliers, service providers, dealers and commercial partners while maintaining commercial relationships with Hyundai.



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3 Principles



3.1. Prohibition of Child Labor: Night, dangerous or unhealthy work for minors under eighteen and any work for minors under sixteen is prohibited, except as an apprentice, from the age of fourteen.



3.2. Prohibition of Forced Labor: No human being may be reduced to a condition similar to that of a slave in such a way that they are subjected to forced labor, exhausting working hours, degrading working conditions, or have their freedom of movement restricted. The illegal retention of any worker's original identification documents is prohibited.



3.3. Prohibition of Discrimination: Hyundai, its employees, suppliers, and business partners do not tolerate and will not tolerate any practice of discrimination based on cultural or ideological differences, disabilities, gender, color, ethnicity, nationality, origin, political beliefs, religious beliefs, age, marital status, union membership status, social class, sexual orientation, gender identity or any other condition or characteristics. Furthermore, any forms of discrimination in the processes of recruitment, promotions, training, and the definition of salaries and benefits are not acceptable.



3.4. Decent Working Conditions: Hyundai, its suppliers, and business partners must ensure good working conditions for their employees, in an environment free from all forms of harassment, strict compliance with health and safety standards and respect for all rights provided for in labor laws.



3.5. Privacy: Personal data processing activities must be carried out in a way that preserves the privacy of data subjects,

always in compliance with applicable laws and regulations, particularly the General Data Protection Law.



3.6. Rights of Local Communities: Hyundai, its employees, suppliers, and business partners must ensure that their activities are carried out in a way that protects the rights to safety, health, housing, and freedom of members of local communities, especially in relation to vulnerable groups, such as children, migrant workers, people with disabilities and sexual minorities.



3.7. Customer Rights: Hyundai, its employees, suppliers, and business partners must strive to protect the life, health and safety of our customers when providing products and services.



3.8. Environment: Hyundai, its employees, suppliers, and business partners must recognize that environmental degradation can constitute a serious violation of human rights that directly affects people's lives and health, therefore, it establishes environmental management policies and guidelines to minimize the environmental impacts caused by activities business and expects the same from its business partners and suppliers.



3.9. Supply Chain: Aiming to establish a sustainable supply chain, Hyundai, its employees, suppliers, and commercial partners must adopt procedures to carry out an assessment of its suppliers and partners to identify and mitigate risks related to violations of human rights and other compliance risks.



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4 Denunciation channel

4.1. Any human rights violation committed by people directly or indirectly related to Hyundai, including its employees, suppliers and business partners must be reported to the Ethics Line, Hyundai's official channel for receiving complaints. Reports must be made through the following means:

- **Online form:** available on Hyundai website.
- **E-mail:** ethicsline@hyundai-brasil.com
- **Telephone:** 0800-HYUNDAI (498-6324)

4.2. Denunciations of human rights violations will be received and investigated in an impartial and transparent manner, following Hyundai's internal policies.

4.3. Non-Retaliation: It is prohibited to retaliate, punish, discriminate, or take any other actions against people who make Denunciation in good faith, or who in any way cooperate with internal investigations.

5 Reference documents

- I. UN Universal Declaration of Human Rights (1948)
- II. International Labor Organization Constitution (1919)
- III. American Convention on Human Rights (1969)
- IV. OECD Guidelines for Multinational Enterprises (2011)
- V. OECD Due Diligence Guidance for Responsible Business Conduct (2018)
- VI. Constitution of the Federative Republic of Brazil (1988)



