Revision History	No.	Date of Establishment/ Revision	Enforcement Date	Description
	0	2024.11.01	2024.11.01	Initial Establishment
	1차	2026.01.02	2026.01.02	First revision

Hyundai Polytech Human Rights Management Declaration

Approval	Prepared by	Reviewed by	Approved by	Authorized by	CEO
					

Hyundai Polytech Human Rights Management Declaration

Hyundai Polytech, as an automotive parts manufacturing company, strives to become a trusted partner to customers and society through safe and responsible business practices.

The Company conducts its business based on people and technology and recognizes that respecting the dignity and value of all stakeholders as human beings is a core element of sustainable growth.

Accordingly, Hyundai Polytech has established this Human Rights Management Declaration to respect and protect the human rights of all stakeholders—including employees, business partners, customers, and local communities—and to faithfully fulfill its social responsibilities throughout its business operations.

Hyundai Polytech respects internationally recognized human rights principles, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the core conventions of the International Labour Organization (ILO), and complies with the relevant laws and regulations of the countries and regions in which it operates.

The Company operates appropriate management systems within a reasonable scope to prevent and mitigate potential adverse human rights impacts arising from its business activities and continuously pursues improvement.

Hyundai Polytech Human Rights Management Principles

1. Respect for Human Rights

Hyundai Polytech respects all stakeholders as human beings and strives to prevent any form of inhumane treatment, including mental or physical abuse, harassment, violence, or

coercion.

If any human rights violation is identified, the Company takes strict action in accordance with applicable laws and internal regulations.

2. Prohibition of Discrimination

Hyundai Polytech prohibits discrimination in all aspects of employment — including recruitment, compensation, promotion, and training — on the basis of gender, age, nationality, race, ethnicity, place of origin, disability, religion, political opinion, marital status, pregnancy, or childbirth.

The Company is committed to fostering a fair, equal, and inclusive working environment.

3. Prohibition of Forced Labor and Child Labor

Hyundai Polytech does not tolerate any form of forced labor, including labor involving violence, threats, confinement, debt bondage, or human trafficking.

The Company prohibits child labor and complies with the minimum employment age requirements stipulated by applicable laws and regulations.

4. Compliance with Labor Laws and Guarantee of Freedom of Association

Hyundai Polytech complies with all applicable labor laws and regulations, including those related to working hours, wages, rest periods, and leave.

Within the scope permitted by applicable laws, the Company respects employees' rights to freedom of association and collective bargaining and fosters an environment that enables open and constructive communication.

5. Occupational Health and Safety

Hyundai Polytech places the highest priority on the life and safety of its employees and complies with applicable occupational health and safety laws to maintain and improve a safe and healthy working environment.

Through regular training, inspections, and facility management, the Company strives to

prevent industrial accidents and occupational illnesses.

6. Responsible Supply Chain Management

Hyundai Polytech endeavors to ensure compliance with applicable laws and respect for human rights throughout its supply chain, including business partners and contractors.

The Company recognizes potential human rights risks in its business relationships and seeks to promote improvements through cooperation with partners within a reasonable scope.

7. Protection of Stakeholder Information

Hyundai Polytech protects personal information and confidential data of stakeholders, including employees and customers, obtained in the course of its business activities in accordance with applicable laws and regulations.

Appropriate protective measures are implemented to prevent unauthorized access, disclosure, or data breaches.

8. Environmental Rights Protection

Hyundai Polytech recognizes that environmental protection is closely linked to the protection of human rights.

The Company complies with environmental laws and regulations and continuously promotes activities to prevent environmental pollution and strengthen environmental management.

9. Responsibility to Local Communities

Hyundai Polytech acknowledges the potential impacts of its business operations on local communities and endeavors to ensure that the human rights and safety of local residents are not infringed.

When necessary, the Company collects opinions from local communities and reviews appropriate measures.

Hyundai Polytech will share the contents of this Human Rights Management Declaration with its employees and will periodically review and revise the Declaration in response to changes in relevant laws, regulations, and business environments, thereby continuously strengthening its human rights management practices.