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

Hyundai Polytech Non-Discrimination & Anti-Harassment Policy

Approval	Prepared by	Reviewed by	Approved by	Authorized by	CEO
					

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Chapter 1 General Provisions

Article 1 Purpose

The purpose of this Policy is to establish a fair and sound organizational culture by preventing and eliminating discrimination and harassment and by creating a working environment based on mutual respect and trust for all employees of Hyundai Polytech Co., Ltd. (hereinafter referred to as “Hyundai Polytech”).
Through this Policy, Hyundai Polytech clarifies its management principles that respect human rights and seeks to fulfill its responsibilities as a responsible corporate citizen in its relationships with domestic and overseas business sites and stakeholders.

Article 2 Scope of Application

1. This Policy applies to all employees working at Hyundai Polytech’s headquarters, domestic and overseas business sites, and overseas subsidiaries.

2. Hyundai Polytech endeavors to ensure that the basic principles of this Policy are respected in its relationships with business partners, including suppliers, vendors, agents, and distributors.

This Policy applies not only to Hyundai Polytech employees but also to external personnel working at Hyundai Polytech’s business sites, including security service providers and outsourced workers, and the Company implements appropriate management and oversight measures to prevent discrimination or harassment against such individuals.

Article 3 Basic Principles

Hyundai Polytech respects the dignity and value of every individual and does not tolerate any form of discrimination or harassment. All employees shall perform their duties fairly

and responsibly based on mutual respect and consideration.

Chapter 2 Company Position on Discrimination and Harassment

Article 4 Prohibition of Discrimination and Harassment

This Policy prohibits all forms of discrimination based on personal characteristics, including gender, age, race, nationality, ethnicity, disability, religion, political opinion, social status, pregnancy and childbirth, marital status, family relations, and educational background.

Hyundai Polytech respects employees' religious beliefs and activities and may provide reasonable accommodations, such as adjustments to working hours or provision of appropriate facilities, provided that such accommodations do not materially interfere with business operations.

Article 5 Fostering a Respectful and Inclusive Organizational Culture

Hyundai Polytech pursues an organizational culture that respects diversity and inclusion and continuously strives to create a working environment in which employees respect and cooperate with one another.

Chapter 3 Prohibition of Discrimination

Article 6 Definition of Discrimination

Discrimination refers to any act that disadvantages or limits opportunities for an individual or a specific group without reasonable grounds.

Article 7 Prohibited Discriminatory Acts

Hyundai Polytech prohibits discriminatory practices throughout all aspects of employment, including recruitment, compensation, training, evaluation, promotion, placement, and termination.

Article 8 Prohibition of Discrimination in Recruitment, Compensation, Evaluation, and Promotion

All personnel decisions shall be made fairly based on job-related qualifications and performance. Discrimination based on personal characteristics or background shall not be permitted.

Chapter 4 Prohibition of Harassment and Sexual Harassment

Article 9 Definition of Harassment

Harassment refers to any act that causes physical or mental distress or deteriorates the working environment by abusing a position of authority or relationship or by exceeding the scope of work.

Article 10 Prohibition of Workplace Harassment

Hyundai Polytech prohibits workplace harassment, including verbal abuse, insults, repeated unreasonable work instructions, and intentional exclusion.

Article 11 Prohibition of Sexual Harassment and Sexual Misconduct

Sexual remarks, physical contact, and any behavior that causes sexual humiliation or discomfort are strictly prohibited.

Article 12 Prohibition of Other Inappropriate Conduct

Any conduct or expression that causes intimidation, humiliation, or discomfort to others shall not be permitted in the course of work.

Chapter 5 Responsibilities and Compliance Obligations of Employees

Article 13 Basic Duties of Employees

All employees shall familiarize themselves with and comply with this Policy and shall not ignore any discrimination or harassment they become aware of.

Article 14 Responsibilities and Roles of Managers

Managers are responsible for supervising compliance with this Policy within their organizations and for fostering a preventive and respectful organizational culture.

Chapter 6 Prevention and Awareness

Article 15 Education and Awareness Programs

Hyundai Polytech may conduct regular education and awareness programs to prevent discrimination and harassment.

Article 16 Preventive Organizational Management

Hyundai Polytech prioritizes prevention over post-incident measures and continuously carries out management activities to maintain a healthy organizational culture.

Chapter 7 Reporting and Protection Principles

Article 17 Right to Report and Reporting Channels

Employees who experience or become aware of discrimination or harassment may report such incidents through the ethics reporting channels operated by the Company.

Article 18 Protection and Confidentiality of Whistleblowers

The identity of whistleblowers and the details of reports shall be strictly protected, and no disadvantage shall be imposed on any individual for reporting in good faith.

Article 19 Prohibition of Retaliation

Retaliation against whistleblowers or individuals cooperating with investigations is strictly prohibited.

Chapter 8 Measures for Violations

Article 20 Principles for Handling Violations

Violations of this Policy shall be addressed in accordance with relevant regulations after verifying the facts.

Article 21 Disciplinary and Corrective Measures

Depending on the severity and nature of the violation, disciplinary actions, corrective measures, or actions to prevent recurrence may be taken.

Chapter 9 Policy Operation and Management

Article 22 Policy Management and Revision

This Policy may be revised in response to changes in relevant laws or the Company's operational environment.

Article 23 Linkage with Related Policies

This Policy shall be operated in conjunction with Hyundai Polytech's Ethics Charter, Code of Conduct, Human Rights Policy, and other related policies.

Chapter 10 Supplementary Provisions

Article 24 Effective Date

This Policy shall take effect from the date of enactment.