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	0	2024.11.01	2024.11.01	Initial Establishment
	1	2026.01.02	2026.01.02	First Revision

Hyundai Polytech
Ethics Charter & Code of Conduct

Approval	Prepared by	Reviewed by	Approved by	Authorized by	CEO
					

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Chapter 1 General Provisions

Article 1 (Purpose)

Hyundai Polytech aims to establish a fair and transparent corporate culture by ensuring that all employees perform their duties based on ethical values and responsible conduct.
This Ethics Charter and Code of Conduct sets forth the fundamental philosophy and principles of ethical management at Hyundai Polytech and provides standards of conduct to be observed by employees in the course of their 업무, thereby strengthening trust with stakeholders including customers, business partners, shareholders, and local communities.

Article 2 (Scope of Application)

This Code applies to all employees of Hyundai Polytech, including those working at the headquarters, domestic and overseas business sites, and overseas subsidiaries.
Hyundai Polytech also expects that the basic principles of this Code will be respected and reflected in relationships with business partners such as suppliers, vendors, distributors, and agents.

Article 3 (Basic Principles)

All employees of Hyundai Polytech shall comply with applicable laws and internal regulations and perform their duties honestly and transparently.
Employees shall make fair and independent judgments without being influenced by personal interests and shall act responsibly, recognizing the impact of their actions on the Company and its stakeholders.

Chapter 2 Ethics Charter

Article 4 (Faithful and Transparent Performance of Duties)

Employees shall faithfully perform their assigned duties and shall not engage in misconduct such as false reporting, document falsification, or concealment of facts.
All work-related records and reports shall be prepared accurately based on facts, and company assets and information shall be used only for legitimate business purposes in accordance with established procedures.

Article 5 (Fair Competition and Transactions)

Hyundai Polytech respects free and fair competition and does not engage in conduct that undermines market fairness, including collusion, unfair competition, or abuse of superior bargaining position.
All transactions shall be conducted based on reasonable, objective, and transparent criteria.

Article 6 (Customer Value and Quality Responsibility)

Hyundai Polytech respects customer needs and expectations and strives to provide safe, reliable, and high-quality products and services.
Information provided to customers shall be accurate and truthful, and false or misleading representations shall not be made.

Article 7 (Respect for Employees and Protection of Human Rights)

Hyundai Polytech respects all employees as individuals and does not tolerate discrimination based on nationality, gender, age, educational background, religion, disability, or any other status.
Any form of human rights infringement, including forced labor, child labor, workplace

harassment, or sexual harassment, is strictly prohibited.

Article 8 (Sustainable Management and Social Responsibility)

Hyundai Polytech recognizes its social responsibilities related to sustainable development, including environmental protection, occupational safety and health, and contribution to local communities, and incorporates these responsibilities into its business activities.

Chapter 3 Employee Ethics

Article 9 (Prohibition of Corruption, Bribery, and Improper Solicitation)

Employees shall not request, accept, offer, or provide any improper benefits, including money, gifts, entertainment, or convenience, in connection with their duties.
Matters related to corruption, bribery, and improper solicitation shall be handled in accordance with the Company's Anti-Corruption and Anti-Bribery Policy.

Article 10 (Prevention of Conflicts of Interest)

Employees shall avoid situations in which personal interests conflict or may conflict with the interests of the Company.
If a conflict of interest arises or is likely to arise, employees shall report it in advance and comply with the Company's management measures.

Article 11 (Prohibition of Insider Trading and Improper Use of Information)

Employees shall not use non-public information obtained through their duties for personal gain or disclose such information to third parties.
Confidential and material information of the Company and its business partners shall be protected in accordance with applicable laws and internal regulations.

Article 12 (Prohibition of Abuse of Authority and Improper Instructions)

Employees shall not abuse their authority or position to issue improper instructions or pursue personal interests.
Employees may refuse and report instructions that are illegal, unethical, or inconsistent with this Code.

Article 13 (Accurate Documentation and Reporting)

Employees shall prepare all documents and reports accurately and in good faith based on facts.
False, misleading, or distorted information shall not be created or reported.

Chapter 4 Fair Competition and Transactions

Article 14 (Compliance with Fair Trade and Antitrust Laws)

Hyundai Polytech complies with fair trade and antitrust laws and does not engage in activities that restrict or distort competition.

Article 15 (Prohibition of Collusion and Unfair Competition)

Employees shall not participate in collusion, price-fixing, bid-rigging, market allocation, or other unfair competitive practices.

Article 16 (Fair Transactions with Business Partners)

Hyundai Polytech treats business partners as respected partners and conducts transactions fairly and transparently.
The Company shall not impose unfair conditions or make unreasonable demands by

abusing a superior position.

Article 17 (Tax Transparency and Faithful Tax Payment)

Hyundai Polytech complies with tax-related laws and fulfills its tax obligations faithfully and transparently in all jurisdictions where it operates.

Article 18 (Prevention of Money Laundering)

Hyundai Polytech does not engage in money laundering or illegal financial transactions and complies with applicable laws and internal controls related to the prevention of money laundering.

Chapter 5 Responsibilities to Customers and the Market

Article 19 (Safety and Quality of Products and Services)

Hyundai Polytech places the highest priority on ensuring the safety and quality of its products and services.

Article 20 (Provision of Accurate Information)

Information provided to customers and the market shall be accurate, clear, and not misleading.

Article 21 (Protection of Personal and Customer Information)

Hyundai Polytech protects personal information and customer data in accordance with applicable data protection laws and internal policies.

Article 22 (Collection of Customer Feedback and Response)

Hyundai Polytech sincerely listens to customer feedback and complaints and responds in a timely and reasonable manner.

Chapter 6 Respect for Employees and Working Environment

Article 23 (Respect for Human Rights and Prohibition of Discrimination)

Hyundai Polytech respects the human rights of all employees and prohibits discrimination in any form.

Article 24 (Prohibition of Child Labor and Forced Labor)

Hyundai Polytech strictly prohibits child labor and forced labor throughout its operations.

Article 25 (Safety, Health, and Working Environment Management)

Hyundai Polytech strives to provide a safe and healthy working environment and to prevent workplace accidents and occupational illnesses.

Article 26 (Prohibition of Workplace Harassment and Sexual Harassment)

Hyundai Polytech strictly prohibits workplace harassment and sexual harassment and takes appropriate measures to prevent and address such conduct.

Article 27 (Work-Life Balance)

Hyundai Polytech respects employees' work-life balance and endeavors to create a supportive working environment.

Chapter 7 Sustainable Management and Social Responsibility

Article 28 (Environmental Protection and Responsibility)

Hyundai Polytech recognizes its environmental responsibilities and actively implements measures to protect the environment.

Article 29 (Social Contribution and Community Engagement)

Hyundai Polytech encourages social contribution activities and community engagement that support sustainable local development.

Article 30 (Communication with Stakeholders)

Hyundai Polytech values transparent and constructive communication with stakeholders.

Article 31 (Management of Donations and Sponsorships)

Donations and sponsorships shall be conducted transparently and in compliance with applicable laws and internal standards.

Article 32 (Information Disclosure and Transparency)

Hyundai Polytech discloses management information transparently and in good faith to enhance trust and accountability.

Chapter 8 Ethical Management System

Article 33 (Responsibilities and Roles)

Hyundai Polytech clearly defines the responsibilities and roles for ethical management across the organization.

Article 34 (Ethical Risk Management and Monitoring)

Hyundai Polytech identifies, manages, and monitors ethical risks on an ongoing basis.

Article 35 (Education and Awareness)

Hyundai Polytech provides education and training to enhance employees' awareness and understanding of ethical management.

Article 36 (Internal Control and Audit)

Hyundai Polytech operates internal controls and audit mechanisms to ensure compliance with this Code.

Chapter 9 Ethics Reporting and Protection

Article 37 (Ethics Violation Reporting Channels)

Hyundai Polytech operates reporting channels that allow employees and stakeholders to report ethics violations.

Article 38 (Protection and Confidentiality of Whistleblowers)

The identity of whistleblowers and the content of reports shall be strictly protected, and no retaliatory actions shall be permitted.

Article 39 (Handling of Violations and Prevention of Recurrence)

Ethics violations shall be handled fairly and strictly, and measures shall be implemented to

prevent recurrence.

Chapter 10 Supplementary Provisions

Article 40 (Interpretation and Operation of the Code)

The interpretation and operation of this Code shall be governed by the Company's internal standards and procedures.

Article 41 (Revision and Management)

This Code may be revised as necessary to reflect changes in laws, regulations, or business environments.

Addendum

Article 42 (Effective Date)

This Ethics Charter and Code of Conduct shall enter into force on the date of enactment.