



# Hyundai Welding

## Human Rights Charter

Hyundai Welding hereby enacts the Human Rights Charter, which will serve as guidance for implementing transparent and responsible management activities. We strive to fulfill our social responsibility by practicing human rights management that values human dignity and pursues sustainable development with stakeholders. To this end, we clarify our responsibility to respect human rights for workers, partners, and the local community, and declare the Human Rights Charter as the standard for behavior and value judgment that all executives and employees must adhere to.

Throughout this charter, we endeavor to ensure that human rights are safeguarded across our operations, creating an environment where dignity, fairness, and respect are fundamental values for all stakeholders involved.

### **Article 1. Commitment to Human Rights Standards**

Hyundai Welding pledges to respect and comply with established international standards and domestic regulations, including but not limited to the United Nations Universal Declaration of Human Rights and the Ten Principles of the UN Global Compact, to which we became a signatory in 2023.

### **Article 2. Prohibition of Discrimination**

Hyundai Welding prohibits any form of discrimination or unequal treatment based on gender, age, ethnicity, political or other beliefs, religion, disability, or sexual orientation. Our commitment to equal opportunity ensures that all hiring, compensation, and promotion decisions are based on skill and qualifications without any discrimination. We ensure that all employees and our business partners, regardless of their social and cultural backgrounds, have equal opportunities to thrive and reach their full potential. We respect diversity and strive to promote an equal and inclusive corporate culture.

### **Article 3. Compliance with Labor Standards**

Hyundai Welding complies with the legal working hours of each country in all operation sites and provides fair and competitive remuneration in accordance with applicable government guidelines. Minimum standards and minimum wages are adhered to in their respective economic sectors. We ensure that all compensation, including social benefits, is provided in accordance with the applicable laws and regulations.

### **Article 4. Prohibition of Harassment**

Hyundai Welding prohibits all forms of bullying that cause physical or mental distress in the workplace. Particularly, any act causing sexual humiliation, such as sexual harassment and sexual violence, are strictly forbidden. We endeavor to prevent harm by providing training to prevent sexual harassment and harassment in the workplace, and by establishing a website channel where anyone can report incidents. In cases of harm, the victim is protected, and appropriate disciplinary and remedial measures are implemented.

#### **Article 5. Prohibition of Forced Labor**

Hyundai Welding respects the free will of workers regarding labor. We strongly oppose the use of forced or unlawful compulsory labor, including modern slavery and human trafficking, in our business activities. To ensure a fair and transparent labor contract, we strictly comply with the Labor Standards Act and ensure that employees are fully aware of their rights and obligations.

#### **Article 6. Prohibition of Child Labor**

Hyundai Welding prohibits all forms of child labor, referring to workers who are under the age of 15 or under the legal age to work. We adhere to minimum employment ages and oppose the use of child labor. When hiring young workers who are legally allowed to work but are under the age of 18, we strictly comply with the laws and regulations of the country in which we conduct business to prevent young workers from being placed in roles involving hazardous work. Furthermore, young workers' development must not be hindered by undertaking work that keeps them from receiving an education.

#### **Article 7. Safe and Healthy Workplace**

Hyundai Welding adheres to safety regulations and procedures, promoting a safe and healthy work environment. Continuous improvement in working conditions is ensured through the appropriate identification and assessment of risks at operation site, implementation of suitable measures for preventive and corrective action plans, and continuous monitoring. In the event of an injury or occupational disease, we respond promptly, prioritizing the safety and health of our employees. Furthermore, we maintain a progressive work culture conducive to employee well-being and mental wellness.

#### **Article 8. Protection of Human Rights for Customers**

Hyundai Welding is committed to upholding the human rights of its customers. In all interactions and transactions, we ensure that the rights and interests of our customers are respected and upheld. This includes promoting fair trade principles, providing accurate and reliable information to customers, and prioritizing the safety and confidentiality of their personal information. We conduct our business with integrity and responsibility, striving to create a transparent and ethical environment for all customer interactions.

#### **Article 9. Protection of Human Rights of Local Residents**

Hyundai Welding strive to be responsible corporate citizens, contributing positively to the well-being and prosperity of the communities in which we operate. We are committed to conducting our business in a manner that respects the health, safety, and livelihoods of the communities and indigenous peoples residing in proximity to our operations. This includes engaging with local stakeholders to understand their needs and concerns, minimizing any adverse impacts on their environment and way of life, and fostering mutually beneficial relationships.

**We pledge to unwaveringly adhere to the principles of the Hyundai Welding Human Rights Charter, ensuring the protection and promotion of human rights in all facets of our operations.**

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