

Modern Slavery Statement

This Modern Slavery Statement sets out the actions taken by Hyundai Motor UK Limited ("HMUK") and its parent company, Hyundai Motor Company ("HMC"), during the financial year ended 31 December 2023 to prevent modern slavery occurring within our operations or supply chains. It has been prepared in accordance with section 54(1) of the Modern Slavery Act 2015.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. HMUK will not tolerate modern slavery in its operations. We are committed to acting ethically and with integrity and transparency in all business dealings and have established systems and controls to safeguard against any form of modern slavery taking place within the business or our supply chain.

1. Our business

HMUK is a wholly-owned subsidiary of HMC, a company registered in South Korea. HMUK has been established in the UK since 1982. Its principal activities are the importation and sale of Hyundai cars and parts through its national distribution network of franchised retailers.

2. Our policies on modern slavery and human rights

At a global level, HMC has established a series of policies setting out its position on modern slavery and human rights in line with internationally recognised human rights principles. These policies include a [Human Rights Policy](#), [Ethics Charter and Code of Conduct](#), [Supplier Code of Conduct](#), [Diversity and Inclusion Policy](#) and [Non-Discrimination and Anti-Harassment Policy](#). The policies include key elements for the internalisation and dissemination of human rights management, such as the commitment to prohibiting forced and child labour, freedom of association, collective bargaining rights, and the prevention and respect of non-discrimination. Our company's Human Rights Policy applies to all employees (executives, staff and temporary workers), including all global production and sales corporations, subsidiaries and joint venture employees. Our employees are expected to adhere to the Human Rights Policy when dealing with suppliers, sales, and service organisations. Furthermore, we encourage all stakeholders in business relationships to respect and uphold the Human Rights Policy.

Our Non-Discrimination & Anti-Harassment Policy further aims to prevent incidents and issues related to workplace discrimination, harassment and sexual harassment while respecting the right of employees to be treated equally and without discrimination.

We have set in place procedures for receiving, addressing, and taking action on issues related not only to discrimination, harassment, and sexual harassment but also to improving organisational culture and working conditions. The grievance handling channels are operated in a variety of forms, both online and offline, to enhance accessibility for complainants. The anonymity and confidentiality of complainants is assured, and any form of retaliation, identity exposure, or adverse employment actions related to reporting complaints is strictly prohibited. Upon receiving a complaint, the process involves promptly assessing the situation according to the established procedures. If necessary, efforts are made to address the root causes of the complaint, improve internal systems or work methods, and prevent recurrence. Furthermore, for employees who might have had a negative

impact on human rights through actions such as discrimination or harassment, we review the criteria and procedures specified in employment rules and disciplinary regulations to consider appropriate personnel measures.

3. Due diligence processes

Our company is building a sustainable supply chain that encompasses our entire value chain. To support this goal, we work closely with our suppliers and partners to establish a safe working environment and a corporate culture that is both socially aware and environmentally responsible.

Our company strives to accurately identify potential human rights risks within the scope of our human rights risk assessment. To this end, we develop and implement our own indicators for human rights risk assessment and due diligence based on variety of resources, including domestic and international human rights management standards, best practices in similar industries, and past grievances that have been reported and handled.

Based on a preliminary assessment of human rights risks, we apply assessment and due diligence indicators differentiated by business site and stakeholder group. These indicators are continuously refined and strengthened to ensure a more accurate identification of risks.

4. Training

We have implemented human rights education programmes to promote compliance with the Human Rights Policy and enhance awareness of human rights. In order to deliver our education programme effectively, key personnel in our business need to have sufficient understanding of this topic and our approach to due diligence, risk identification and management. There is also a requirement for our employees to understand the applicable legislative requirements.

We have included modern slavery and employment rights information within our on-boarding materials to ensure all staff and others working within our office environment are aware of their employment rights and provided with information as to where they can seek further advice should they need it.

At a global level, the human rights training programmes offered by HMC include not only compulsory education on such topics as sexual harassment prevention and improving awareness of disabilities but also broader education on the concept of human rights management, cases of human rights violations, legislation related to human rights, and industry trends in human rights management. In addition, supplier briefings on "Supply Chain ESG Risk Assessment and Auditing" and "Conflict Minerals Management Process" aimed specifically to explain the importance of human rights management and provide guidance on managing human rights risks. Furthermore, online training courses are provided on the Supplier Code of Conduct, which outlines the fundamental principles of human rights management that suppliers are expected to comply with. These principles include non-discrimination, humanitarian treatment, and management of working hours.

This statement has been approved by the Managing Board of HMK.

January 2024