



# Hyundai Welding

## Supplier Code of Conduct

With the vision of implementing optimal management practices and fostering value creation (BESCOM: Best Company), Hyundai Welding Group is committed to cultivating a modern corporate culture that prioritizes joint prosperity among stakeholders and the community.

Accordingly, the Supplier Code of Conduct has been established as a framework for guiding the proper behavior and ethical decision-making of all suppliers associated with Hyundai Welding Group.

Suppliers shall adhere to the six fundamental business principles: compliance with laws and regulations, prohibition of child labor and forced labor, upholding human rights and safety standards, environmental responsibility, combating corruption and bribery, and promoting fair trade practices. It is imperative that all suppliers adopt and implement policies in alignment with this Code of Conduct, while actively endeavoring to ensure compliance among their own network of suppliers and subcontractors.

The term "Supplier(s)" encompasses a broad spectrum of entities including sub-vendors, subcontractors, consultants, training institutions, investment partners, and any other individuals or corporations engaged in business activities with Hyundai Welding Group.

### **1. Compliance with laws and regulations**

- 1.1 Supplier shall conduct business activities fairly and transparently and operate in full compliance with the laws of its respective country.
- 1.2 Supplier shall adhere to all relevant international trade standards for all products manufactured and sold.

### **2. Child labor and forced labor**

- 2.1 Supplier shall not exploit labor from children or employ persons under 15 years of age or younger than the minimum working age. Individuals under the age of 18 must receive the compulsory education mandated by law without exception. Furthermore, their work characteristics or working environment shall not harm their health, safety or morality.
- 2.2 Supplier shall not force workers to work against their individual will or demand their service by threat or coercion.

### **3. Human rights and Safety**

- 3.1 Supplier shall respect employees as independent individuals and ensure the provision of suitable working conditions conducive to a safe environment.
- 3.2 Supplier must implement necessary measures to establish a safe and healthy working environment, mitigating the risk of accidents and injuries, while also adhering to legal requirements concerning working conditions.
- 3.3 Supplier shall refrain from engaging in unfair discrimination against employees on the basis of gender, religion, age, nationality, educational background, appearance, disability, or any other grounds.
- 3.4 Supplier shall acknowledge that workplace bullying and sexual harassment are strictly prohibited. Accordingly, the supplier shall foster a work environment that prevents any form of behavior detrimental to healthy interpersonal relationships, including physical, verbal, and visual harassment.
- 3.5 Supplier shall fully adhere to all company policies and procedures concerning wages and working hours, ensuring compliance with relevant laws and regulations established by the respective country.

### **4. Environment**

- 4.1 Supplier shall maintain a clean environment throughout all stages of product development, production, utilization, and disposal.
- 4.2 Supplier shall undertake reasonable measures to reduce greenhouse gas emissions by enhancing energy efficiency.
- 4.3 Supplier shall monitor greenhouse gas emissions and establish targets for greenhouse gas reduction in accordance with the Paris Climate Change Agreement.

### **5. Corruption and bribery**

- 5.1 Supplier shall strictly prohibit bribery and any other forms of corruption that violates regulations set forth in domestic and international anti-corruption laws.
- 5.2 Supplier shall develop a process for reporting unethical behavior and actively foster an organization culture aligned with ethical principles.
- 5.3 Supplier shall adhere to obligations concerning the protection, collection and appropriate handling of confidential and personal information.
- 5.4 Supplier must ensure that business judgments remain independent and free from biased opinions or external undue influence.

**6. Fair-trade**

6.1 Supplier shall adhere to the principle of free competition, ensuring that all transactions are conducted in a fair and transparent manner.

6.2 Supplier shall refrain from leveraging its superior position to force or influence unfair practices.

**Violation of the Supplier Code of Conduct**

It is recommended that Suppliers and their employees report any suspected violations of this Code of Conduct or any potential violations to the Hyundai Welding Group Ethics Management staff by filing a report through the Hyundai Group website.

In the event of a supplier violating this Code of Conduct, Hyundai Welding Group may request the submission of a corrective action plan within a specified period.

Company name \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_

Function of the Signatory \_\_\_\_\_