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Hyundai Motor Company

Occupational Health & Safety Policy

2022. 06. 30

Preface

I would like to sincerely thank you for your interest and support for Hyundai Motor Company.

Hyundai Motor Company makes health and safety essential for our business operations. We are doing our best to create a safe workplace for our employees, business partners, other stakeholders, and the local community. We aim to realize our occupational health and safety vision with a responsible attitude by establishing a health and safety management system based on health and safety policies and regulations.

Hyundai Motor Company promotes minimizing health and safety risks and continues to improve them. Hyundai Motor Company abides by domestic and international health and safety laws and regulations. We systematically identify and manage potential risks that may arise in business operations and promote improvement activities to eliminate or reduce negative impacts on employees and the environment. To this end, we will actively manage health and safety risks by implementing maintenance/repair/updating of facilities and equipment at worksites and related technologies.

Hyundai Motor Company realizes an organizational culture to enhance occupational health and safety. We believe that the promotion of health and safety management is closely related to our mid-to-long-term business success while meeting the expectations of our employees, partners, customers, shareholders, and other stakeholders. Hyundai Motor Company will spare no effort in investment and support necessary to achieve its health and safety vision and strategy and spread a health and safety culture based on employee education and participation.

Hyundai Motor Company Chief Health and Safety Officer

1. Preamble

A. Purpose of enactment

Hyundai Motor Company declares this occupational health and safety management policy to ensure the lasting value of life by providing a safe and healthy workplace as well as preventing disasters that may occur throughout business operations, such as the supply chain, business sites, distribution networks, and sales channels. This occupational health and safety management policy has been established based on domestic and foreign health and safety-related laws and regulations (Occupational Health and Safety Act, etc.), health and safety management standards and guidelines (ISO45001, etc.), Hyundai Motor Company's health and safety management policy, and health and safety management promotion strategies and goals.

Occupational Health and Safety Management Policy of Hyundai Motor Company

"Hyundai Motor Company guarantees the lasting value of life by providing a safe and healthy work environment under the vision of 'Progress for Humanity.'"

1. Set a top priority on site- and people-centered safety management.
2. Strive to internalize a safety culture through everyone's voluntary participation.
3. Promote developing advanced safety systems based on diverse perspectives and creative approaches.
4. Satisfy social expectations by practicing safety beyond the internal and external legal and social requirements.

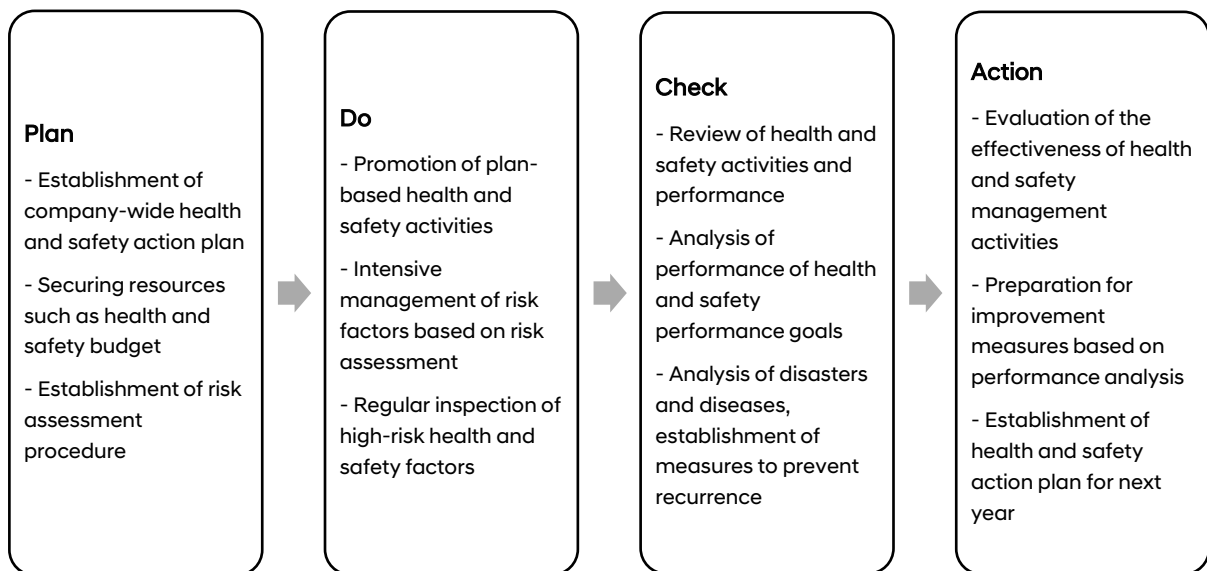
B. Coverage

Hyundai Motor Company's entire domestic production plants, overseas production subsidiaries, sales corporations, and research institutes shall be subject to this health and safety management policy. In addition, Hyundai Motor Company shall recommend this health and safety management policy to stakeholders under the company's provision such as suppliers, business partners, and distribution networks. The company shall also jointly promote activities with the stakeholders to expand health and safety preventive inspections, internalize a safety culture, and introduce new safety technologies. Hyundai Motor Company shall comply with relevant international health and safety laws and regulations (Occupational Health and safety Act, etc.) Hyundai Motor Company

shall establish and implement health and safety plans, prioritizing this policy if health and safety are not covered by the laws and regulations of the local country, or there are no special provisions.

C. Implementation procedure

Hyundai Motor Company shall establish a health and safety management system to implement this occupational health and safety management policy, and commit to continually improve the performance of the health and safety management system. Hyundai Motor Company's domestic production plants, overseas production subsidiaries, subsidiaries, and sub-subsidiaries shall operate the P(Plan)-D(Do)-C(Check)-A(Action) cycle, which includes the establishment of health and safety action plan, the identification of risk factors and the promotion of health and safety promotion activities, the evaluation of health and safety activity performance, and the preparation of improvement measures based on performance analysis, etc. In addition, Hyundai Motor Company shall encourage each business site to acquire third-party certifications (ISO45001, OHSAS18001, KOSHA18001, etc.) for the health and safety management system or to train internal certification auditors to independently examine the health and safety management system, in consideration of country-specific laws and regulations, market conditions, industry specificity, etc.



2. Declaration

Under the vision of 'Progress for Humanity,' Hyundai Motor Company shall provide a safe and healthy work environment to ensure the lasting value of life. Hyundai Motor Company shall establish a health and safety management system to proactively prevent accidents and create advanced safe and healthy workplaces through the establishment of quantitative targets such as total accident reduction.

A. Improvement of Safety Management Structure

Hyundai Motor Company shall establish an integrated health and safety organizational system and operate key performance indicators (KPIs) to promote improving health and safety level centered on the field to implement the health and safety-first management policy. In addition, Hyundai Motor Company shall enhance health and safety management by selecting improvement tasks to prevent major accidents and checking the status of on-site health and safety management supervised by the management.

[Main Goals]

- Expand/reorganize the health and safety organizational system to strengthen safety prevention execution capabilities.
- Operate field-oriented performance management indicators to prevent accidents such as major disasters.

B. Intensive Prevention of Major Disasters

Hyundai Motor Company shall expand strategic preventive inspection activities to reduce industrial accidents, including severe accidents, continuously. The company shall enhance risk assessment procedures and standards to minimize health and safety risks caused by high-risk operating facilities and working environments. Hyundai Motor Company shall also expand its investment in building health and safety systems and infrastructure while producing and distributing practice guides to prevent major disasters.

[Main Goals]

- We shall establish mid-to-long-term health and safety investment plans and install implementation verification and evaluation systems.

- We shall use health and safety guides and manuals to strengthen health and safety leadership and execution.

C. Improvement of Employee Safety Awareness

Hyundai Motor Company shall build an education platform, provide experiential educational content, and promote participatory health and safety campaigns to ensure that employees are aware of health and safety in their daily life. The company shall conduct emergency response training to secure response capabilities in actual situations such as first responders, emergency evacuation, and fire suppression. In addition, Hyundai Motor Company shall spread a health and safety culture by introducing an incentive system for employees who have demonstrated leadership in health and safety.

[Main Goals]

- We shall introduce open-platform educational content and incentive systems to spread a safety culture.
- We shall expand and promote health and safety education and training to minimize disruption to business operations in case of emergency.

D. Smart Health and Safety Promotion

Hyundai Motor Company shall improve protection devices focusing on high-risk operations to remove major disasters and risk factors fundamentally. Hyundai Motor Company shall focus its investment capabilities on building new health and safety technologies and infrastructure, such as identifying and analyzing hazardous workplaces and detecting and alerting work behaviors. The company shall establish a non-face-to-face response system to prevent infectious diseases to secure employees' right to health and minimize disruptions in business operation.

[Main Goals]

- We shall build new technology-based infrastructure to eliminate hazardous work, construction, and areas.
- We shall introduce a health management system and establish a daily quarantine system for stable business operation.

E. Health and Safety Promotion Activities

Hyundai Motor Company shall carry out various activities such as assessing health and safety management level, improving safety inquiry awareness, establishing a safe working environment, and reinforcing health and safety capabilities to develop an advanced safety culture. Hyundai Motor Company shall lead sustainable shared growth by supporting suppliers to secure their own capabilities by establishing a health and safety management system for not only employees but also business partners.

- ① **Risk Assessment** | We shall discover harmful and risk factors in the working environment, machinery, equipment, raw materials, gas, steam, work behavior, and others, and take necessary measures to prevent risks and disturbances.
- ② **Health and Safety Labeling** | We shall attach warning signs for dangerous places, facilities, and substances and instructions to respond to emergencies at identifiable locations.
- ③ **Work Environment Safety Measures** | We shall set standards to manage sites with the risks of falls, collapses, natural disasters, and other dangers in the work environment and periodically maintain, repair, and inspect them.
- ④ **Safety Measures for Machines, Instruments, and Equipment** | We shall take protective measures considering the functions and characteristics of machines, instruments, and facilities, and maintain, repair, and check to ensure no potential risk.
- ⑤ **Health Disorder Prevention and Health Measures** | We shall take necessary preventive and health measures to prevent health disturbances caused by raw materials, gas, steam, high temperature, and noise.
- ⑥ **Provision of Personal Protective Equipment** | We shall provide appropriate personal protective equipment for the working environment and make it compulsory to wear protective equipment as well as provide and manage spare equipment.
- ⑦ **Health and Safety Diagnosis** | We shall conduct health and safety diagnosis in workplaces with a high risk of accidents such as falls, collapses, fires, explosions, and leakage of hazardous substances.
- ⑧ **Emergency Response** | We shall continue training according to emergency response scenarios for each disaster situation, such as falls, collapses, fires, explosions, and leaks of hazardous substances, and periodically check the function of related firefighting equipment.
- ⑨ **Hazardous Substance Management** | We shall list and keep material safety data sheets of hazardous substances handled, regularly measure physical/chemical harmful factors, and take improvement measures.

- ⑩ **Health Promotion Activities** | We shall regularly conduct health examinations to protect and maintain health. We shall operate preventive measures for occupational diseases such as respiratory and musculoskeletal systems and lifestyle improvement programs such as job stress management.
- ⑪ **Health and Safety Support for Partners** | We shall establish a health and safety management system for partners to make risk assessment more substantive and strengthen disaster prevention through close on-site management such as diagnosis/education/consultation with partners.
- ⑫ **Occupational Accident Investigation** | We shall investigate the cause and prepare measures to prevent recurrence in case of an industrial accident. We shall regularly conduct industrial accident statistical analysis and reflect it in our health and safety performance improvement goals.

3. Management

A. Governance

① Highest Decision-making Body

Hyundai Motor Company shall manage and supervise health and safety plans, activities, and performance through a meeting body where the Chief Health and Safety Officer (CSO) participates. The primary role of the council shall include the deliberation of establishment/revision of health and safety management policy, the review of health and safety risks and discuss countermeasures, health and safety promotion performance check, the review of investment in health and safety facilities and facility infrastructure, and other matters deemed necessary to spread/disseminate health and safety management. Hyundai Motor Company's regular board of directors or sub-committees (Sustainability Management Committee, etc.) shall review and deliberate on health and safety laws and regulations, mid-to-long-term health and safety strategies, and investment in safety facilities and infrastructure that have a significant impact on business operation.

② Dedicated Implementation Organization

Hyundai Motor Company shall install an organization dedicated to health and safety management at its headquarters and business sites to perform related tasks. The role of the dedicated organization shall include the establishment of prevention plans related to health and safety, writing management regulations, work environment measurement, the investigation of industrial accidents and establishment of prevention measures, the maintenance of facilities and protective equipment, education and training, internal and external cooperation, and other measures to prevent hazards and risks in the workplace.

③ Working-level Cooperation Organization

Hyundai Motor Company shall continuously operate working-level meetings involving multiple organizations concerning the company-wide and workplace health and safety, personnel management, compliance/ethics, and sustainability management to promote health and safety management policies and policies efficiently. The working-level council shall play a role in discovering programs, etc., to share internal and external trends related to health and safety, share company-wide and workplace risks, and spread and internalize the culture.

④ Labor-Management Communication Organization

Hyundai Motor Company shall operate communication organizations (Occupational Health and

safety Committee, etc.) consisting of equal numbers of labor and management to jointly deliberate and decide on necessary matters to maintain and promote health and safety and seek the understanding and cooperation of executives and employees. The labor-management communication organization shall deal with health and safety issues and improvement measures as major agenda items, such as health and safety management regulations, health and safety education, and work environment measurement and health examination, etc.

B. Grievances and Handling

① Filing a grievance

Hyundai Motor Company shall operate a channel through which employees, business partners, and other organizations (individuals) can report health and safety-related grievances that arise in business operations.

Representative (Business-site) Reception Channels

- **Department Name: Headquarters (Safety Management Planning Team), Ulsan (Safety Team), R&D (R&D Health and Safety Team), etc.**
- **Reception Desk: Autoway Official Website - Suggestion Space - Shinmungo for workers' health and safety**
- **Department Name: Headquarters (Safety Management Planning Team), Ulsan (Safety Team), R&D (R&D Health and Safety Team), etc.**

② Grievance handling

Hyundai Motor Company shall prepare countermeasures, considering comprehensive aspects, such as the safety of employees' facility use, internal operation procedures, and health and safety investment regulations, etc. Hyundai Motor Company shall implement and notify the feedback and handling procedures for resolution as soon as possible to resolve complaints and reports.

C. Education and Diffusion

① Education and Training

Hyundai Motor Company shall conduct health and safety education for its employees, business partners and other stakeholders. Through this, the company shall improve the stakeholders'

awareness of the need for health and safety management and ensure health and safety are prioritized in work and work processes. The company shall also enhance its competency to respond immediately in an emergency.

② External Cooperation

Hyundai Motor Company shall establish a cooperative system with local organizations, public-private associations, and external expert agencies to improve health and safety management efficiency and effectiveness. Hyundai Motor Company shall improve its health and safety system by sharing external organizations' expertise in building health and safety management systems and experiences such as health and safety risk assessment.

D. Performance Management

① Setting Quantitative Performance Targets

Hyundai Motor Company shall set and manage its mid-to-long-term health and safety performance improvement goals to strengthen its safety-first management, prevent and manage major disasters, and secure eco-friendly safety management capabilities. Hyundai Motor Company shall set its mid-to-long-term performance improvement goals based on health and safety data with leading and lagging indicators, as well as domestic and international laws and regulations, industry health and safety trends, and internal health and safety issues.

② Implementation Status Check

Hyundai Motor Company shall regularly check the implementation status of mid-to-long-term health and safety performance improvement goals. The company shall comprehensively inspect the effectiveness of activities conducted to achieve the goals as well as the implementation rate against the goal and difficulties in implementing the goals. If necessary, Hyundai Motor Company shall adjust its mid-to-long-term performance improvement goals based on the inspection results.

③ Management Performance Evaluation

Hyundai Motor Company shall reflect its mid-to-long-term health and safety performance improvement goals and implementation status in management key performance indicators (KPIs) and manage them. When evaluating the management performance, Hyundai Motor Company shall comprehensively consider risk factor discovery, field-oriented improvement, internalization and cultural diffusion activities on top of achieving health and safety performance improvement goals.

E. Communication

① Government Agencies

We shall check the government's health and safety-related policy directions and related organizations in advance and respond preemptively. We shall also correctly grasp, understand, and comply with relevant laws and regulations for each country, as well as international standards and guidelines.

② Employees

We shall share health and safety policies and policies with our employees and provide them with training to improve health and safety management awareness. We shall faithfully implement the health and safety-related collective agreements concluded with workers or representatives.

③ Investors

We shall create health and safety performance that meets the requirements of shareholders and investors to build a lasting trust relationship and ensure that investment is expanded to improve corporate value.

④ Suppliers

We shall strengthen our suppliers' health and safety capabilities by sharing our know-how and experience in health and safety management. We closely manage the health and safety of our suppliers to create health and safety values throughout the value chain.

⑤ Local Community

We shall collect opinions from local organizations and public-private associations to eliminate and mitigate health and safety risks to local communities caused by business operations and strive to identify and resolve grievances raised by the community.

4. Addendum

- ① This occupational health and safety policy shall be enacted and enforced as of June 30, 2022.