

**Corporate Human Rights Benchmark  
2020 Company Scoresheet**

**Company Name** Hyundai Motor Company  
**Industry** Automobiles  
**Overall Score (\*)** 10.5 out of 100

Theme Score	Out of	For Theme
1.3	10	A. Governance and Policies
0.2	25	B. Embedding Respect and Human Rights Due Diligence
2.5	15	C. Remedies and Grievance Mechanisms
1.1	20	D. Performance: Company Human Rights Practices
2.5	20	E. Performance: Responses to Serious Allegations
2.9	10	F. Transparency

(\*) While other sectors are being measured against a reduced set of CHRB Core UNGP Indicators this year the Automotive Manufacturing sector is being measured against the full CHRB Methodology as it is the first year that the sector has been analysed.

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2020 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

**Detailed assessment**

**A. Governance and Policies (10% of Total)**

**A.1 Policy Commitments (5% of Total)**

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Met: UNGC principles 1 &amp; 2: In the Letter of Commitment to UN Global Compact, the Company states that 'we commits to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company and undertake to make a statement of this commitment. [UNGC Letter of Commitment, 25/06/2008: <a href="https://www.amazonaws.com">s3-us-west-2.amazonaws.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: UNGPs: The Company states 'For human rights management, Hyundai Motor Company is committed to complying with a wide range of recognized human rights/labor-related international standards and guidelines, such as the [...] UN Guiding Principles on Business and Human Rights'. However, 'complying with' is not considered a formal statement of commitment to the initiative according to CHRB wording criteria. [Human Rights Charter, 30/06/2020: <a href="https://www.hyundai.com">hyundai.com</a>]</li> </ul>
A.1.2	Commitment to respect the human rights of workers	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Met: UNGC principles 3-6: In the Letter of Commitment, the Company states that 'we commit to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company.' [UNGC Letter of Commitment, 25/06/2008: <a href="https://www.amazonaws.com">s3-us-west-2.amazonaws.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not met: Explicitly list ALL four ILO for MO suppliers: The Company includes provisions against Discrimination, Child Labour and Forced Labour in its Supplier Code of Conduct. Additionally, it states the following in relation to freedom of association and collective bargaining: 'Suppliers should respect the right of employees to associate and bargain collectively, and allow them to form and manage lawful bargaining bodies. Suppliers should engage, with sincerity, in collective bargaining negotiations with the representatives of employees. Suppliers should allow individual employees to freely recommend negotiation terms if their representatives are absent.' It is not clear whether it is committed to respect these rights in all contexts and locations (i.e. alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights), as the Company indicates that it respects these rights 'to form and manage lawful bargaining bodies'. [Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Explicit commitment to All four ILO Core: The Company has policies of prohibition of child labour, prohibition of forced labour, and prohibition of discrimination. I indicates it guarantees Freedom of Association and Collective Bargaining, stating that it 'respects the labor relations laws of the country where this Charter for Human Rights is applied to provide sufficient opportunity for communication with all officers and employees.' It is not clear whether it is committed to respect these rights in all contexts and locations (i.e. alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights), as the Company indicates that it respects 'the labor relations laws of the country'. [Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• Met: Respect H&amp;S of workers: The Human Rights Charter indicates the Company 'regularly inspects the facilities, equipment, tools and others of the business premises for all officers and employees to work in a safe work environment and prepares the support plan for post management and appropriate measures for the purpose of preventing physical and mental hazards.' [Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• Met: H&amp;S applies to MO suppliers: The Supplier Code of Conduct has a section dedicated to Safety and Health: 'Suppliers should comply with the health and safety laws and regulations of the countries where they maintain business operations obtaining and maintaining all required permits and licenses.' Additionally, the Company describes Safe Management of Machines, Equipment and Tools, Emergency Preparedness, Accident Management, Safety Inspection and Health Management. [Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• Not met: Working hours for workers: The Company 'complies with the legal work hours for each country where it engages in business and it pays all officers and employees reasonable wages for the work together with the wage statement.' However, no evidence found of references to standard weekly hours or the Company explicitly committing to respect ILO conventions on working hours. [Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• Not met: Working hours for MO suppliers: The Company states 'Suppliers should comply with all applicable laws, in relation to legally defined working and resting hours of the countries where they maintain business operations.' However, no details found regarding requirements for suppliers to commit to a maximum of 48 hours for standard weekly hours or to respect international standards on working hours. [Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul>
A.1.3.MO.a	Commitment to responsible sourcing of minerals	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Responsible mineral sourcing in conflict areas</li> <li>• Not met: Based on OECD Guidance</li> <li>• Met: Requires responsible mineral sourcing from suppliers: The Company indicates in its Supplier Code of Conduct: 'Responsible Sourcing of Materials: Suppliers should establish processes to verify the source regions and refineries of all minerals contained in their products, including conflict minerals such as tin, tungsten, tantalum, to gold. [...] These four minerals, which are extracted in African conflict areas (ten countries including DR Congo), may cause social issues such as human rights abuse and child labor. Exporting these resources may help fund civil wars or conflict, creating international concern.' [Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• Not met: Requires suppliers to follow the OECD Guidance</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Responsible conflict mineral sourcing covers all minerals</li> <li>• Not met: Suppliers expected to make similar requirements of their suppliers</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.3.MO.b	Commitment to respect human rights particularly relevant to the industry (ICT)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Women's Rights: The Company states that 'we will continue to offer a wide range of programmes so that our female staff can plan their careers and strike the right balance between their work and personal lives.' However, no evidence found regarding commitment to women's rights. [2020 Sustainability Report, 2020: <a href="https://www.hyundai.com">hyundai.com</a>]</li> <li>Not met: Children's Rights</li> <li>Not met: Migrant worker's rights</li> <li>Not met: Expecting suppliers to respect these rights</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: CEDAW/Women's Empowerment Principles</li> <li>Not met: Child Rights Convention/Business principles</li> <li>Not met: Convention on migrant workers</li> <li>Not met: Respecting the right to water: The Company reports that it 'began a new CSR programme to help an under privileged community in Philippines gain water independence. Hyundai Motor Company strives to secure safe drinking water'. However, no formal statement of commitment to respect the right to water was found. [Global CSR Report, 2018: <a href="https://www.hyundai.com">hyundai.com</a> &amp; 2020 Sustainability Report, 2020: <a href="https://www.hyundai.com">hyundai.com</a>]</li> <li>Not met: Expecting suppliers to respect these rights</li> </ul>
A.1.4	Commitment to engage with stakeholders	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Met: Regular stakeholder engagement: The Company states that the subsidiaries 'hold regular and irregular meetings with union representatives to make improvements in working conditions and employee benefits. [...] The headquarters conducts surveys and interviews with employees around the world on a biennial basis to continue improving employees' satisfaction with the company'. [2020 Sustainability Report, 2020: <a href="https://www.hyundai.com">hyundai.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Commits to engage stakeholders in design</li> <li>Not met: Regular stakeholder design engagement</li> </ul>
A.1.5	Commitment to remedy	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Commits to remedy</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Not obstructing access to other remedies</li> <li>Not met: Collaborating with other remedy initiatives</li> <li>Not met: Work with MO suppliers to remedy impacts</li> </ul>
A.1.6	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Zero tolerance attacks on HRs Defenders (HRDs)</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Expects MO suppliers to reflect company HRD commitments</li> </ul>

### A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: CEO or Board approves policy</li> <li>Not met: Board level oversight for HRs</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Speeches/letters by Board members or CEO</li> </ul>
A.2.2	Board discussions	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Board/Committee review of salient HRs</li> <li>Not met: Examples or trends re HR discussion</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both examples and process</li> </ul>
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Incentives for at least one board member</li> <li>Not met: At least one key MO HR risk, beyond employee H&amp;S</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Performance criteria made public</li> </ul>

## B. Embedding Respect and Human Rights Due Diligence (25% of Total)

### B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Met: Commits to ILO core conventions: See indicator A.1.2</li> <li>Not met: Senior responsibility for HR</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Day-to-day responsibility</li> <li>Not met: Day-to-day responsibility for MO in supply chain</li> </ul>
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Senior manager incentives for human rights</li> <li>Not met: At least one key MO HR risk, beyond employee H&amp;S</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Performance criteria made public</li> </ul>
B.1.3	Integration with enterprise risk management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: HR risks is integrated as part of enterprise risk system</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Audit Ctte or independent risk assessment</li> </ul>
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Commits to ILO core conventions</li> <li>Not met: Communicates its policy to all workers in own operations: Although the Company established human rights policy, it is only available in English and Korean. No additional evidence found. [Company website - CSR, N/A: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Commits to all 4 ILO core conventions</li> <li>Not met: Communication of policy commitments to stakeholder</li> <li>Not met: How policy commitments are made accessible to audience</li> </ul>
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Commits to all 4 ILO core conventions for suppliers</li> <li>Not met: Communicating policy down the whole MO supply chain: Although the Company established the Supplier Code of Conduct, no further evidence found, including the steps it takes to communicate its human rights policy to direct suppliers, and down its supply chain. [Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> <ul style="list-style-type: none"> <li>Not met: Requiring MO suppliers to communicate policy down the chain: The Company defines suppliers in its Supplier Code of Conduct: 'All suppliers that provide goods and services to Hyundai Kia Motors, or enter into a contract for any other transactions, should comply with the Supplier Code of Conduct. All suppliers may recommend other business entities in the supply chain including lower tier suppliers and subcontractors, to comply with the provisions contained within this Supplier Code of Conduct.' However, no requirement for suppliers to communicate the policy down the supply chain could be found, and no details on how it actively communicates the code to direct suppliers. [Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: How HR commitments made binding/contractual</li> <li>Not met: Including on MO suppliers</li> </ul>
B.1.5	Training on Human Rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Scores at least 1 on A.1.2</li> <li>Not met: Trains all workers on HR policy commitments: In its 2020 Sustainability Report, the Company reports that it provides 'sustainability training for the corporate-wide sharing of issues that may arise within the organization, including human rights, safety, and environmental issues, as well as for the internalization of a more sustainable organizational culture.' Additionally, according to its Human Rights Charter, it 'should encourage the promotion of the understanding of human rights of officers and employees and improvement of perception, and process the human rights management education with the purpose of the internal promotion scheme for human rights management and delivery of the enforcement plan'. No evidence found that all workers are trained in human rights commitments. [2020</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Sustainability Report, 2020: <a href="http://hyundai.com">hyundai.com</a> & Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a> <ul style="list-style-type: none"> <li>• Not met: Trains relevant MO managers including procurement</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Score of 2 on A.1.2</li> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.1.6	Monitoring and corrective actions	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Scores at least 1 on A.1.2</li> <li>• Not met: Monitoring implementation of HR policy commitments</li> <li>• Met: Monitoring MO suppliers: The Company states that it 'annually evaluates and monitors both new and existing suppliers for quality, delivery, technology, safety management, and compliance with the Supplier's Code of Conduct'. The Supplier code includes human rights policy, such as prohibition of child labour, prohibition of forced labour, anti-discrimination, and working conditions. [Sustainability report 2019, 06/2019: <a href="http://hyundai.com">hyundai.com</a> &amp; Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Score of 2 on A.1.2</li> <li>• Not met: Describes corrective action process: The Company states that 'we encourage suppliers to improve by reflecting the results of our annual supply chain evaluations in competitive bidding processes. In the event of violations of the Suppliers' Code of Ethics, Hyundai can place restrictions on the supplier concerned through our internal council, including bid restrictions. If suppliers fail in relation to safety standards, we take much stricter measures, including enforcing immediate corrective measures and requiring to obtain related certifications such as OHSAS 18001.' The Company reports that 100% of tier 1 suppliers was evaluated on sustainability risk in 2019. However, to award this indicator, numbers of incidents data is needed. Nothing further found in the latest sustainability report. [Sustainability report 2019, 06/2019: <a href="http://hyundai.com">hyundai.com</a> &amp; 2020 Sustainability Report, 2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• Not met: Example of corrective action</li> <li>• Met: Discloses % of MO supply chain monitored: The Company reports that 20.1% of tier 1 suppliers was evaluated on sustainability risk and 100% of critical suppliers was monitored by the Company. Critical suppliers are those which supply key parts for a finished car manufacturer. [2020 Sustainability Report, 2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul>
B.1.7	Engaging business relationships	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: HR affects MO selection of suppliers: The Company states that it evaluates and monitors both new and existing suppliers for sustainability risk. However, it is not clear whether the evaluation result affects the identification and selection of potential business relationships. [2020 Sustainability Report, 2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: HR affects on-going MO supplier relationships</li> <li>• Not met: Both requirement under score 1 met</li> <li>• Not met: Working with MO suppliers to improve performance</li> </ul>
B.1.8	Approach to engagement with potentially affected stakeholders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Stakeholder process or systems</li> <li>• Not met: Frequency and triggers for engagement</li> <li>• Not met: Workers in MO SC engaged</li> <li>• Not met: Communities in the MO SC engaged</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Analysis of stakeholder views and company's actions on them</li> </ul>

## B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Identifying risks in own operations</li> <li>• Not met: Identifying risks in MO suppliers</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Ongoing global risk identification</li> <li>• Not met: In consultation with stakeholders</li> <li>• Not met: In consultation with HR experts</li> <li>• Not met: Triggered by new circumstances</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Salient risk assessment (and context)</li> <li>• Not met: Public disclosure of salient risks</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Action Plans to mitigate risks</li> <li>• Not met: Including in MO supply chain</li> <li>• Not met: Example of Actions decided</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: System to check if Actions are effective</li> <li>• Not met: Lessons learnt from checking effectiveness</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirement under score 1 met</li> </ul>
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Comms plan re identifying risks</li> <li>• Not met: Comms plan re assessing risks</li> <li>• Not met: Comms plan re action plans for risks</li> <li>• Not met: Comms plan re reviewing action plans</li> <li>• Not met: Including MO suppliers</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Responding to affected stakeholders concerns</li> <li>• Not met: Ensuring affected stakeholders can access communications</li> </ul>

### C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Channel accessible to all workers: The Human Rights Charter states the Company 'should operate a channel to receive the report from officers and employees or other persons or organizations (reporters) that suffer a human rights violation or perceived human rights risk.' It provides an email to report violations to human rights. [Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Number grievances filed, addressed or resolved</li> <li>• Not met: Channel is available in all appropriate languages</li> <li>• Met: Expect MO supplier to have equivalent grievance systems: The Company states the following in its Supplier Code of Conduct: 'Suppliers should operate a grievance mechanism allowing employees who confirm or identify violations of ethics, environmental, labor/human rights, safety/health laws and regulations to seek advice and raise concerns. These mechanisms should allow employees to report infringements of their individual rights or interests.' Additionally, 'All suppliers may recommend other business entities in the supply chain, including lower-tier suppliers and subcontractors, to comply with the provisions contained within this Supplier Code of Conduct'. [Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>Not met: Opens own system to MO supplier workers: The company's grievance channels are open to suppliers. In addition the Company state that 'Suppliers can use the Transparency/Ethics Action suggestion box at the Transparent Purchase Action Center and we guarantee anonymity and confidentiality of the grievance informant.' However, this information is no longer available in the most recent version of the Human Rights Policy, now called the Human Rights Charter. [Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul>
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Grievance mechanism for community: As stated in C1, the Company 'should operate a channel to receive the report from officers and employees or other persons or organizations (reporters) that suffer a human rights violation or perceived human rights risk.' The channel is available to others, beyond employees of the Company. [Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not met: Describes accessibility and local languages: The Company offers an email address, however, no mention of local languages could be found. [Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>Not met: Expects MO supplier to have community grievance systems</li> <li>Not met: MO supplier communities use global system</li> </ul>
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Not met: Engages users to create or assess system</li> <li>Not met: Example of how they do this</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not met: Engages with users on system performance</li> <li>Not met: Provides user engagement example on performance</li> <li>Not met: MO suppliers consult users in creation or assessment</li> </ul>
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Not met: Response timescales: No information found about response timescales for reports of violations of human rights. [Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>Not met: How complainants will be informed</li> <li>Not met: Who is handling the complaint</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not met: Escalation to senior/independent level: 'In the event that the cases of human rights violence exercise significant influence on freedom and the rights of victims or it is highly likely to create risks to the corporate reputation, the relief plan may be discussed by a committee, management conference, practical meeting and gatherings in which the highest decision makers participate'. However, it is not clear if reports can be escalated at the request of the complainant. [Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul>
C.5	Commitment to non-retaliation over complaints or concerns made	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Public statement prohibiting retaliation: The Company includes the following in its Ethics Charter &amp; Code of Conduct: 'Organizations implementing this Ethics Charter and Code of Conduct shall protect the identity of whistleblowers and take any and all measures necessary to protect them from unreasonable treatment, discrimination and retaliation'. Whistleblowers can include employees and others. [Ethics Charter &amp; Code of Conduct, 16/06/2020: <a href="http://hyundai.com">hyundai.com</a> &amp; Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>Not met: Practical measures to prevent retaliation: The Company states that it guarantees confidentiality: 'Executives and employees of all Hyundai Motor Company must not disclose, reveal or otherwise report any personally identifiable information that may be used to identify a reporter. All information relating to victims, incidents, remedial procedures and outcomes, as transmitted during the reporting and notification process, must be kept strictly confidential. In addition, measures must be implemented to protect employees from adverse consequences arising from the reporting of human rights violations and risks.' However, no practical measures to prevent retaliation could be found. [Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not met: Has not retaliated in practice</li> <li>Not met: Expects MO suppliers to prohibit retaliation</li> </ul>
C.6	Company involvement	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Not met: Won't impede state based mechanisms</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
	with State-based judicial and non-judicial grievance mechanisms		<ul style="list-style-type: none"> <li>• Not met: Complainants not asked to waive rights</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Will work with state based or non judicial mechanisms</li> <li>• Not met: Example of issue resolved (if applicable)</li> </ul>
C.7	Remedying adverse impacts and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Describes how remedy has been provided</li> <li>• Not met: Says how it would remedy key sector risks</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Changes introduced to stop repetition</li> <li>• Not met: Approach to learning from incident to prevent future impacts</li> <li>• Not met: Evaluation of the channel/mechanism</li> </ul>

## D. Performance: Company Human Rights Practices (20% of Total)

### D.5 Automotive Manufacturing

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.1.a	Living wage (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Living wage target timeframe</li> <li>• Not met: Describes how living wage determined</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Achieved payment of living wage</li> <li>• Not met: Regularly review definition of living wage with unions</li> </ul>
D.5.1.b	Living wage (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Living wage in supplier code or contracts: According to the Code of Conduct, 'Suppliers should compensate workers in accordance with the applicable laws and regulations of the countries where they maintain business operations.' However, no mention could be found regarding living wage. [Supplier Code of Conduct, 01/06/2020: <a href="https://www.hyundai.com">hyundai.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Improving living wage practices of suppliers</li> <li>• Not met: Both requirements under score 1 met</li> <li>• Not met: Provide analysis of trends demonstrating progress</li> </ul>
D.5.2	Aligning purchasing decisions with human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Avoids business model pressure on HRs</li> <li>• Not met: Positive incentives to respect human rights</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
D.5.3	Mapping and disclosing the supply chain	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Identifies suppliers back to product source</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Discloses significant parts of supply chain and why: The Company states that it 'examines important factors in categorising suppliers as critical suppliers. Critical suppliers are those which supply key parts for a finished car manufacturer, such as module, powertrain, and electronics. As of 2018, about 100 of Hyundai's total 3,500 suppliers were categorised as critical suppliers.' However, no evidence found of the names and addresses of critical suppliers of the Company. No disclosure could be found in the latest Sustainability Report. [Sustainability report 2019, 06/2019: <a href="https://www.hyundai.com">hyundai.com</a> &amp; 2020 Sustainability Report, 2020: <a href="https://www.hyundai.com">hyundai.com</a>]</li> </ul>
D.5.4.a	Prohibition on child labour: Age verification and corrective actions (in own production or manufacturing operations)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Does not use child labour: The Company states it prohibits 'child labor and the company takes measures so that minors' opportunity for education will not be restricted due to their work'. It reports that no business sites and suppliers at significant child labour risk identified in 2019. [Human Rights Charter, 30/06/2020: <a href="https://www.hyundai.com">hyundai.com</a> &amp; 2020 Sustainability Report, 2020: <a href="https://www.hyundai.com">hyundai.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Age verification of job applicants and workers</li> <li>• Not met: Remediation if children identified</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Child Labour rules in codes or contracts: In the Supplier Code, the Company has provisions against child labour, which include 'verifying the age of all employees and applicants through legitimate documents such as identification cards and birth certificates.' It reports that no suppliers at significant child labour risk identified in 2019. However, no requirement found on having remediation plans in case of child labour non-compliance. [2020 Sustainability Report, 2020: <a href="http://hyundai.com">hyundai.com</a> &amp; Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• Not met: How working with suppliers on child labour</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> <li>• Not met: Provide analysis of trends demonstrating progress</li> </ul>
D.5.5.a	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Pays workers in full and on time</li> <li>• Not met: Payslips show any legitimate deductions</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters</li> </ul>
D.5.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Debt and fees rules in codes or contracts</li> <li>• Not met: How working with suppliers on debt &amp; fees</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> <li>• Not met: Provide analysis of trends in progress made</li> </ul>
D.5.5.c	Prohibition on forced labour: Restrictions on workers (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Does not retain documents or restrict movement</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: How sure about agencies or brokers</li> </ul>
D.5.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Free movement rules in codes or contracts: The Supplier Code of Conduct states the following: 'Suppliers should comply with the labor rules of the countries where they maintain business operations and prohibit all forms of forced or mandatory labor. Suppliers should not, for the purpose of restricting employees' personal activities, require employees to submit their identification cards or visas, nor should they engage in activities such as assault, intimidation, or confinement for the purpose of forced labor'. [Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> <li>• Not met: Provide analysis of trends in progress made</li> </ul>
D.5.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Commits not to interfere with union rights and collective bargaining and prohibits intimidation and retaliation: The Company states that it 'respects the labor relations laws of the country where this Charter for Human Rights is applied to provide sufficient opportunity for communication with all officers and employees'. However, no commitment not to interfere with unions could be found. [Human Rights Charter, 30/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not met: Discloses % covered by collective bargaining: The Company reports that 70.7% of employees in Korea are the members of labour union. However, to award this indicator, global coverage of labour union or collective bargaining is needed. Its subsidiaries in China, India, and the Czech Republic have trade union and subsidiary in Brazil joined the local federation of trade unions. The subsidiaries in the U.S., Russia, and Turkey have no labour unions. [2020 Sustainability Report, 2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirement under score 1 met</li> </ul>
D.5.6.b	Freedom of association and collective bargaining (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: FoA &amp; CB rules in codes or contracts</li> <li>• Not met: How working with suppliers on FoA and CB</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> <li>• Not met: Provide analysis of trends in progress made</li> </ul>
D.5.7.a	Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Injury Rate disclosures: The Company reports Occupational Injuries Frequency Rate (OIFR) was 0.81 in 2019 [2020 Sustainability Report, 2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• Met: Lost days or near miss disclosure: The Company reports Lost-Time Injuries Frequency Rate (LTIFR) was 2.09 in 2018 [2020 Sustainability Report, 2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• Met: Fatalities disclosures: The Company reports that in 2019, it achieved zero fatal accidents for three consecutive years [2020 Sustainability Report, 2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Set targets for H&amp;S performance: The Company states that it announced its fatal accident zero safety and health management policy. However, no targets could be found relating to injury and/or lost time. [2020 Sustainability Report, 2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• Not met: Met targets or explains why not: The Company reports that in 2019, it achieved zero fatal accidents for three consecutive years. No further information found relating to other health and safety targets, beyond fatalities. [2020 Sustainability Report, 2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul>
D.5.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Sets out clear Health and Safety requirements: The Supplier Code of Conduct includes a section on Safety and Health. 'Suppliers should regularly inspect and evaluate hazardous or otherwise dangerous machines, equipment, and tools in the workplace. Suppliers should install and manage protective interlocks and walls and emergency devices to prevent injury hazards to workers that may occur when operating hazardous or otherwise dangerous machines, equipment, and tools in the workplace.' 'Suppliers may provide employees with resting areas, toilet facilities and eating facilities, and should strive to maintain hygiene and cleanliness in such facilities if they are provided'. Etc. [Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• Met: Lost days or near miss disclosures: The Company reports that Supplier's Lost-Time Injuries Frequency Rate was 0.92 in 2019 [2020 Sustainability Report, 2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Fatalities disclosures</li> <li>• Not met: How working with suppliers on H&amp;S</li> <li>• Not met: Provide analysis of trends in progress made</li> </ul>
D.5.8.a	Women's rights (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Process to stop harassment and violence</li> <li>• Not met: Working conditions take account of gender</li> <li>• Not met: Equality of opportunity at all levels</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Meets all of the requirements under score 1</li> </ul>
D.5.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Women's rights in codes or contracts</li> <li>• Not met: How working with suppliers on women's rights</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirement under score 1 met</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not met: Provide analysis of trends in progress made</li> </ul>
D.5.9.a	Working hours (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Respects max hours, min breaks and rest periods in its own operations</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: How it implements and checks this</li> </ul>
D.5.9.b	Working hours (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Working hours in codes or contracts: The Supplier Code of Conduct states 'Suppliers should comply with all applicable laws, in relation to legally defined working and resting hours of the countries where they maintain business operations.' However, no details found regarding requirements for suppliers to commit to a maximum of 48 hours for standard weekly hours or to respect international standards on working hours. [Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: How working with suppliers on working hours</li> <li>• Not met: Both requirements under score 1 met</li> <li>• Not met: Provide analysis of trends in progress made</li> </ul>
D.5.10.a	Responsible Mineral Sourcing: Arrangements with Suppliers and Smelters/Refiners in the Mineral Resource Supply Chains	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Due diligence in accordance with OECD Guidance in supplier contracts: The Company indicates in its Supplier Code of Conduct: 'Suppliers should establish processes to verify the source regions and refineries of all minerals contained in their products, including conflict minerals such as tin, tungsten, tantalum, to gold.' However, it is not clear whether this Code is part of a contractual agreement with suppliers. No reference found to the OECD Due Diligence Guidance. [Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Works with smelters/refiners and suppliers to build capacity</li> <li>• Not met: Contractual requirement to disclosure smelter/refiner information</li> <li>• Not met: Contractual requirement covers all minerals</li> </ul>
D.5.10.b	Responsible Mineral Sourcing: Risk Identification in Mineral Supply Chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Risk identification and disclosure in line with OECD Guidance</li> <li>• Not met: Identification of smelter/refiners and OECD Guidance</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Discloses smelters/refiners judged in line with OECD Guidance</li> <li>• Not met: Risk identification and disclosure covers all minerals</li> </ul>
D.5.10.c	Responsible Mineral Sourcing: Risk Management in the Mineral Supply Chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Describes mineral risk management plan for supply chain</li> <li>• Not met: Monitoring, tracking and whether better risk prevention/mitigation over time</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Disclose better risk prevention/mitigation over time</li> <li>• Not met: Suppliers and stakeholders engaged in risk management strategy</li> <li>• Not met: Risk management and response processes cover all minerals</li> </ul>
D.5.11	Responsible Materials Sourcing	[SD.5.10]	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Due diligence for raw materials in supplier code/contracts: According to its Supplier Code of Conduct: 'When primarily handling minerals and raw materials, suppliers should strive to verify, internally and externally that they are not engaged in human rights abuses, violations of ethics, nor producing negative environmental impacts in the processing of minerals and raw materials'. However, no explicit requirements to conduct due diligence for raw materials found in the Supplier's Code (and these being contractual). [Supplier Code of Conduct, 01/06/2020: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Works with suppliers to build capacity in risk assessment and due diligence</li> <li>• Not met: Meets all requirements under score 1</li> <li>• Not met: Identify the sources of high-risk raw materials in its supply chain</li> </ul>

## E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> <li>• <b>Headline:</b> Hyundai Heavy Industries, and others criticized for suppressing union activities in South Korea</li> <li>• <b>Area:</b> CB and FoA</li> <li>• <b>Story:</b> 25 March 2017, An article in the Hankyoreh refers to the indictment of four Hyundai Motors executives, charged as 'co-conspirators' in alleged union busting tactics by subcontractor Yoosung Enterprise. The indictment relates to acts allegedly committed in 2011, where the article states "Yoosung had encouraged workers closer to the company to create a second union to weaken and undermine the influence of the Korean Metal Workers' Union (KMWU, an umbrella group that the first union belongs to), which was then in conflict with management...Far from trying to prevent Yoosung from taking unjust action against the union, Hyundai instead assigned and managed a timeline of second union enrollment targets." The article further observes that "Prosecutors determined that Hyundai Motor's actions constituted "conspiracy" to engage in unjust labor actions with Yoosung to ensure a smooth supply of parts." According to IndustrialAll, 'YooSung's ongoing anti-union campaign has included: establishing a management-friendly union; degrading and discriminatory disciplinary measures against union members; filing criminal and civil lawsuits against union activists; and routinely monitoring and observing union members.</li> </ul> <p>In response to the allegations that were initially raised in 2011, a Hyundai Motor official said the company did not interfere in YPR's labor-management relations, but added, "It appears some misunderstandings may have arisen in the process of our explaining to YPR about the progress of Hyundai Motor and Kia Motor's labor-management negotiations on the introduction of the daily two-shift system."</p> <ul style="list-style-type: none"> <li>• <b>Sources:</b> [Hankyoreh - 25/05/2017: <a href="http://english.hani.co.kr">english.hani.co.kr</a>][IndustrialAll - 23/06/2016: <a href="http://industrial-all-union.org">industrial-all-union.org</a>][Hankyoreh - 24/05/2011: <a href="http://hani.co.kr">hani.co.kr</a>][UN Report of the Working Group - 01/05/2017: <a href="http://documents-dds-ny.un.org">documents-dds-ny.un.org</a>]</li> </ul>
E(1).1	The Company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• <b>Not met:</b> Public response available: The company responded publicly to the allegations in 2011, but has not provided a response to the subsequent indictment of the executives. [Hyundai response to Yoosung allegations, 24/05/2011: <a href="http://hani.co.kr">http://hani.co.kr</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• <b>Not met:</b> Response goes into detail: The company has not provided a response to the most recent developments [Hyundai response to Yoosung allegations, 24/05/2011: <a href="http://hani.co.kr">http://hani.co.kr</a>]</li> </ul>
E(1).2	The Company has appropriate policies in place	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• <b>Met:</b> Company policies address the general issues raised: The company's human rights policy states "We respect the freedom to choose labor and guarantee the freedom of association and the right to collective bargaining according to the applicable labor regulations of each country or region. We do not discriminate employees for reasons of joining, engaging in, or organizing a labor union." [Human Rights policy: <a href="http://hyundai.com">hyundai.com</a>]</li> <li>• <b>Met:</b> Policies apply to the type of business relationships involved: The company's human rights policy states "The Policy applies to all employees and executives working for Hyundai Motor Company and is comprehensively applied to all individuals, corporates, agents, brokers, invested companies, and supply chains engaged in a working relationship with HMC as well as to business and investment activities." [Human Rights policy: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• <b>Not met:</b> Policies address the specific rights in question: The company does not provide information on the measures put in place to prohibit any form of intimidation or retaliation or against trade unionists [Global CSR Report, 2018: <a href="http://hyundai.com">hyundai.com</a> &amp; Human Rights policy: <a href="http://hyundai.com">hyundai.com</a>]</li> </ul>
E(1).3	The Company has taken appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• <b>Not met:</b> Denies allegations, but has engaged affected stakeholders: A report by the UN Working Group on the issue of human rights and transnational corporations and other business enterprises in 2017 noted that "Hyundai Motors denied any connection to the case and said it was not involved in, responsible for, or interested in the business affairs of its supplier". However there is no evidence that the company has engaged with the affected stakeholders. [UN Working Group report, 01/05/2017: <a href="http://documents-dds-ny.un.org">documents-dds-ny.un.org</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not met: Denies allegations, but reviewed systems to prevent such impacts: A report by the UN Working Group on the issue of human rights and transnational corporations and other business enterprises in 2017 noted that "Hyundai Motors denied any connection to the case and said it was not involved in, responsible for, or interested in the business affairs of its supplier". However there is no evidence that the company has reviewed its systems. [UN Working Group report, 01/05/2017: <a href="https://documents-dds-ny.un.org">documents-dds-ny.un.org</a>]</li> <li>Score 2</li> <li>• Not met: Denies allegations, but implements review recommendations: A report by the UN Working Group on the issue of human rights and transnational corporations and other business enterprises in 2017 noted that "Hyundai Motors denied any connection to the case and said it was not involved in, responsible for, or interested in the business affairs of its supplier". However there is no evidence that the company has reviewed its systems and implemented changes. [UN Working Group report, 01/05/2017: <a href="https://documents-dds-ny.un.org">documents-dds-ny.un.org</a>]</li> <li>• Not met: Denies allegations, and ensures systems prevent such impacts: A report by the UN Working Group on the issue of human rights and transnational corporations and other business enterprises in 2017 noted that "Hyundai Motors denied any connection to the case and said it was not involved in, responsible for, or interested in the business affairs of its supplier". However there is no evidence that the company has ensured the changes implemented prevent those impacts occurring in the future. [UN Working Group report, 01/05/2017: <a href="https://documents-dds-ny.un.org">documents-dds-ny.un.org</a>]</li> </ul>

## F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	0.93 out of 4	Out of a total of 60 indicators assessed under sections A-D of the benchmark, Hyundai made data public that met one or more elements of the methodology in 14 cases, leading to a disclosure score of 0.93 out of 4 points.
F.2	Recognised Reporting Initiatives	2 out of 2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Company reports on GRI: The Company reports on GRI and lists the index in its 2020 Sustainability Report. [2020 Sustainability Report, 2020: <a href="https://www.hyundai.com">hyundai.com</a>]</li> </ul>
F.3	Key, High Quality Disclosures	0 out of 4	<p>Hyundai met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator.</p> <p>Specificity and use of concrete examples</p> <ul style="list-style-type: none"> <li>• Not met: Score 2 for A.2.2 : Board discussions</li> <li>• Not met: Score 2 for B.1.6 : Monitoring and corrective actions</li> <li>• Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers</li> <li>• Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s)</li> </ul> <p>Discussing challenges openly</p> <ul style="list-style-type: none"> <li>• Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts</li> <li>• Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned</li> </ul> <p>Demonstrating a forward focus</p> <ul style="list-style-type: none"> <li>• Not met: Score 2 for A.2.3 : Incentives and performance management</li> <li>• Not met: Score 2 for B.1.2 : Incentives and performance management</li> <li>• Not met: Score 1 for D.5.1.a: Living wage (in own production or manufacturing operations)</li> <li>• Not met: Score 2 for D.5.7.a: Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)</li> </ul>

### Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

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