

Company Name Hyundai Motor Company
Industry Automotive (Own Operations and Supply Chain)
Overall Score 9.0 out of 100

Theme Score	Out of	For Theme
1.7	10	A. Governance and Policies
0.7	25	B. Embedding Respect and Human Rights Due Diligence
3.0	20	C. Remedies and Grievance Mechanisms
1.8	25	D. Performance: Company Human Rights Practices
1.8	20	E. Performance: Responses to Serious Allegations

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 2022 Methodology document for the sector concerned. 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	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: General HRs commitment: 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 Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights and International Labor Organization Constitution and OECD Due Diligence Guidance for responsible Business Conduct, among others'. [Human Rights Charter, 2021: hyundai.com] <p>Score 2</p> <ul style="list-style-type: none"> Met: Commitment to the 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'. [Human Rights Charter, 2021: hyundai.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	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"> Met: Company has a commitment to the ILO Core: 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 [...] International Labor Organization Constitution'. [Human Rights Charter, 2021: hyundai.com] Not Met: Company has an explicit commitment to All four ILO Core: The Company has policies of prohibition of child labour, prohibition of forced labour, and prohibition of discrimination. It indicates it guarantees Freedom of Association and Collective Bargaining, stating that it 'respects the labor relations laws of the

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>country where this Charter for Human Rights is applied to provide sufficient opportunity for communication with all officers and employees.' However, 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, 2021: hyundai.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Company expect suppliers to commit to ILO Core • Not Met: Company explicitly list All four ILO for 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.' However, it is not clear whether the Company requires to respect those rights in all contexts, as it indicates 'lawful bargaining bodies'. In these cases (companies referring to local laws in freedom of association and collective bargaining), companies are expected to require alternative mechanisms or equivalent workers bodies where these rights are restricted under law. [Supplier Code of Conduct, 2021: hyundai.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	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"> • Met: Commitment to respect H&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, 2021: hyundai.com] • Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week: 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 the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as regular working week, and that overtime is consensual and paid at a premium rate. [Human Rights Charter, 2021: hyundai.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expect suppliers to commit to H&S of their workers: 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, 2021: hyundai.com] • Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: The Company states in its Supplier Code: 'Suppliers should comply with all applicable laws , in relation to legally defined working and resting hours of the countries where they maintain business operations. Suppliers should ensure that any hours worked beyond normal work hours are voluntary, and provide lawful compensation for overtime if employees work overtime under unavoidable circumstances. Suppliers should ensure that all employees receive at least one day off every week'. 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, 2021: hyundai.com]
A.1.3.a.MO	Commitment to respect human rights particularly relevant to the industry – responsible sourcing of minerals (MO)	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"> • Met: Responsible mineral sourcing: The Company states in its Conflict Minerals Policy: 'Hyundai Motor Company and Kia are committed to fulfilling their responsibilities as global companies for a sustainable future by actively participating in banning the use of conflict minerals and responsible mineral sourcing. Establishing a responsible supply chain management system and drawing suppliers' participation in it is the most important practice to minimize human rights violations and environmental destruction'. [Conflict Minerals Policy, 2022: hyundai.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Based on OECD Guidance: In addition, it indicates: 'Based on the OECD Guide, the U.S. Securities and Exchange Commission's (SEC) requirements for companies under the Dodd Frank Regulatory Reform Act, and the EU's conflict Mineral Regulations, we continue to manage conflict minerals and cobalt ethically and responsibly, and also guide our suppliers on the code of conduct. We are continuously trying to make our suppliers deal with RMAP certified smelters.' However, no explicit commitment statement to follow the OECD Guidance was found. [Conflict Minerals Policy, 2022: hyundai.com] • Met: Requires suppliers to commit to responsible mineral sourcing: 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, 2021: hyundai.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commits to follow OECD Guidance for all minerals • Not Met: Suppliers expected to make similar requirements of their suppliers
A.1.3.b.MO	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (MO)	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"> • Not Met: Women's rights • Not Met: Children's rights • Not Met: Migrant worker's rights • Not Met: Expects suppliers to respect these rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: CEDAW/Women's Empowerment Principles • Not Met: Child Rights Convention/Business Principles • Not Met: Convention on migrant workers • Not Met: Expecting suppliers to respect these rights
A.1.4	Commitment to remedy	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"> • Not Met: The Company commits to remedy • Not Met: Company expect suppliers to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Collaborating with other remedy initiatives • Not Met: Work with suppliers to remedy impact
A.1.5	Commitment to respect the rights of human rights defenders	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"> • Not Met: Zero tolerance attacks on HRs Defenders (HRDs) • Not Met: Company expect suppliers to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Work with HRD to create safe and enabling environment

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	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"> • Not Met: Board level responsibility for HRs • Not Met: Describe HR expertise of Board member <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Speeches/letters by Board members or CEO
A.2.2	Board responsibility	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"> • Not Met: Board/Committee review HRs strategy • Not Met: Examples/trends re HR discussion in the last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: How affected stakeholders/HR experts informed discussions
A.2.3	Incentives and performance management	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"> • Not Met: Incentives for at least one board member • Not Met: At least one key HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other board performance criteria

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.4	Business model strategy and risks	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board process to review bussiness model and strategy • Not Met: Describe frequency and triggers for reviewing Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions decided

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"> • Not Met: Score of 1 on A.1.2.a • Not Met: Senior responsibility for HR implementation and decision making Score 2 <ul style="list-style-type: none"> • Not Met: How it assigns Day-to-day responsibility • Not Met: Day-to-day resources and expertise allocation in own ops • Not Met: Resources and expertise allocation in the supply chain
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"> • Not Met: Senior manager incentives for human rights • Not Met: At least one key HR risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other senior management performance
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"> • Not Met: HR risks is integrated as part of enterprise risk system • Not Met: Provides an example Score 2 <ul style="list-style-type: none"> • Not Met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Score of 1 on A.1.2.a • 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: hyundai.com] Score 2 <ul style="list-style-type: none"> • Not Met: Communication of policy commitments to stakeholder • Not Met: How policy commitments are made accessible to audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Meets ILO requirement for suppliers on A.1.2.a • Not Met: Steps to communicate policy commitments to 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, 2021: hyundai.com] • Not Met: Requires suppliers to communicate policy requirements: 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, 2021: hyundai.com] Score 2 <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: The Company state on its Supplier Code of Conduct that 'suppliers should, in accordance with the relevant processes, strive to verify social and environmental issues, including gross human rights abuses, violations of ethics, and negative environmental impacts in relation to the source regions and refineries of minerals and raw materials.' [Supplier Code of Conduct, 2021: hyundai.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Company requires suppliers to cascade down to their suppliers
B.1.5	Training on Human Rights	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"> • Not Met: Scores at least 1 on A.1.2.a • Met: How workers are trained 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'. [Sustainability Report 2020, 2020: hyundai.com] & [Human Rights Charter, 2021: hyundai.com] • Not Met: Trains relevant managers including procurement <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Not Met: Meets both requirements under score 1 • Not Met: Trains suppliers to meet company's HR commitment • Not Met: Disclose % trained
B.1.6	Monitoring and corrective actions	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"> • Not Met: Scores at least 1 on A.1.2.a • Met: Monitoring implementation of HR policy commitments across global ops and supply chain: 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: hyundai.com] & [Supplier Code of Conduct, 2021: hyundai.com] • Met: Proportion of 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. [Sustainability Report 2020, 2020: hyundai.com] • Not Met: Describe how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • 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: hyundai.com] & [Sustainability Report 2020, 2020: hyundai.com] • Not Met: Disclose findings and number of corrective action
B.1.7	Engaging and terminating business relationships	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"> • Not Met: HR affects 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. [Sustainability Report 2020, 2020: hyundai.com] • Not Met: HR affects on-going supplier relationships <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe positive incentives offered to respect human rights • Not Met: Working with suppliers to meet HR requirements
B.1.8	Approach to engagement with affected stakeholders	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"> • Not Met: Stakeholder process or systems to identify and engage with workers/communities in the last two years • Not Met: Discloses stakeholders that HRs may be affected • Not Met: Provides two examples of engagement with stakeholders

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HR issues • Not Met: Describe how views influenced company's HR approach

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

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	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"> • Not Met: Identifying risks in own operations • Not Met: Identifying risks through relevant business relationships Score 2 <ul style="list-style-type: none"> • Not Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts • Not Met: Triggered by new circumstances • Not Met: Describes risks identified
B.2.2	Assessing 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"> • Not Met: Describe process for assessment of HR risks and discloses salient HR issues • Not Met: How process applies to supply chain • Not Met: Public disclosure of the results of HR assessment Score 2 <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: How it involved affected stakeholders in the assessment
B.2.3	Integrating and acting on human rights risks and impact assessments	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Action Plans to mitigate risks • Not Met: Description of how global system applies to supply chain • Not Met: Example of actions decided on at least 1 salient HR issues Score 2 <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involve stakeholders in decisions about actions
B.2.4	Tracking 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"> • Not Met: System for tracking or monitor if actions taken are effective • Not Met: Lessons learnt from checking system effectiveness Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Involve stakeholders in evaluation of actions taken
B.2.5	Communicating on human rights impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders Score 2 <ul style="list-style-type: none"> • Not Met: Describe challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% 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"> • 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 on human rights. [Human Rights Charter, 2021: hyundai.com] Score 2 <ul style="list-style-type: none"> • Not Met: Channel is available in all appropriate languages and workers aware

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Describe how workers in the supply chain have access to grievance mechanism: 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, 2021: hyundai.com] • Met: Expect Suppliers to convey expectation to their own suppliers: 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, 2021: hyundai.com]
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"> • 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, 2021: hyundai.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes accessibility and local languages and stakeholder awareness: The Company offers an email address, however, no mention of local languages could be found. [Human Rights Charter, 2021: hyundai.com] • Not Met: Communities access mechanism direct or through suppliers • Not Met: Expect supplier to convey expectation to their own suppliers
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"> • Not Met: Engages users to create or assess system • Not Met: Examples (at least two) of how they do this <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Engages with potential or actual users on the improvement of the mechanism • Not Met: Provides user engagement example (at least two) on improvement
C.4	Procedures related to the mechanism(s)/channel(s) are equitable, 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"> • Not Met: Response timescales and how complainants will be informed • Not Met: Describe support (technical, financial, etc) available for equal access by complainants <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism • 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, 2021: hyundai.com]
C.5	Prohibition of retaliation for raising complaints or concerns	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"> • Met: Public statement prohibiting retaliation: The Company includes the following in its Ethics Charter & 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 & Code of Conduct, 16/06/2020: hyundai.com] & [Human Rights Charter, 2021: hyundai.com] • 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

Indicator Code	Indicator name	Score (out of 2)	Explanation
			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, 2021: hyundai.com] Score 2 <ul style="list-style-type: none"> • Not Met: Company indicate it will not retaliate against workers/stakeholders • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: The company indicates that: "Suppliers should protect employees who report ethical concerns relating to unreasonable actions such as layoffs, threats, retaliation, and mockery. Employees who report such concerns should have their identity protected." However, it is not clear what are the measures to prevent retaliation. [Supplier Code of Conduct, 2021: hyundai.com]
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive rights • Not Met: Company does not require confidentiality provisions Score 2 <ul style="list-style-type: none"> • Not Met: Will work with state based non judicial mechanisms • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes how remedy has been provided: The company says that: "Hyundai Motor Company shall, with reference to court precedents, regulations of relevant government agencies, past internal practices and other industrial practices, strive to identify the best course of remedial action with support from the legal department." However, it is not clear if the company has provided remedy and how it has been provided. [Human Rights Charter, 2021: hyundai.com] • Not Met: Says how it would provide remedy for victims if no adverse impact identified Score 2 <ul style="list-style-type: none"> • Not Met: Changes to systems, processes and practices to stop similar impact • Not Met: Describe approach to monitoring implementation of agreed remedy • Not Met: Approach to learning from incident to prevent future impacts
C.8	Communication on the effectiveness of grievance mechanism(s) 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"> • Not Met: Number grievances filed, addressed or resolved and outcome achieved • Not Met: How lessons from mechanism improve management system Score 2 <ul style="list-style-type: none"> • Not Met: Evaluation of the channel/mechanism and changes made as result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% 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)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Pays living wage or sets target date: The company indicates that: "Hyundai Motor 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." [Human Rights Charter, 2021: hyundai.com] • Not Met: Describes how living wage determined Score 2 <ul style="list-style-type: none"> • Not Met: Paying living wage • Not Met: Definition of living wage reviewed with unions

Indicator Code	Indicator name	Score (out of 2)	Explanation
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"> Not Met: Discloses living wage requirements 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, 2021: hyundai.com] Not Met: Improving living wage practices of suppliers Score 2 <ul style="list-style-type: none"> Not Met: Assessment of number affected by payment below living wage Not Met: Provides analysis of trends demonstrating progress
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"> Not Met: Avoids business model pressure on HRs (purchasing practices) Not Met: Practices adopted to pay suppliers in line with agreed timeframes Not Met: Review own operations to mitigate negative impact Score 2 <ul style="list-style-type: none"> Not Met: Meets all requirements under score 1 Not Met: Examples of how it assessed, addressed and change purchasing practices
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"> Not Met: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields) Score 2 <ul style="list-style-type: none"> Not Met: Discloses names and locations of significant parts of SP 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: hyundai.com] & [Sustainability Report 2020, 2020: hyundai.com] Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities
D.5.4.a	Prohibition of 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"> 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, 2021: hyundai.com] & [Sustainability Report 2020, 2020: hyundai.com] Not Met: Age verification of workers recruited Score 2 <ul style="list-style-type: none"> Not Met: Remediation if children identified
D.5.4.b	Prohibition of 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"> 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. [Supplier Code of Conduct, 2021: hyundai.com] Not Met: How working with suppliers on child labour Score 2 <ul style="list-style-type: none"> Not Met: Assessment of number affected by child labour in supply chain Not Met: Analysis of trends in progress made
D.5.5.a	Prohibition of forced labour: Recruitment fees and 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"> Not Met: Job seekers and workers do not pay recruitment fee Not Met: Commits to fully reimbursing if they have paid Score 2 <ul style="list-style-type: none"> Not Met: How practices are implemented and monitored for agencies, labour brokers or recruiters

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Debt and fees rules in codes or contracts: The company indicates that: "Suppliers should not receive goods or services from businesses that either restrict the mental and physical freedom of employees or that engage in forced labor due to debt relations, and should take necessary measures if such violations are confirmed." [Supplier Code of Conduct, 2021: hyundai.com] Not Met: How working with suppliers on debt & fees Score 2 <ul style="list-style-type: none"> Not Met: Assessment of the number affected by payment of recruitment fees Not Met: Analysis of trends in progress made
D.5.5.c	Prohibition of forced labour: Wage practices (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"> Met: Pays workers in full and on time: The company indicates that: "Hyundai Motor 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." [Human Rights Charter, 2021: hyundai.com] Not Met: Payslips show any legitimate deductions Score 2 <ul style="list-style-type: none"> Not Met: How these practices are monitored for agencies, labour brokers or recruiters
D.5.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Requirement for suppliers to pay workers in full and on time in codes or contracts: The company indicates that: "Suppliers should compensate workers in accordance with the applicable laws and regulations of the countries where they maintain business operations. Compensation should be paid on a specified dates and workers should be provided with a clear wage statement." [Supplier Code of Conduct, 2021: hyundai.com] Not Met: How working with supply chain to pay workers regularly and on time Score 2 <ul style="list-style-type: none"> Not Met: Assessment of the number affected by failure to pay directly Not Met: Provides analysis of trends demonstrating progress
D.5.5.e	Prohibition of 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"> Not Met: Does not retain documents or restrict movement Score 2 <ul style="list-style-type: none"> Not Met: How these practices are monitored for agencies, labour brokers or recruiters
D.5.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> 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, 2021: hyundai.com] Not Met: How working with suppliers on free movement Score 2 <ul style="list-style-type: none"> Not Met: Assessment of the number affected by retaining docs or restricting movement Not Met: Provides analysis of trends demonstrating progress
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"> Not Met: Commits not to interfere with union rights / Steps to avoid intimidation or 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, 2021: hyundai.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Discloses % total direct operations covered by collective CB agreements: 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. [Sustainability Report 2020, 2020: hyundai.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1
D.5.6.b	Freedom of association and collective bargaining (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"> • Met: FoA & CB rules in codes or contracts: The company states that: "Suppliers should respect the right of employees to associate and bargain collectively, and allow them to form and manage lawful bargaining bodies." [Supplier Code of Conduct, 2021: hyundai.com] • Not Met: How working with suppliers on FoA and CB <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP • Not Met: Provides analysis of trends demonstrating progress
D.5.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production of manufacturing operations)	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"> • Met: Describes process to identify H&S risks and impacts: The Company state 'Hyundai has taken a number of steps to reduce its incidence of industrial accidents and fatalities. They include undertaking comprehensive analyses of high-risk facilities and work processes, especially in areas used for storage. It also produces instructional manuals designed to lessen the danger of accidents happening during loading and unloading operations, and ensures that safe work processes when machines like forklifts are being put are practiced. [Sustainability Report 2020, 2020: hyundai.com] • Met: Injury Rate or Lost days or Near Miss disclosures for last reporting period: The Company reports Occupational Injuries Frequency Rate (OIFR) was 0.64 in 2020. [Sustainability Report 2021, 2021: hyundai.com] • Met: Discloses Fatalities for last reporting period: The Company reports that in 2021, it achieved zero fatal accidents for three consecutive years [Sustainability Report 2020, 2020: hyundai.com] & [Sustainability Report 2021, 2021: hyundai.com] • Not Met: Occupational disease rate for last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Set targets for H&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. [Sustainability Report 2020, 2020: hyundai.com] • Not Met: Met targets or explain why not or what is doing to improve management systems: 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. [Sustainability Report 2020, 2020: hyundai.com]
D.5.7.b	Health and safety: Fatalities, lost days, injury, occupational disease 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"> • 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, 2021: hyundai.com] • Not Met: Injury rate disclosures and lost days (or near miss disclosures) for the last reporting period • Not Met: Fatalities disclosures for lasting reporting period • Not Met: Occupational disease rates for the last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on H&S • Not Met: Assessment of the number affected by H&S issues in the SP • Not Met: Provide analysis of trends in progress made

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.8.a	Women's rights (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"> • Not Met: Process to stop harassment and violence against women • Not Met: Working conditions take account of gender • Not Met: Measures and steps to address gender pay gap at all levels of employment Score 2 <ul style="list-style-type: none"> • Not Met: Meet all requirements under score 1 • Not Met: Provides analysis of trends demonstrating closing gender pay gap
D.5.8.b	Women's rights (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"> • Not Met: Women's rights in codes or contracts • Not Met: How working with suppliers on women's rights Score 2 <ul style="list-style-type: none"> • Not Met: Assessment on the number affected by discrimination or unsafe working conditions • Not Met: Provide analysis of trends in progress made
D.5.9.a	Working hours (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"> • Not Met: Respects max hours, min breaks and rest periods in its own operations • Not Met: Assesses ability to comply with its commitments when allocating work/targets Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: How it implements and checks this in its operations
D.5.9.b	Working hours (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"> • 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, 2021: hyundai.com] <ul style="list-style-type: none"> • Not Met: How working with suppliers on working hours Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of number affected by excessive working hours • Not Met: Provide analysis of trends in progress made
D.5.10.a	Responsible Mineral Sourcing: Arrangements with suppliers and smelters/refiners in the mineral resource supply chains	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • 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, 2021: hyundai.com] <ul style="list-style-type: none"> • Not Met: Works with smelters/refiners and suppliers to build capacity Score 2 <ul style="list-style-type: none"> • Not Met: Contractual requirement to disclosure smelter/refiner information • Not Met: Contractual requirement covers all minerals
D.5.10.b	Responsible Mineral Sourcing: Risk identification in mineral supply chain	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Risk identification and disclosure in line with OECD Guidance • Not Met: Identification of smelter/refiners and OECD Guidance Score 2 <ul style="list-style-type: none"> • Not Met: Discloses smelters/refiners judged in line with OECD Guidance • Not Met: Risk identification and disclosure covers all minerals
D.5.10.c	Responsible Mineral Sourcing: Risk management in the mineral supply chain	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes mineral risk management plan for supply chain • Not Met: Monitoring, tracking and whether better risk prevention/mitigation over time • Not Met: Disclose better risk prevention/mitigation over time Score 2 <ul style="list-style-type: none"> • Not Met: Suppliers and stakeholders engaged in risk management strategy • Not Met: Risk management and response processes cover all minerals

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.11	Responsible Materials Sourcing	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"> • 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, 2021: hyundai.com] • Not Met: Works with suppliers to build capacity in risk assessment and due diligence <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Identify the sources of high-risk raw materials in its supply chain

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"> • Area: Health & safety • Headline: COVID-19: Hyundai Motors and Renault-Nissan criticised over working conditions amid the spread of Coronavirus in India • Story: On May 24, 2021, press sources reported that workers at Hyundai Motor's and Renault-Nissan's plant in Tamil Nadu alleged that Covid-19 safety protocols had not been followed at the unit near Chennai and decided to go on strike. <p>According to the press, Hyundai Motor has received criticism from workers regarding safety protocols. The Company said it would suspend operations at its plant, also in Tamil Nadu, for five days, after several workers staged a brief, sit-in protest amid rising cases in the state. The unrest highlights the challenges Companies face in India amid a huge wave of COVID-19 infections, an overwhelmed health system and a shortage of vaccines which is making employees more fearful.</p> <p>[HR Karta, 25/05/2021, "Renault-Nissan workers go on strike, Hyundai suspends operations": hrkatha.com] [Thehansindia, 25/05/2021, "Hyundai decides to temporarily close its plant in Chennai for 5 days, when workers began Protesting over the Covid-19 scare": thehansindia.com] [Mint, 24/05/2021, "Covid: Hyundai to suspend operations at Chennai plant for 5 days starting Tue": livemint.com]</p>
E(1).1	The company has responded publicly to the allegation	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"> • Met: Public response: In response to the allegation, the company stated: "Considering the prevailing pandemic situation, the Hyundai management has made a decision to temporarily suspend the plant operation for the period of 5 days, beginning from 25th May 2021 until 29th May 2021". The carmaker also stated that, on 24th May, Monday, the plant operations were carried out per the schedule. [Thehansindia, 25/05/2021: thehansindia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response: The company responded in very general terms and did not address the allegation in detail. In particular it did not address the availability of PPE and other safety measures to protect workers from contracting the virus.
E(1).2	The company has investigated and taken appropriate action	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"> • Met: Engaged with stakeholders: The Hyundai management in its announcement did not specify whether they have taken this decision following resentment from employees, but the employee union at Hyundai states that the Company has agreed to their demands to suspend operations, as COVID cases in Tamil Nadu are on the rise. [HR Karta, 25/05/2021: hrkatha.com] • Not Met: Identified cause <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements • Not Met: Stakeholder input to steps taken
E(1).3	The company has engaged with affected stakeholders to provide for or	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"> • Not Met: Provided remedy: Stating that it has always prioritised the safety, health and well-being of its employees, HMIL said, "During the ongoing second wave of COVID- 19 pandemic, the company has undertaken several proactive and progressive measures to empower, enable and support the workforce". There is

Indicator Code	Indicator name	Score (out of 2)	Explanation
	cooperate in remedy(ies)		<p>no evidence suggesting the company provided remedy to the affected stakeholders. [Mint, 24/05/2021, "Covid: Hyundai to suspend operations at Chennai plant for 5 days starting Tue": livemint.com]</p> <ul style="list-style-type: none"> • Not Met: Evidence for lack of Impact or link <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used
E(2).0	Serious allegation No 2		<ul style="list-style-type: none"> • Area: Environmental rights; land rights • Headline: Hyundai among others accused of abuses of Aluminium supply chains • Story: On July 22, 2021, Human Rights Watch and Inclusive Development International said in a report that Automobile companies need to do more to address abuses in their aluminium supply chains and the bauxite mines they source from. Car manufacturers used nearly a fifth of all aluminium consumed worldwide in 2019 and they are forecast to double their aluminium consumption by 2050 as they transition to electric vehicles. <p>In its report the Human Rights Watch and Inclusive Development International describes the global supply chains that connect car manufacturers to mines, refineries, and smelters from countries including Guinea, Ghana, Brazil, China, Malaysia, and Australia. Based on meetings and correspondence with nine major car companies, Human Rights Watch and Inclusive Development International assessed how the auto industry addresses the human rights impacts of aluminium production, from the destruction of farmland and damage to water sources caused by mines and refineries to the significant carbon emissions from aluminium smelting. Although car companies' knowledge of aluminium supply chains varies, none of the nine companies that responded to Human Rights Watch and Inclusive Development International had, prior to being contacted for this report, mapped their aluminium supply chain to understand the human rights risks within it. However, three other companies – BYD, Hyundai, and Tesla – did not respond to requests for information.</p> <p>The report also alleged despite many of the world's leading car companies have publicly committed to addressing human rights abuses in their supply chains, they have done little to evaluate and address the human rights impact of aluminium production. They have instead prioritized supply chain due diligence for other materials central to electric vehicles, such as the cobalt needed for electric batteries. Because they involve surface level mining, bauxite mines take up a large area, often destroying farmland that underpins the livelihoods of local communities. Bauxite mines can also have a devastating impact on rivers, streams, and groundwater sources that communities rely upon for household consumption and irrigation.</p> <p>[Human Rights Watch, 22/06/2021, "Aluminum: The Car Industry's Blind Spot": hrw.org]</p>
E(2).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"> • Not Met: Public response: Hyundai did not respond to HRW and Inclusive Development International 's requests for information submitted ahead of the publication of the report. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response
E(2).2	The Company has appropriate policies in place	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"> • Not Met: Engaged with stakeholders • Not Met: Identified cause <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements • Not Met: Stakeholder input to steps taken
E(2).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"> • Not Met: Provided remedy • Not Met: Evidence for lack of Impact or link <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used

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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