



HYUNDAI MOBIS
**CODE OF CONDUCT
FOR BUSINESS PARTNERS**

 **DO THE RIGHT THING -
COMPLIANCE FIRST!**

HYUNDAI MOBIS Business Partners Code of Conduct



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Introduction

Hyundai Mobis strives to affect positive changes in society and fulfill the dreams of people through mobility innovation. In addition to leading the market with innovative minds and technologies, Hyundai Mobis seeks to accomplish its roles and responsibilities as a reliable partner and a global leader and actively engages in transparent and ethical management activities to create a sustainable future marked by highly values and trust.

Hyundai Mobis conducts a variety of activities to establish a compliance-strengthening management system and to nurture an overall culture of compliance. The Code of Conduct for Business Partners was created to preserve the Company's long-standing commitment to compliance management as well as to establish and maintain a sustainable supply chain by cooperating with Hyundai Mobis' business partners. Hyundai Mobis expects all of its business partners to adopt the requirements of the Business Partners Code of Conduct, as well as to abide by all relevant laws and internationally recognized environmental, social, and governance standards (ESG Standard) when conducting business activities. Moreover, Hyundai Mobis encourages busi-

ness partners to apply this Code of Conduct throughout their supply chain, extending it to their own business partners.

All Hyundai Mobis business partners shall consider the matters set forth by this Code of Conduct in their management's decision-making and business operation processes. Hyundai Mobis may inspect and exercise due diligence with regards to entrusted third-party organizations to the extent permitted by law to ensure compliance with the provisions set forth in this Code of Conduct. Based on the results of such inspections and due diligence regarding partner compliance with this Code of Conduct, Hyundai Mobis may recommend improvements related to identified risks. Based on mutual consultations regarding areas for improvement, Hyundai Mobis business partners are encouraged to establish their own risk mitigation plans and to implement necessary actions. This Code of Conduct does not specify all of the performance obligations of business partners, and may be regularly reviewed, supplemented, and/or amended to establish a sustainable supply chain. This Code of Conduct can be found on the Hyundai Mobis website. For specific inqui-

ries regarding this Code of Conduct, please contact the relevant department at Hyundai Mobis directly.

From ethical compliance to socially responsible practices, Hyundai Mobis looks forward to establishing itself and its business partners as more respected companies, and through compliance with this Code of Conduct, seeks to infinitely enhance the trust of customers and the community to achieve sustainable growth.



01 Human Rights·Labor

Principle

Hyundai Mobis business partners shall respect and protect the human rights of every person involved in each business transaction and shall not engage in unfair discrimination. Furthermore, Hyundai Mobis business partners must comply with their country's and with international human rights standards, norms, and labor laws, including those set forth by the United Nations Universal Declaration of Human Rights (UDHR).



Human Rights Protection Policy

Hyundai Mobis business partners shall respect universally recognized human rights throughout the course of all business activities and throughout the overall process of providing products and services. In accordance with both the UDHR and Hyundai Mobis' Human Rights Protection Policy, labor exploitation and involuntary employment—including all inhumane acts such as forced labor resulting in mental and physical harm, forced child and adolescent labor, slavery, and human trafficking—are strictly prohibited. In addition, harassment and sexual harassment are strictly prohibited in the workplace, and appropriate measures shall be taken in support of victims and against any perpetrators of such acts. These principles do not only apply to Hyundai Mobis business partners and their employees, but also to the companies associated with the business and investment activities of Hyundai business partners.

Compliance with Labor Relations Laws

Hyundai Mobis business partners shall not force their employees to work against their own free will, and employees shall be guaranteed freedom of association and collective bargaining rights under the labor relations laws of each jurisdiction. Furthermore, employees shall not be placed at a disadvantage for joining, forming, or engaging in labor unions. Employees' employment and termination, working hours, minimum wage, overtime pay, social insurance coverage, and breaks and holidays shall comply with the relevant national laws and regulations of each country.

Prohibition of Discrimination

Hyundai Mobis business partners shall strive to create an inclusive working environment where employee diversity is considered an important value and where different ideas, perspectives, and beliefs are respected. When hiring applicants for employment, applicants shall not be discriminated against for any reason, such as race, color, religion, age, gender, marital status, nationality, political views, social status, and/or disability. Moreover, unfair discrimination pertaining to employment or working conditions, such as salary, benefits, promotion, and/or disciplinary actions, is prohibited.



02 Safety and Health

Principle

Hyundai Mobis business partners shall comply with the health and safety laws and regulations of each country, maintain safe workplaces, and shall establish organizations, plans, and procedures and conduct activities, such as inspections, to ensure the right of employees to work in a healthy and safe environment. For safety reasons, all potentially hazardous practices or conditions must be reported to a manager, and the manager must immediately implement necessary safety- and health-related measures to eliminate and/or minimize hazards.

Industrial Safety

Business partners shall proactively prevent and manage risks, such as hazardous materials, noises and dusts, and design and apply appropriate risk-prevention measures through the regular evaluation of the working environment. In addition, safe working environments shall be provided to all employees through safe workplace design, the conducting of work in accordance with all risk-prevention measures and safety regulations, the provision of protective equipment, and continuous safety training.

Response to Emergency Situations

Hyundai Mobis business partners shall establish plans, prepare manuals, and conduct training to ensure proper responses to emergency situations related to health and safety. Escape routes, guidance lights, fire detectors, alarms, and fire-fighting facilities shall be installed and checked regularly to ensure proper operation in the case of an emergency.



Prevention of Industrial Accidents and Diseases

Hyundai Mobis business partners shall establish and implement systems and processes to prevent industrial accidents and occupational diseases and shall implement appropriate treatments and measures, according to proper procedures, to remove the cause(s) of such accidents/diseases.



Sanitation Management

Hyundai Mobis business partners shall make efforts to maintain the cleanliness of the rest areas, toilets, and restaurants provided by the company for employees. In addition, when providing dormitories, business partners must meet all necessary requirements, such as those related to safety signs, lighting and air conditioning and heating. Furthermore, such dormitories must be equipped with appropriate devices to limit dormitory access by unauthorized people. In accordance with national health screening regulations, business partners must also conduct employee health check-ups on a regular basis, and, based on the results of such check-ups, must implement necessary measures, such as changing employees' workplaces, switching types of work, and/or reducing working hours.



03 Environment

Principle

Hyundai Mobis business partners shall comply with all laws and international agreements regarding environmental protection to minimize the impact of their activities on the natural ecosystem and environment. Additionally, Hyundai Mobis business partners shall implement measures to fulfill their environmental responsibilities, such as taking preventative approaches to environmental problems and developing eco-friendly technologies. To achieve these goals, Hyundai Mobis business partners must establish organizations, plans, and procedures and conduct activities such as inspections.



Compliance with Environmental Regulations

Hyundai Mobis business partners shall comply with all laws and international agreements regarding environmental protection to minimize the impact of their activities on the natural ecosystem and environment. Additionally, Hyundai Mobis business partners shall implement measures to fulfill their environmental responsibilities, such as taking preventative approaches to environmental problems and developing eco-friendly technologies. To achieve these goals, Hyundai Mobis business partners must establish organizations, plans, and procedures and conduct activities such as inspections.

Pollution Prevention and Conservation of Resources and Energy

In order to minimize the emission of environmentally harmful substances, such as greenhouse gases, air pollutants, heavy metals, wastewater and wastes, and to minimize the environmental impact of their business activities, Hyundai Mobis business partners must make efforts save power and fuel and to reduce their water consumption. Furthermore, Hyundai Mobis business partners must make efforts to improve their processes, replace raw materials, recycle and reuse raw materials, and develop environmentally-friendly products and materials to be used throughout the entire process of product design, manufacture, distribution, use, and disposal.

Management of Environmentally Harmful Materials

Business partners shall identify and regularly monitor all chemicals and designated wastes that may potentially cause environmental damage throughout the course of their business activities. Furthermore, Hyundai Mobis business partners shall appropriately store, transport, use, and dispose of such materials and wastes in accordance with all relevant regulations. Additionally, if any hazardous material/waste is leaked due to a disaster or accident, the leak shall immediately be reported to the person in charge of environmental management and all related agencies.



04 Ethics

Principle

Hyundai Mobis business partners shall comply with the anti-corruption laws of each country and shall not seek, demand, offer, promise to offer, or receive any benefits from stakeholders, in any form that may impede the fair performance of business activities. Moreover, all employees of Hyundai Mobis business partners shall pursue fair competition without engaging in acts leading to conflicts of interest and shall comply with all applicable antitrust, intellectual property, data protection, and fair trade laws and regulations.



Anti-corruption

Hyundai Mobis business partners are prohibited from providing and receiving any business-related bribes and/or rebates, and shall comply with the rules and regulations set forth by the United Nations Convention Against Corruption as well as the anti-corruption regulations of each respective country. Furthermore, Hyundai Mobis business partners must refrain from exerting inappropriate influences on government officials and shall accurately record all transactions conducted in their official ledger.

Prevention of Conflicts of Interest

Hyundai Mobis business partners shall fulfill their responsibilities and obligations in accordance with all established business regulations. In addition, employees shall not engage in any act that may damage the company and/or accept promises through a third party for personal benefit.

Fair Trade

Hyundai Mobis business partners shall not engage in any cooperative or collusive actions that unfairly restrict competition or any other unfair profit-seeking activities. To this end, Hyundai Mobis business partners shall comply with the fair trade laws of each respective country.

Information Protection

In accordance with all applicable laws and regulations, Hyundai Mobis business partners shall securely protect all information related to intellectual property rights, trade secrets, and other secure information. In addition, Hyundai Mobis business partners must protect the personal information of all employees and stakeholders and comply with all relevant laws and regulations when collecting, storing, processing, and/or sharing personal information.



Prevention of the Use of Counterfeit Parts

Hyundai Mobis business partners shall not produce, use, or sell any unauthorized or forged raw materials and/or parts and shall periodically check for, and immediately notify the government or the client company, of any violation that occurs. In addition, Hyundai Mobis business partners shall make efforts to ensure that the produced raw materials and parts are used and distributed in accordance with all business purposes and contract conditions.

Compliance with Export Control

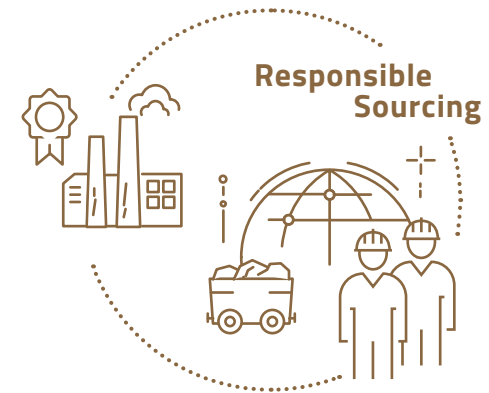
Hyundai Mobis business partners shall comply with national and international regulations regarding export restrictions and/or economic sanctions, and shall conduct inspections to verify their compliance.



05 Responsible Sourcing

Principle

Hyundai Mobis business partners who are required to comply with the conflict minerals regulations of each country, including the United States and the EU, shall clearly identify the sources of raw materials distributed throughout their supply chain. In particular, business partners shall guarantee that any raw materials used are not from any conflict zones and/or obtained from countries that provide direct or indirect financial support to persons or groups involved in such conflicts.



Conflict Minerals

"Conflict minerals" refer to major minerals produced in conflict-ridden countries, such as the conflict zones in Africa. Funds from selling conflict minerals may flow to local militants, and human rights abuses may occur during the mining process. Hyundai Mobis complies with the laws of relevant countries regarding the use of conflict minerals based on the 'OECD Due Diligence Guidance.'

Therefore, Hyundai Mobis business partners shall also comply with all relevant regulations and obligations, including the principle of trad-

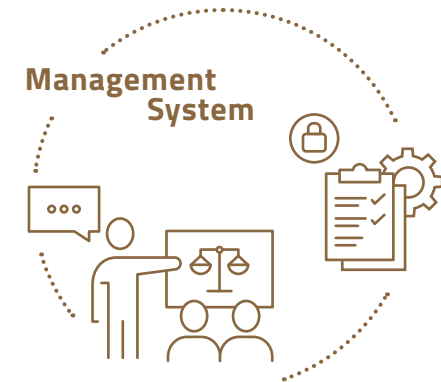
ing only with smelters who have obtained Conflict Free Smelter (CFS) Certification and/or other relevant certifications. If necessary, Hyundai Mobis may request proof of certification to verify the country of origin of delivered goods and may also take necessary actions against business partners if risks found in the supply chains are not improved.



06 Management System

Principle

Hyundai Mobis business partners shall adopt the Hyundai Mobis Partner Management System, comply with all relevant regulations and the Business Partners Code of Conduct, and implement and maintain a management system to minimize risks and affect continuous improvement.



1. Declaration of Will to Compliance

The managers of Hyundai Mobis business partners are responsible for enforcing the Business Partners Code of Conduct and ensuring compliance throughout and by all relevant companies and people.

2. Appointment of Person in Charge

Hyundai Mobis business partners shall appoint a manager and a person in charge of establishing plans and supervising the implementation of social responsibility activities.

3. Law and Customer Requirements

Hyundai Mobis business partners shall establish procedures to identify, monitor, and comply with relevant laws and regulations, including the Business Partners Code of Conduct, and to meet customer requests, including those outlined in the Business Partners Code of Conduct.

4. Risk Assessment and Management

Hyundai Mobis business partners shall establish procedures to identify and manage risks associated with human rights and labor, health and safety, environment, ethics, and other issues of compliance.

5. Improvement Goals

Business partners shall establish goals regarding human rights, labor, health and safety, the environment, ethics and other issues of compliance and shall be periodically evaluated to check the status of their progress.

6. Training and Communication

Business partners shall operate employee training programs to comply with the Business Partners Code of Conduct and other relevant regulations. Hyundai Mobis business partners shall also share with Hyundai Mobis employees, suppliers, and customers accurate information about the policies, expectations, and performances of their business partners.



7. Employee Feedback and Improvements

Hyundai Mobis business partners shall evaluate their employees' understanding of the Business Partners Code of Conduct and, upon receipt of relevant feedback, shall resolve any violations and seek continuous improvements.

8. Documentation and Records

Hyundai Mobis business partners shall prepare and manage documents and records in accordance with all relevant regulations and internal security policies.

9. Operation of Grievance Mechanisms

Business partners shall establish and operate a reporting channel for the reporting of grievances and shall ensure the anonymity of the informants and the confidentiality of the information reported. Furthermore, business partners shall ensure that anyone reporting a grievance is not penalized for his or her report.

10. Management of Business Partners

Hyundai Mobis business partners shall require their subcontractors to comply with this Business Partners Code of Conduct. Furthermore, business partners must perform compliance assessments to ensure compliance and, if any violations or risks are identified, shall encourage or lead the offending party to make improvements. Hyundai Mobis business partners shall require their subcontractors to comply with this Business Partners Code of Conduct. Furthermore, business partners shall encourage subcontractors to make improvements if any violations or risks are identified through compliance assessments.

11. Compliance of Code of Conduct for Business Partners

Hyundai Mobis business partners shall provide evidence of compliance with the Business Partners Code of Conduct and their level of implementation during regular written inspections and/or on-site assessments conducted by Hyundai Mobis or a third party designated by Hyundai Mobis. For the smooth operation of these inspections, business partners shall prepare and manage appropriate documents based on actual and factual business operations. In addition, business partners shall make efforts to establish and implement plans to improve upon violations/risks identified during inspections/assessments related to their compliance with the Business Partners Code of Conduct.



Document Number Compliance Team-2019-289-1
 Date of Enactment October 10, 2019
 Date of Revision June 25, 2020
 Revision Number 1

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