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HYUNDAI TRANSYS
ENVIRONMENT · SAFETY · HEALTH POLICY

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1. Environment

Hyundai Transys recognizes its responsibility for the environment, and strives to minimize any negative environmental impact in all business activities including all production processes that include operations, sourcing, manufacturing, distribution, etc. Hyundai Transys follows all laws and regulations related to the management of chemical substances and waste, recycling, the management and reuse of industrial water, the limitation of greenhouse gases and atmospheric emissions, etc. Also, Hyundai Transys establishes and implementation environmental management system on the basis of ISO 14001 and other international standards to identify, control and mitigate key environmental issues arising from business activities.

A. Establishment of an Environmental Management System

- ① Hyundai Transys shall comply with the environmental laws and regulations of the countries where Hyundai Transys maintains business operations and obtains all environmental permits and licenses necessary to maintain these operations.
- ② Hyundai Transys shall operate an environmental management system to organize, plan, process and check outcomes to mitigate environmental impacts from business operations.

B. Energy Consumption and Greenhouse Gas Emissions

- ① Hyundai Transys shall develop programs to measure energy consumption and greenhouse gas emissions in business unit.
- ② Hyundai Transys shall strive to reduce energy consumption and greenhouse gas emissions.

C. Air Pollutant Management

- ① Hyundai Transys shall develop programs to measure air pollutant emissions.
- ② Hyundai Transys shall minimize air pollutant emissions through appropriate means. Moreover, Hyundai Transys shall comply with legal standards to manage air pollutant emissions, or develop and comply with higher internal standards.

D. Water Resources Management

- ① Hyundai Transys shall develop water management programs to measure water resource consumption and wastewater discharge.
- ② Hyundai Transys shall explore methods to minimize water resource consumption and maximize recycling. In addition, Hyundai Transys shall manage water pollutant discharge in accordance with either legal standards or higher internal standards.

E. Waste Management

- ① Hyundai Transys shall develop programs to measure the amount of waste produced.
- ② Hyundai Transys shall minimize waste emissions produced through landfill and incineration through appropriate means. In addition, Hyundai Transys shall strive to reuse and recycle waste, and recover used raw materials or parts that have been disposed of.
- ③ Considering the entire product life cycle, Hyundai Transys shall strive to minimize residues from landfill or incineration that affect the environment.

F. Chemical Management

- ① Hyundai Transys shall strive to ensure that chemicals handled during the process of business operations are safely managed during transportation, storage, use and disposal. Moreover, information that can be used to identify hazardous or harmful substances shall be displayed or otherwise disclosed.
- ② Hyundai Transys shall strive to verify whether the raw materials and parts they procure, sell and supply contain any substances that are harmful to the human body or the environment.

2. Safety and Health

Hyundai Transys recognizes that the first priority is to establish safe and healthy work environment and to ensure the safety and health of employees of Hyundai Transys and subcontractors in order to continuously maintain quality and increase production efficiency. Hyundai Transys strives to make a safe workplace by settling a safety-first culture and continuously improving potential risk factors in accordance with local laws and regulations. Also, Hyundai Transys operates a safety and health management system based on international standards such as ISO 45001 to identify, eliminate and improve safety and health issues by business activities

A. Occupational Health and Safety Management System

- ① Hyundai Transys shall 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.
- ② Hyundai Transys shall operate an occupational health and safety management system that includes organization, planning, procedures, and outcome analysis to prevent health and safety-related accidents.

B. Workplace Safety Risks Inspection and Training

- ① Hyundai Transys shall, for the purpose of determining if employees are exposed to accident risks and harmful factors, regularly conduct workplace safety assessments. Through safety assessment, chemical, biological and physical risks are identified, evaluated and managed, and assessment results should be disclosed to employees and suppliers and improve machines, equipment, and tools in accordance with the results.
- ② Hyundai Transys shall provide employees with information on accident risks and harmful factors based on the safety assessment. Hyundai Transys shall improve ergonomics through design, engineering, preventive maintenance, and safe working procedures, continuous safety training and education, and provision of appropriate protective equipment based on the information. This information shall be disclosed in understandable language and displayed in accessible places, and based on the information, regular safety and health education is provided so that employees can safely perform their duties.
- ③ Hyundai Transys shall not employ pregnant women, young, old or weak workers in high-risk jobs and shall endeavor to improve the working environment to support socially vulnerable groups, including the disabled and immigrants.

C. Safe Management of Machines, Equipment and Tools

- ① Hyundai Transys shall regularly inspect and evaluate hazardous or otherwise dangerous machines, equipment, and tools in the workplace.
- ② Hyundai Transys shall 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, and provide protective equipment necessary to individual employees in the workplace.

D. Health Management

- ① Hyundai Transys may provide employees with resting areas, toilet facilities and eating facilities, and shall strive to maintain hygiene and cleanliness in such facilities if they are provided.
- ② In order to prevent musculoskeletal diseases and other diseases of employees, Hyundai Transys invites experts and doctors in each field to provide advice and activities so that employees can prevent related diseases.
- ③ Hyundai Transys shall regularly implement general or special medical examinations for employees, in accordance with the health laws of the countries where they maintain business operations. Moreover, suppliers shall take necessary measures such as changing workplaces, converting shifts, and reducing work hours to allow employees to attend medical examinations.

E. Safety and Health Management of Suppliers

- ① Hyundai Transys shall recognize the need for safety/health management for workers to contractors and provide various safety and health-related information and activities..
- ② All contractors residing in or visiting Hyundai Transys are cooperating with each other to comply with safety and health related information and activities provided by the company and to create a safe working environment.

F. Emergency Preparedness

- ① Hyundai Transys shall have an established plan to respond to emergencies, including natural disasters, cluster infections, fire and other occupational accidents. Moreover, guidelines shall be in place that stipulate the reporting process, response procedures, and follow-up in case of emergency.
- ② Hyundai Transys shall implement worker training and drills emergencies in accordance with their own plans or guidelines, or the laws of the countries where they maintain business operations.
- ③ Hyundai Transys shall have adequate exit routes and signs, fire detection and warning equipment, and fire prevention facilities in case of emergency, and ensure that the above all function properly.