



Supplier Code of Conduct

Hyundai Welding Group is committed to achieving sustainable growth and creating shared value with its stakeholders and local communities under the vision of “BESCOM (Best Company: Excellence in Management Capability and Value Creation).” Accordingly, Hyundai Welding recommends that all suppliers maintaining business relationships with the Company comply with this Code of Conduct.

The Hyundai Welding Supplier Code of Conduct ("Code") sets forth the fundamental standards expected of suppliers in the areas of legal compliance, prohibition of child labor and forced labor, human rights and occupational safety, environmental responsibility, business ethics, and fair competition. Hyundai Welding encourages suppliers to establish and implement appropriate policies and management systems to support compliance with this Code. Furthermore, suppliers are expected to promote and apply standards consistent with this Code throughout their own supply chains.

Scope of Application

The Code applies to all individuals and entities that maintain contractual relationships with Hyundai Welding, including suppliers, subcontractors, consultants, institutions, and investment partners.

1. Legal Compliance

- 1.1 Supplier shall conduct business activities in a fair and transparent manner and operate in compliance with the laws of the applicable jurisdictions.
- 1.2 Supplier shall comply with all applicable international trade standards governing the products it manufactures and sells.

2. Prohibition of Child Labor and Forced Labor

- 2.1 Supplier shall prohibit child labor and shall not employ individuals under the age of 15 or below the minimum legal working age established by applicable laws. Workers under the age of 18 shall not be employed in work that interferes with compulsory education or exposes them to conditions that may harm their health, safety, or moral development.
- 2.2 Supplier shall not engage in forced labor or require employees to perform work against their will, nor shall it obtain labor or services through threats, coercion, or other forms of compulsion.

3. Human Rights and Safety

- 3.1 Supplier shall provide a safe and healthy working environment and take appropriate measures to prevent workplace accidents and injuries.
- 3.2 Supplier shall respect employees as independent individuals and shall not discriminate against them on the basis of gender, religion, age, place of origin, educational background, disability or any other status.
- 3.3 Supplier shall prohibit workplace harassment and sexual harassment and shall maintain a work environment free from physical, verbal, visual, or any other form of harassment that may undermine a healthy workplace culture.
- 3.4 Supplier shall establish company policies and procedures regarding wages and working hours in accordance with the laws and regulations of the applicable jurisdictions.

4. Environment

- 4.1 Supplier shall strive to minimize adverse environmental impacts throughout the entire product lifecycle, including development, manufacturing, use, and disposal.
- 4.2 Supplier shall monitor and measure its greenhouse gas emissions and take reasonable measures to reduce such emissions.

5. Business Ethics

- 5.1 The Supplier shall not receive any form of bribery and shall not encourage or tolerate any third party, including Hyundai Welding, engaging in conduct that violates domestic or international anti-corruption laws and related regulations.
- 5.2 Supplier shall establish internal processes for reporting unethical conduct and shall strive to foster an ethical organizational culture.
- 5.3 Supplier shall comply with all obligations relating to the protection, collection, and handling of confidential information and personal data.
- 5.4 Supplier shall ensure that business judgments remain independent and free from biased opinions or conflicts of interest.

6. Fair Competition

- 6.1 Supplier shall adhere to the principle of free competition, ensuring that all transactions are conducted in a fair and transparent manner.
- 6.2 Supplier shall not abuse a dominant market position to impose unfair practices or exert undue influence.

Reporting Violations

Suppliers and their employees are encouraged to report any suspected or potential violations of the Code to the Ethical Management Officer of Hyundai Welding (via the Ethics Reporting page on the Company website).

In the event that a violation of this Code is identified, Hyundai Welding may request that the supplier develop and implement corrective action plans, depending on the severity of the matter.

Company name _____

Date _____

Signature _____

Title (Position) _____