

Document No.	WMM-MM-A-00200
Last edited	2024. 5. 13
Managed by	Park JongGil Senior Manager

HYUNDAI WIA
Purchasing Policy for Conflict Minerals

May 2024

[Approved by]
[HYUNDAI WIA]
CEO

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Supplier Cooperation Team Leader



Kim KeunYong

[Approved by]

Director of Procurement Division



Lee Jooheon

1. Policy

HYUNDAI WIA is fulfilling its responsibilities as a global company for a sustainable future by actively participating in the prohibition of conflict minerals usage and responsible mineral sourcing. Establishing a responsible supply chain management system and leading partner companies to participate in it is the most critical action to minimize human rights violations and environmental destruction. To this end, HYUNDAI WIA recognizes human rights violations and environmental destruction by mineral mining in conflict and high-risk areas as a very serious problem. Therefore, we strive to eradicate environmental destruction and human rights violations such as the exploitation of child labor, and to protect the health and safety of mining workers. In addition, HYUNDAI WIA will comply with laws and other requirements and will continue to endeavor to improve its management system. Based on OECD guidelines, US Securities and Exchange Commission SEC¹ requirements for companies under the Dodd-Frank Act, and EU conflict minerals regulations, we will continue ethical and responsible management of conflict minerals and cobalt, and encourage our partner companies to do business with RMAP² certified smelters. Thus, HYUNDAI WIA continues to make effort to minimize the negative impact on society and the environment, such as human rights violations and environmental destruction, and actively shares reports on these activities with various stakeholders.

2. Conflict Minerals

HYUNDAI WIA is aware of the fact that conflict minerals (tin, tantalum, tungsten, gold) are unethically mined and distributed, leading to human rights violations and environmental destruction, in troubled areas (10 African countries including the Democratic Republic of Congo, Congo, Central African Republic, South Sudan, Uganda, Rwanda, Burundi, Tanzania, Zambia, Angola), and prohibits the use of conflict minerals mined unethically in troubled areas. Further, we thoroughly review the inclusion of conflict minerals in the product, establish a basic policy for providing products that have gone through the legal and ethical distribution process, and operate the management process of partner companies. We help our partner companies raise awareness of conflict minerals by providing them with guidance about precautions for responding to conflict minerals regulations. We also regularly investigate the use of conflict minerals.

¹ SEC : Security and Exchange Commission

² RMAP : Responsible Minerals Assurance Process

3. Other minerals

HYUNDAI WIA manages its mineral supply chain more comprehensively by including not only conflict minerals (tin, tantalum, tungsten, gold) but also minerals that pose human rights violations or environmental destruction issues during the mining process. In particular, we are aware of the issues of child human rights violations occurring in cobalt mines in the Democratic Republic of Congo. We are managing them according to the OECD guidelines. In addition, we are closely monitoring the newly controversial minerals and continuously reviewing additional actions. In response to global mineral issues, Hyundai-Wia will continue to make efforts to ensure that mineral mining does not become a source of funds for disputes, and that mineral purchases that respect human rights and the environment and fulfill social responsibilities are achieved.

4. The efforts of HYUNDAI WIA

HYUNDAI WIA is currently managing illegally mined and distributed conflict minerals such as tin, tantalum, tungsten, and gold, and major minerals such as cobalt. We will continue to investigate and monitor partner companies' responsible mineral purchases, and furthermore, we will continue to make efforts to expand and implement the eradication of conflict minerals and socially responsible mineral purchasing policies to partner companies' accounts.