

## Modern Slavery Statement 2023

This Statement is published in accordance with the *Modern Slavery Act 2018* (Cth) (**the Act**) and outlines the steps Hyundai Motor Company Australia Pty Ltd has taken to assess and address the risk of modern slavery in our business and supply chains.

### 1. **The reporting entity**

The reporting entity is Hyundai Motor Company Australia Pty Limited (ABN 58 008 995 588) (**Hyundai Australia**).

### 2. **Structure, operations and supply chain**

#### Structure

- (a) Hyundai Australia is a wholly owned subsidiary of Hyundai Motor Company (**HMC**) – a company headquartered in Seoul, South Korea, and which forms part of the broader Hyundai Motor Group (**HMG**). Hyundai Australia does not own or control any other entities, either in Australia or abroad.

#### Operations

- (b) Hyundai Australia imports, promotes and distributes Hyundai and Genesis branded motor vehicles in Australia, and the Pacific region.
- (c) In the case of Hyundai branded motor vehicles, Hyundai Australia distributes the motor vehicles to a franchised network of independent Hyundai branded motor dealers across Australia.
- (d) In the case of Genesis branded motor vehicles, Hyundai Australia distributes the motor vehicles via its own network of Hyundai Australia owned retail outlets in Sydney, Melbourne, Gold Coast, Brisbane and Perth. Hyundai Australia sells Genesis branded motor vehicles directly to consumers from these wholly owned retail outlets and online.
- (e) Hyundai Australia employs approximately 342 people.
- (f) Hyundai Australia is comprised of six core internal operating divisions including Corporate, Marketing, Sales, Aftersales, Genesis and Network Development.
- (g) Hyundai Australia's headquarters and registered office is in Macquarie Park, NSW. Hyundai Australia also has regional offices in Victoria, Queensland, South Australia and Western Australia and as at the date of this Statement there are approximately 166 independent franchised Hyundai dealerships across Australia.

### Supply chain

- (h) Hyundai Australia's supply chain includes overseas and local Australian suppliers. Our key suppliers of motor vehicles, spare parts, accessories and various related goods and services are related entities of HMC and HMG in South Korea, Europe and Australia.
- (i) Purchases from non-related entities located in Australia mainly relate to support goods and services such as IT, marketing, accounting, consulting, legal and other miscellaneous services.
- (j) The largest category of spend is on the importation of motor vehicles from related entities in South Korea and Europe.

### 3. **Risks of modern slavery in our operations and supply chain**

- (a) As previously reported, Hyundai Australia considers that risks of modern slavery in our operations and supply chain primarily relate to the manufacture of motor vehicles and spare parts overseas, which are imported to Australia for distribution.
- (b) Hyundai Australia also recognises that there may be risks associated with a lack of visibility further down the supply chain, along with risks associated with locally sourced goods and services. Some local suppliers of goods may supply goods that originate from other jurisdictions (such as, for example, computer equipment, monitors etc).
- (c) In respect of goods and services sourced locally from within Australia, Hyundai Australia notes that Australia is classified as a low-risk jurisdiction according to the 2023 Global Slavery Index.
- (d) In respect of goods and services sourced from outside Australia, the majority of those goods and services are supplied from related entities of HMC and HMG in South Korea. Similarly, South Korea was classified as a low-risk jurisdiction in the 2023 Global Slavery Index.

### 4. **Addressing risks of modern slavery**

- (a) Hyundai Australia's main suppliers are related entities of HMC and HMG. All such related entities are subject to published group wide policies and procedures including a Supplier Code of Conduct & Human Rights Charter, available at <https://www.hyundaimotorgroup.com/sustainability/esgPolicy>.
- (b) The Supplier Code of Conduct:
  - (i) requires that all suppliers that provide goods and services to HMG, or enter into a contract for any other transactions, should comply with the Supplier Code of Conduct;

- (ii) among other things, requires that all suppliers prohibit all forms of forced, mandatory labour and child labour.
- (c) The Human Rights Charter states that HMG is committed to complying with a wide range of recognised human rights/labour-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.
- (d) Hyundai Australia has previously reported that improvement of its own framework for raising awareness of and addressing modern slavery risks is progressing and that it has (and where applicable continues to), for example:
  - (i) updated Hyundai Australia's local Supplier Engagement Policy to include material relating to Hyundai Australia's Supplier Code of Conduct and modern slavery compliance;
  - (ii) required all new suppliers to be bound by our Supplier Code of Conduct;
  - (iii) updated template services/contractor agreements to include positive obligations on suppliers and contractors to abide by the Supplier Code of Conduct;
  - (iv) introduced a modern slavery supplier questionnaire for new major suppliers to complete as part of the on-boarding process; and
  - (v) provided training to staff about modern slavery and supplier engagement.
- (e) As also previously reported, Hyundai Australia supports the reporting of any improper conduct. Hyundai Australia's Grievance Policy and Whistleblower Policy provide processes for, and protection of, individuals who raise any concerns.

5. **Assessing the effectiveness of our actions**

- (a) Hyundai Australia periodically reviews actions taken to address modern slavery risks in our supply chains, in an effort to assess whether they remain effective or require improvement or refinement.

6. **Consultation process**

- (a) Hyundai Australia does not own or control any other entities and therefore this criteria is not applicable.

7. **Authority to make this statement**

- (a) This statement was approved by the board of Hyundai Australia.



Ted Lee  
Chief Executive Officer  
1 October 2024