

Document Number	H12300019975-20230825-003256
Amended dated	
Department in Charge	Human Talent Management Team

Hyundai Steel Anti-Discrimination and Harassment Policy

Enactment & Revision History	Version	Record on Enactment and Revision	Contents of enactment /revision
	0	August 2023	Initial Enactment
	1		
	2		
	3		
	4		

[Team in Charge]

Human Talent Management Team

[Division in Charge]

Head of Business Management Division,
Managing Director

1. Overview

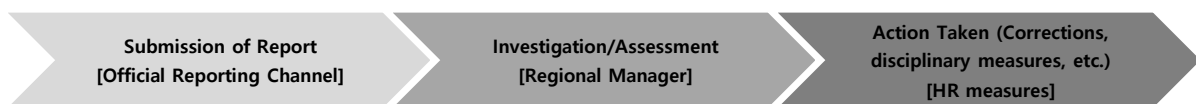
A. Purpose of Enactment

Hyundai Steel has established this policy to prevent issues relating to workplace harassment, sexual harassment, and discrimination that may occur during business operations, as well as to ensure that all employees receive equal treatment free from discrimination. Further, we recommend all of our subsidiaries, joint ventures, suppliers, contractors, etc., to adhere to this policy. Hyundai Steel complies with all laws on discrimination and harassment, including the Equal Employment Opportunity And Work-family Balance Assistance Act (hereinafter “Equal Employment Act”), Labor Standards Act, Occupational Safety And Health Act, Industrial Accident Compensation Insurance Act, etc.

B. Definitions

- **(No Harassment)** Using authority or status in the workplace in such a way that oversteps the limits of workplace appropriateness, causing physical or mental distress to other workers, or creating an unpleasant working environment, is strictly forbidden.
- **(No Sexual Harassment)** Any actions or behaviors of a sexual nature during work, which elicit feelings of disgust or humiliation in other workers, are strictly forbidden.
- **(No Discrimination)** Discriminatory treatment of workers based on gender, race, ethnicity, nationality, religion, disability, age, political views, birthplace, etc., is strictly forbidden.

C. Mitigating Actions



[Corrective process for workplace harassment, sexual harassment, and discrimination]

- We receive reports of workplace harassment, sexual harassment, or discrimination whenever such cases arise. Anyone can submit a report, and all reports received are followed up with an investigation and appropriate corrective measures.
- No disadvantages are conferred on those who report, or who are victims of, workplace harassment, sexual harassment, discrimination, etc. Further, victims are provided with workplace transfers, leave, and other such appropriate measures if

they so wish.

- In the event that cases of workplace harassment, sexual harassment, or discrimination are identified, a thorough investigation is conducted and offenders must receive any disciplinary actions deemed necessary, including workplace transfers and other such appropriate measures.

D. Confidentiality

Employees involved in the investigative process for workplace harassment, sexual harassment, or discrimination shall not, against the wishes of the victims or informants, leak confidential information obtained over the course of such investigations. Further, participants in an investigation shall be protected from receiving disadvantages, and shall be provided with relevant support if necessary.

E. Training and Dissemination

To prevent the reoccurrence of workplace harassment, sexual harassment, discrimination, and other such prohibited behavior, Hyundai Steel conducts – or orders offenders to receive – counselling and training for offenders. Further, training on the prevention of workplace harassment, sexual harassment, and discrimination is conducted at least once a year to foster an organizational culture of mutual respect.

F. Zero Tolerance Policy

Hyundai Steel recognizes the importance of a workplace culture based on mutual respect and dignity, and applies a zero-tolerance policy to behavior that may be considered discrimination or harassment. Further, for all such cases of workplace harassment, sexual harassment, discrimination, etc., as well as other illegal violations of individuals' rights, corrective measures and HR actions are taken in line with the severity of the infraction.