



## Lead the Charge Automaker Supply Chain Scorecard - 2025 Edition

The aim of this scorecard is to establish a new expectation – and competitive advantage – for what a clean car really is. Not just an EV, but an EV that is manufactured:

- **Equitably** – respecting and advancing the rights of Indigenous Peoples, workers, and local communities throughout the supply chain.
- **Sustainably** – preserving and restoring environmental health and biodiversity across supply chains, whilst reducing primary resource demand through efficient resource use and increased recycled content.
- **Fossil free** – 100% electric and made with a fossil fuel-free supply chain.

The indicator development for the scorecard was led by Pensions & Investment Research Consultants (PIRC), Europe's largest independent corporate governance and shareholder advisory firm, whose work was guided by members of the Lead the Charge coalition. [Please refer to the accompanying methodology document](#) for more information on the indicator development and research process.

This document contains the scores obtained by each automaker for each indicator of the scorecard, as well as explanations for why they were awarded these scores and information on the thresholds and benchmarks used for each indicator.

### Navigating this document

This document has several worksheets which present the data from the scorecard with differing levels of detail:

[2. Summary | Overall - - this worksheet presents the total scores the automakers received for each of the two main categories \(climate & environment, and human rights\), as well as the total scores for each of their four sub-categories.](#)

[3. Summary | Climate & Environment - this worksheets presents the scores for each indicator of the climate and environment category, which looks at automakers' efforts to ensure fossil-free and environmentally responsible supply chains.](#)

[4. Summary | Respect for Human Rights - this worksheet presents the scores for each indicator of the human rights categories, which looks at efforts by automakers to ensure responsible sourcing and respect for human rights throughout their supply chain](#)

[5. Auto Review | Climate & Environment - this worksheet also presents automakers' scores for each indicator in the climate & environment category but additionally includes the explanation and references for each score they received, as well as information on the respective benchmarks and thresholds applied to each indicator.](#)

[6. Auto Review | Respect for Human Rights - this worksheet also presents automakers' scores for each indicator in the human rights category but additionally includes the explanation and references for each score they received, as well as information on the respective benchmarks and thresholds applied to each indicator.](#)

[7. New Indicators | Not For Publication in 2025 Edition - this worksheet presents the scoring of new indicators that have been developed this year \(see the attached methodology for more information\). These indicators will not be included in the public version of the 2025 Leaderboard: scores are only shared with automakers and within the Lead the Charge network.](#)

[8. Weightings - this worksheet provides an overview of the weighting methodology applied to the groups of indicators used for each sub-category. Please see the accompanying methodology document for more information on this weighting methodology](#)

[8. 3rd Party Schemes Assessment - this worksheet shows the results of the assessment of third party auditing and accreditation schemes, which results in point modifiers being applied to some indicators. Please see the accompanying methodology document for more information on this assessment.](#)

Auto	Total score	Fossil Free and Environmentally Sustainable Supply Chains						Human rights and Responsible Sourcing					BEV % of total vehicle sales <sup>^</sup>
		General	Steel	Aluminium	Batteries	Total	Total x IM <sup>~</sup>	General	Transition minerals	Indigenous rights	Workers' rights	Total	
Ford	42%	45%	21%	35%	19%	30%	33%	69%	89%	20%	28%	52%	
Tesla	43%	42%	22%	33%	36%	33%	40%	60%	69%	26%	27%	46%	
Mercedes	41%	54%	24%	24%	37%	35%	38%	68%	40%	21%	50%	45%	
BMW	29%	60%	11%	1%	15%	22%	20%	64%	42%	12%	39%	39%	
Volkswagen	32%	51%	15%	4%	30%	25%	27%	69%	42%	6%	33%	37%	
Volvo	38%	32%	57%	44%	15%	37%	45%	62%	35%	4%	26%	32%	
Stellantis*	23%	36%	3%	4%	24%	17%	15%	68%	33%	0%	21%	31%	
GM	23%	28%	18%	21%	7%	19%	21%	47%	25%	11%	19%	25%	
Hyundai*	21%	44%	12%	4%	9%	17%	19%	48%	27%	0%	20%	24%	
Renault*	23%	47%	9%	9%	35%	25%	22%	44%	19%	6%	24%	23%	
Kia*	16%	29%	8%	0%	8%	11%	12%	39%	19%	0%	20%	20%	
Geely	18%	34%	16%	16%	11%	19%	19%	40%	14%	2%	12%	17%	
Honda	10%	15%	0%	0%	1%	4%	4%	32%	21%	0%	11%	16%	
Toyota	10%	15%	0%	0%	6%	5%	5%	22%	23%	0%	17%	16%	
Nissan*	12%	20%	11%	11%	4%	12%	12%	28%	9%	0%	12%	12%	
BYD	6%	5%	0%	0%	9%	3%	4%	17%	6%	0%	6%	7%	
GAC	4%	13%	0%	0%	10%	6%	6%	4%	2%	0%	0%	2%	
SAIC	1%	1%	0%	0%	7%	2%	2%	0%	0%	0%	0%	0%	

\*EV Volumes groups sales by of Hyundai-Kia and the Renault-Nissan-Mitsubishi alliance. They have been evaluated separately as they have different supply chain practices and policies and for ease, their EV Aug YTD sales were evenly split between them

<sup>~</sup>InfluenceMap scores were applied as a multiplier on the C&E section. Autos with a C or above received positive multiplier; below received negative, and autos not evaluated by InfluenceMap received no change. See the Climate & Environment review sheet for details. <https://automotive.influencemap.org/>

<sup>^</sup> EV-Volumes OEM Share tracker. All figures are cumulative annual values from January 2023 up to and including July 2023. The data covers passenger vehicles only and includes Europe, China, Korea, Japan, the United States and Canada.

LINKED DATA

Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai Points	
1. Fossil Free and Environmentally Sustainable Supply Chains (General)	1.1. Disclosure of emissions, water and deforestation management	1.1.1. The company discloses total scope 3 GHG emissions due to purchased goods and services.	2	2	
		1.1.2. The company discloses "significant emissions" in its supply chain.	1	0	
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	0	
		1.1.4. The company discloses deforestation and conversion-free commodity volumes from its supply chain	1	0	
		<b>DISCLOSE TOTAL</b>	<b>5</b>	<b>2</b>	
		<b>DISCLOSE NORMALIZED</b>	<b>1.0</b>	<b>0.4</b>	
		<b>DISCLOSE %</b>		<b>40%</b>	
	1.2. Target-setting and progress towards fossil free and environmentally sustainable supply chains	1.2.1. The company has set and disclosed a scope 3 SBT (must include reference to upstream/purchased goods & not only 'Well to Wheel')	2	1	
		1.2.2. The company commits to having suppliers provide science-based targets for GHG emissions.	1	0	
		1.2.3. The company discloses the current percentage of suppliers providing science-based targets.	1	0	
		1.2.4. The company requires all significant suppliers to set water reduction targets and disclose their water usage.	1	0	
		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	0.75	
		1.2.6. The company commits to eliminate deforestation and the conversion of all natural ecosystems from their supply chains.	1	0.25	
		<b>TARGET-SETTING &amp; PROGRESS TOTAL</b>	<b>7</b>	<b>2</b>	
		<b>TARGET-SETTING &amp; PROGRESS NORMALIZED</b>	<b>1.5</b>	<b>0.4</b>	
		<b>TARGET-SETTING &amp; PROGRESS %</b>		<b>29%</b>	
	1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains	1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.	1	0.5	
		1.3.2. The company implements incentives and control systems to improve water management by suppliers	1	0.6	
		1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain	1	0.6	
		<b>SUPPLY CHAIN LEVERS TOTAL</b>	<b>3</b>	<b>1.7</b>	
		<b>SUPPLY CHAIN LEVERS NORMALIZED</b>	<b>2.0</b>	<b>1.1</b>	
		<b>SUPPLY CHAIN LEVERS %</b>		<b>57%</b>	
	<b>GENERAL CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED</b>			<b>4.5</b>	<b>2.0</b>
	<b>GENERAL CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)</b>				<b>44%</b>
	2. Fossil Free and Environmentally Sustainable Supply Chains	2.1. Disclosure of scope 3 GHG emissions due to steel supply chains	2.1.1. The company discloses disaggregated GHG emissions for their steel supply chains.	1	0
			<b>DISCLOSE TOTAL</b>	<b>1</b>	<b>0</b>
			<b>DISCLOSE NORMALIZED</b>	<b>1.0</b>	<b>0.0</b>
<b>DISCLOSE %</b>				<b>0%</b>	

Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai Points	
Steel	2.2. Target setting and progress towards fossil free and environmentally sustainable steel supply chains	2.2.1. The company has set targets for the use of fossil free and environmentally sustainable steel.	2	0	
		2.2.2. The company publishes progress towards their target by disclosing the current percentage of low-CO2 steel in their annual production cycle.	1	0	
		2.2.3. The company has a target for the use of secondary/ scrap steel by 2030.	2	0	
		2.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled steel used in its annual production cycle.	1	0.75	
		<b>TARGET-SETTING &amp; PROGRESS TOTAL</b>	<b>6</b>	<b>0.75</b>	
		<b>TARGET-SETTING &amp; PROGRESS NORMALIZED</b>	<b>1.5</b>	<b>0.2</b>	
		<b>TARGET-SETTING &amp; PROGRESS %</b>		<b>13%</b>	
	2.3. Use of supply chain levers to achieve fossil free and environmentally sustainable steel supply chains	2.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free steel at scale.	1	0	
		2.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable steel at scale.	1	0	
		2.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free steel.	2	0	
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacture.	2	1	
		<b>SUPPLY CHAIN LEVERS TOTAL</b>	<b>6</b>	<b>1</b>	
		<b>SUPPLY CHAIN LEVERS NORMALIZED</b>	<b>2.0</b>	<b>0.3</b>	
		<b>SUPPLY CHAIN LEVERS %</b>		<b>17%</b>	
	<b>STEEL - TOTAL NORMALIZED</b>			4.5	0.5
	<b>STEEL - TOTAL % SCORE (WEIGHTED)</b>				<b>12%</b>
	3.Fossil Free and Environmentally Sustainable Aluminium	3.1. Disclosure of scope 3 GHG emissions due to aluminium	3.1.1. The company discloses disaggregated GHG emissions for their aluminium supply chains.	1	0
			<b>DISCLOSE TOTAL</b>	<b>1</b>	<b>0</b>
			<b>DISCLOSE NORMALIZED</b>	<b>1.0</b>	<b>0.0</b>
<b>DISCLOSE %</b>				<b>0%</b>	
3.2. Target setting and progress towards fossil free and environmentally sustainable aluminum supply chains		3.2.1 The company has set targets for the use of fossil free and environmentally sustainable aluminium	2	0	
		3.2.2. The company publishes progress towards their target by disclosing the current percentage of low-co2 aluminium in their annual production cycle	1	0	
		3.2.3. The company has a target to increase use of secondary/scrap aluminium by 2030.	2	0	
		3.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled aluminium used in its annual production cycle	1	0.75	
		<b>TARGET-SETTING &amp; PROGRESS TOTAL</b>	<b>6</b>	<b>0.75</b>	
		<b>TARGET-SETTING &amp; PROGRESS NORMALIZED</b>	<b>1.5</b>	<b>0.2</b>	
<b>TARGET-SETTING &amp; PROGRESS %</b>			<b>13%</b>		

Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai Points	
	3.3. Use of supply chain levers to achieve fossil free and environmentally sustainable aluminium supply chains	3.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free aluminium at scale.	1	0	
		3.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable aluminium	1	0	
		3.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free aluminium	2	0	
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing process.	2	0	
		<b>SUPPLY CHAIN LEVERS TOTAL</b>	<b>6</b>	<b>0</b>	
		<b>SUPPLY CHAIN LEVERS NORMALIZED</b>	<b>2.0</b>	<b>0.0</b>	
		<b>SUPPLY CHAIN LEVERS %</b>		<b>0%</b>	
		<b>ALUMINIUM - TOTAL NORMALIZED</b>	4.5	<b>0.2</b>	
	<b>ALUMINIUM - TOTAL % SCORE (WEIGHTED)</b>				<b>4%</b>
	<b>4. Fossil Free and Environmentally Sustainable Batteries</b>	4.1. Disclosure of scope 3 GHG emissions due to battery supply chains	4.1.1. The company discloses disaggregated scope 3 emissions for their battery supply chains, including a total for the whole battery and disaggregated emissions for key battery minerals (cathode / anode active materials)	1	0
<b>DISCLOSE TOTAL</b>			<b>1</b>	<b>0</b>	
<b>DISCLOSE NORMALIZED</b>			<b>1.0</b>	<b>0.0</b>	
<b>DISCLOSE %</b>				<b>0%</b>	
4.2. Target setting and progress towards fossil free and environmentally sustainable battery supply chains		4.2.1. The company has set a target to produce fossil free and environmentally sustainable batteries.	1	0	
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	0	
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	0	
		<b>TARGET-SETTING &amp; PROGRESS TOTAL</b>	<b>3</b>	<b>0</b>	
		<b>TARGET-SETTING &amp; PROGRESS NORMALIZED</b>	<b>1.5</b>	<b>0.0</b>	
<b>TARGET-SETTING &amp; PROGRESS %</b>			<b>0%</b>		
4.3. Use of supply chain levers to achieve fossil free and environmentally sustainable battery supply chains		4.3.1. The company requires all battery manufacturers to use 100% renewable electricity	2	0	
		4.3.3. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of lithium sourcing.	1	0	
		4.3.4. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of nickel sourcing.	1	0	
		4.3.5. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of cobalt sourcing.	1	0	
		4.3.6. The company participates in multi-stakeholder initiatives to collaborate with other buyers to incentivise investment in and production of fossil free and environmentally sustainable batteries at scale.	1	1	

Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai Points
		4.3.7. The company invests in the development of new battery chemistries & technologies that reduce their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials (such as persistent organic pollutants (POPs))	2	0.5
		4.3.8. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the recyclability of EV batteries	1	0
		4.3.9. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespan of its EV batteries.	1	0.5
		4.3.10. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	0.25
		<b>SUPPLY CHAIN LEVERS TOTAL</b>	<b>11</b>	<b>2.25</b>
		<b>SUPPLY CHAIN LEVERS NORMALIZED</b>	<b>2.0</b>	<b>0.4</b>
		<b>SUPPLY CHAIN LEVERS %</b>		<b>20%</b>
		<b>BATTERIES - TOTAL NORMALIZED</b>	<b>4.5</b>	<b>0.4</b>
		<b>BATTERIES - TOTAL % SCORE (WEIGHTED)</b>		<b>9%</b>
<b>Climate</b>	<a href="#">Influence Map</a>	Multiplier applied:		1.1

<b>CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED</b>	<b>18.0</b>	<b>3.1</b>
<b>CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)</b>		<b>17%</b>
<b>CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED + IM MULTIPLIER</b>		<b>3.4</b>
<b>CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED) + IM MULTIPLIER</b>		<b>19%</b>

Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai	
1. Responsible Sourcing and Human Rights Due Diligence: General Indicators	1.1. Commit	1.1.1. The company has a public commitment to human rights.	1	1	
		1.1.2. The company extends their human rights commitments to their Tier 1 suppliers and beyond.	2	1	
		<b>COMMIT TOTAL</b>	<b>3</b>	<b>2</b>	
		<b>COMMIT NORMALIZED</b>	<b>1.0</b>	<b>0.7</b>	
		<b>COMMIT %</b>		<b>67%</b>	
	1.2. Identify	1.2.1. The company has a process in place to assess salient human rights risks in their supply chain.	1	0.75	
		1.2.2. The company discloses the salient human rights risks in their supply chain and where they are located.	1	0.25	
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1	0.75	
		<b>IDENTIFY TOTAL</b>	<b>3</b>	<b>1.75</b>	
		<b>IDENTIFY NORMALIZED</b>	<b>1.5</b>	<b>0.9</b>	
		<b>IDENTIFY %</b>		<b>58%</b>	
	1.3. Prevent, Mitigate and Account	1.3.1. The company assesses the risk of adverse human rights impacts with suppliers prior to entering into any contracts.	2	1	
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2	1.6	
		1.3.3. The company reports on how it is prepared to respond if it finds non-conformances with the SCoC	1.5	1.5	
		1.3.4. The company discloses how they verify the implementation of corrective actions.	1	1	
		<b>PREVENT, MITIGATE &amp; ACCOUNT TOTAL</b>	<b>6.5</b>	<b>5.1</b>	
		<b>PREVENT, MITIGATE &amp; ACCOUNT NORMALIZED</b>	<b>2.0</b>	<b>1.6</b>	
		<b>PREVENT, MITIGATE &amp; ACCOUNT %</b>		<b>78%</b>	
	1.4. Remedy	1.4.1. The company has put in place a formal mechanism whereby workers, suppliers, suppliers' workers (in any tier) and other external stakeholders can raise grievances regarding adverse human rights impacts in their supply chain to an impartial entity.	2	0	
		1.4.2. The company discloses data about the practical operation of their grievance mechanism, such as the number of grievances filed, addressed, and resolved, their type, severity and outcome.	1	0	
		1.4.3. The company has put in place a remedy process.	2	0	
		<b>REMEDY TOTAL</b>	<b>5</b>	<b>0</b>	
		<b>REMEDY NORMALIZED</b>	<b>2.0</b>	<b>0.0</b>	
		<b>REMEDY %</b>		<b>0%</b>	
	<b>GENERAL HUMAN RIGHTS - TOTAL NORMALIZED</b>			<b>6.5</b>	<b>3.1</b>
	<b>GENERAL HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)</b>				<b>48%</b>
	2. Responsible	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai
Sourcing of Transition Minerals		2.1.2. The company requires its suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (CAHRAs)	2	0.5
		<b>COMMIT TOTAL</b>	<b>3</b>	<b>1.5</b>
		<b>COMMIT NORMALIZED</b>	<b>1.0</b>	<b>0.5</b>
		<b>COMMIT %</b>		<b>50%</b>
	2.2. Identify	2.2.1. The company has a process in place to map transition minerals (e.g. nickel, lithium, cobalt, copper, manganese, zinc) in their supply chains to the point of extraction.	2	1
		2.2.2. The company discloses transition minerals risks in their supply chain and where they are located.	1	0.5
		2.2.3. The company publishes a list of smelters or refiners (SoR) in its supply chain	1	0
		2.2.4. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	0
		<b>IDENTIFY TOTAL</b>	<b>5</b>	<b>1.5</b>
		<b>IDENTIFY NORMALIZED</b>	<b>1.5</b>	<b>0.5</b>
		<b>IDENTIFY %</b>		<b>30%</b>
	2.3. Prevent, Mitigate and Account	2.3.1. The company discloses how it monitors suppliers for compliance with the transition minerals due diligence requirements.	2	1.6
		2.3.2. The company formally engages SoRs to build their capacity to conduct due diligence of their own supply chains.	2	0
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2	0
		2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits.  Note: IRMA does not excuse companies from doing their own supply chain due diligence	2	0
		2.3.5. The company reports on how it is prepared to respond if it finds non-conformances associated with its responsible minerals sourcing policy occurring in its operations or supply chains.	1.5	1.5
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1	1
		<b>PREVENT, MITIGATE &amp; ACCOUNT TOTAL</b>	<b>10.5</b>	<b>4.1</b>
		<b>PREVENT, MITIGATE &amp; ACCOUNT NORMALIZED</b>	<b>2.0</b>	<b>0.8</b>
		<b>PREVENT, MITIGATE &amp; ACCOUNT %</b>		<b>39%</b>
2.4. Remedy		2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.	1	0
	<b>REMEDY TOTAL</b>	<b>1</b>	<b>0</b>	



Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai
		REMEDY NORMALIZED	2.0	0.0
		REMEDY %		0%
		TRANSITION MINERALS - TOTAL NORMALIZED	6.5	1.7
		TRANSITION MINERALS - TOTAL % SCORE (WEIGHTED)		27%
3. Indigenous Peoples' Rights and Free Prior and Informed Consent (FPIC)	3.1. Commit	3.1.1. The company explicitly commits to respecting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).	1	0
		3.1.2. The company has a public commitment to FPIC.	1	0
		3.1.3. The company extends their commitment on Indigenous Peoples' rights to their Tier 1 suppliers	2	0
		3.1.4. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1	0
		COMMIT TOTAL	5	0
		COMMIT NORMALIZED	1.0	0.0
		COMMIT %		0%
	3.2. Identify	3.2.1. The company has a process in place to assess risks to Indigenous Peoples' rights in their supply chain to the point of extraction.	1	0
		IDENTIFY TOTAL	1	0
		IDENTIFY NORMALIZED	1.5	0.0
		IDENTIFY %		0%
	3.3. Prevent, Mitigate and Account	3.3.1. The company provides additional discussion regarding the practices by which suppliers must obtain FPIC	1	0
		3.3.2. The company is a member of a multi-stakeholder group (e.g. IRMA) that includes the participation of Indigenous Peoples to ensure respect of Indigenous Peoples' rights at the point of extraction.	2	0
		3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e.g. extractives companies)	2	0
		3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.	1	0
		PREVENT, MITIGATE & ACCOUNT TOTAL	6	0
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	0.0
		PREVENT, MITIGATE & ACCOUNT %		0%
	3.4. Remedy	3.4.1. The company's grievance mechanism has a process for investigating and remedying breaches of FPIC that includes a formal role for impacted Indigenous Peoples.	1	0
		REMEDY TOTAL	1	0
		REMEDY NORMALIZED	2.0	0.0
		REMEDY %		0%
			INDIGENOUS RIGHTS - TOTAL NORMALIZED	6.5
		INDIGENOUS RIGHTS - TOTAL % SCORE (WEIGHTED)		0%

Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai	
4. Respect for Workers' Rights	4.1. Commit	4.1.1. The company has a commitment to workers' rights	1	0.25	
		4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond.	2	1.5	
		Note: only the specific worker rights commitments are evaluated here. Whether or not these commitments are extended beyond tier 1 suppliers is evaluated in the "General" human rights section.			
		<b>COMMIT TOTAL</b>		<b>3</b>	<b>1.75</b>
		<b>COMMIT NORMALIZED</b>		<b>1.0</b>	<b>0.6</b>
		<b>COMMIT %</b>			<b>58%</b>
	4.2. Identify	4.2.1. The company consults trade unions and/or workers' representatives in their assessment of salient workers' rights risks in their supply chain.	1	0	
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1	0	
		<b>IDENTIFY TOTAL</b>		<b>2</b>	<b>0</b>
		<b>IDENTIFY NORMALIZED</b>		<b>1.5</b>	<b>0.0</b>
		<b>IDENTIFY %</b>			<b>0%</b>
		4.3. Prevent, Mitigate and Account	4.3.1. The company actively collaborates with workers and the representative organisation(s) of workers' own choosing to promote respect for workers' rights in its supply chain.	2	0.5
	4.3.2. The company reports on how it is prepared to respond if it finds non-conformances associated with its workers' rights policy occurring in its operations or supply chains.		1.5	1.5	
	4.3.3. The company works with the relevant trade union and/or worker representative organisation to verify the implementation of corrective actions pertaining to workers' rights.		2	0	
	<b>PREVENT, MITIGATE &amp; ACCOUNT TOTAL</b>		<b>5.5</b>	<b>2</b>	
	<b>PREVENT, MITIGATE &amp; ACCOUNT NORMALIZED</b>		<b>2.0</b>	<b>0.7</b>	
	<b>PREVENT, MITIGATE &amp; ACCOUNT %</b>			<b>36%</b>	
	4.4. Remedy		4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1	0
		<b>REMEDY TOTAL</b>		<b>1</b>	<b>0</b>
		<b>REMEDY NORMALIZED</b>		<b>2.0</b>	<b>0.0</b>
		<b>REMEDY %</b>			<b>0%</b>
	<b>WORKERS' RIGHTS - TOTAL NORMALIZED</b>			<b>6.5</b>	<b>1.3</b>
	<b>WORKERS' RIGHTS - TOTAL % SCORE (WEIGHTED)</b>				<b>20%</b>
<b>HUMAN RIGHTS - TOTAL NORMALIZED</b>			<b>26.0</b>	<b>6.2</b>	

Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai
<b>HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)</b>				<b>24%</b>

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
1. Fossil Free and Environmentally Sustainable Supply Chains (General)	1.1. Disclosure of emissions, water and deforestation management	1.1.1. The company discloses total scope 3 GHG emissions due to purchased goods and services.	2	The following scores are absolute, not cumulative: <b>100%:</b> The company discloses scope 3 GHG emissions due to purchased goods and services. <b>25%:</b> The company includes scope 3 GHG emissions including purchased goods and services in overall disclosure, but does not disaggregate.  Note: the company may achieve additional points under each of the supply chain areas below, if they provide disaggregated emissions against each supply chain.	Hyundai discloses scope 3 GHG emissions, including for supply chains (purchase of raw materials and parts) and capital goods (purchase of furnishings and equipment) in its 2024 Sustainability Report (p. 36).  2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a>	2
		1.1.2. The company discloses "significant emissions" in its supply chain.	1	Based on GRI 305-7, significant emissions include: i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations  The following scores are absolute not cumulative: <b>100%:</b> the company discloses significant emissions in their supply chain against all of the above categories. <b>50%:</b> the company discloses significant emissions in their supply chain against some of the above categories.	Hyundai discloses Sox and Nox emissions in its own operations in its 2024 Sustainability Report (p. 100), but not for its supply chain.	0
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	According to GRI 303, water usage includes: - water withdrawn - water consumed - water discharged  Companies will need to define "key suppliers" and:  <b>50%:</b> provide data against some of the above indicators <b>100%:</b> provide data against all of the above indicators	Hyundai discloses water consumption in its own operations across geographies in its 2024 Sustainability Report (p. 99), but not for its supply chain.  2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		1.1.4. The company discloses deforestation and conversion-free commodity volumes from its supply chain	1	<p><b>50%:</b> The company discloses the percentage of high-risk hard commodity volumes sourced that are compliant with the company's requirements or policies on deforestation and conversion. OR <b>25%:</b> The company discloses deforestation and conversion-free commodity volumes from at least one of its key high-risk hard commodities</p> <p><b>50%:</b> The company discloses the percentage of high-risk soft commodity volumes sourced that are compliant with the company's requirements or policies on deforestation and conversion. OR <b>25%:</b> The company discloses deforestation and conversion-free commodity volumes from at least one of its key high-risk soft commodities</p> <p>High-risk commodities are identified with the SBTN's High Impact Commodities List. Relevant commodities for automotive supply chains include Copper, Iron, Lithium, Nickel, Bauxite/Aluminum, Zinc and Manganese (hard commodities), and Leather and Rubber (soft commodities).</p>	Not disclosed.	0
	<b>1.2. Target-setting and progress towards fossil free and environmentally sustainable supply chains</b>	1.2.1. The company has set and disclosed a scope 3 SBT (must include reference to upstream/purchased goods & not only 'Well to Wheel')	2	<p><b>100%:</b> the company discloses a verified science-based scope three target that includes upstream/purchased goods, including 2050 and interim year target(s). <b>50%:</b> the company discloses a lifecycle target that includes upstream/purchased goods, including 2050 and interim year target(s) and/or does not indicate if it has been verified as science-based. <b>25%:</b> the company only discloses 2050 zero emissions target with no interim target and/or it does not specify upstream/purchased goods.</p>	<p>Hyundai discloses a 2045 carbon neutrality target in its 2024 Sustainability Report (p. 38) and interim targets to reduce supply chain emissions by 10% by 2030 and 40% by 2035 (compared to base year 2023). Hyundai only states that it set its targets with reference to the SBTi guidance (p. 38) but does not confirm if the targets have been verified.</p> <p>2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	1
		1.2.2. The company commits to having suppliers provide science-based targets for GHG emissions.	1	<p>The following scores are absolute not cumulative.</p> <p><b>100%:</b> the company requires all its tier 1 suppliers, and their suppliers to set science-based targets. They also require tier 2 suppliers to set science-based targets.</p> <p><b>75%:</b> the company requires all its tier 1 suppliers set science-based targets.</p> <p><b>50%:</b> the company commits to having at least 70% of its key suppliers by emissions setting science-based targets by 2025.</p> <p><b>25%:</b> company commits to having suppliers setting science-based emissions targets, but does not provide a target date or target date is after 2025.</p> <p><b>0%:</b> Company does not have a commitment.</p>	<p>Hyundai commits to support its suppliers in improving their capacity for achieving carbon neutrality (2024 Sustainability Report, p. 32) and asks its suppliers to "exert their best efforts to minimize energy use and greenhouse gas emissions" (Supplier Code of Conduct, p. 9). Suppliers participating in Hyundai's CDP Supply Chain program are required to set carbon neutrality targets. However, Hyundai does not disclose if suppliers are required to join this program and does not disclose a target date for its suppliers to have set science-based emissions targets. .</p> <p>2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p> <p>Supplier Code of Conduct <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</a></p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		1.2.3. The company discloses the current percentage of suppliers providing science-based targets.	1	<p><b>25%:</b> they disclose the current percentage of tier 1 suppliers providing science-based targets.</p> <p><b>25%:</b> they disclose the current percentage of tier 2 suppliers providing science-based targets.</p> <p><b>25%:</b> additional points for over 50% of tier 1 suppliers providing science-based targets</p> <p><b>25%:</b> additional points for all tier 1 suppliers providing science-based targets.</p>	Not disclosed.	0
		1.2.4. The company requires all significant suppliers to set water reduction targets and disclose their water usage.	1	<p><b>50%:</b> the company requires tier 1 suppliers to set water reduction targets</p> <p><b>50%:</b> the company requires tier 1 suppliers to disclose their water usage. According to GRI 303, water usage includes:</p> <ul style="list-style-type: none"> <li>- water withdrawn</li> <li>- water consumed</li> <li>- water discharged</li> </ul>	<p>Hyundai indicates that its suppliers “should establish a system with which they can calculate their water use and wastewater discharge” in its supplier code of conduct (p. 8). In its 2023 CDP Water Security Report, Hyundai states that it “collect water quantity information at least annually from suppliers (e.g., withdrawal and discharge volumes)”. However, there is no indication that target setting or water usage disclosure is a requirement for suppliers.</p> <p>Supplier Code of Conduct  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</a></p> <p>Hyundai Motor Co - CDP Water Security Report  <a href="https://www.cdp.net/en/formatted_responses/responses?campaign_id=83631014&amp;discloser_id=1022535&amp;locale=en&amp;organization_name=Hyundai+Motor+Co&amp;organization_number=8708&amp;program=Water&amp;project_year=2023&amp;redirect=https%3A%2F%2Fcdp.credit360.com%2Fsurveys%2F2023%2F1xf84qg%2F2023-10-10-1022535-1022535">https://www.cdp.net/en/formatted_responses/responses?campaign_id=83631014&amp;discloser_id=1022535&amp;locale=en&amp;organization_name=Hyundai+Motor+Co&amp;organization_number=8708&amp;program=Water&amp;project_year=2023&amp;redirect=https%3A%2F%2Fcdp.credit360.com%2Fsurveys%2F2023%2F1xf84qg%2F2023-10-10-1022535-1022535</a></p>	0
		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	<p><b>25%:</b> The company has a process that includes reducing GHGs and other environmental impacts, but lacks targets as a basis for compliance.</p> <p>or</p> <p><b>50%:</b> The company has a process that includes reducing GHGs and other environmental impacts, and includes targets as a basis for compliance.</p> <p>plus</p> <p><b>25%:</b> the company provides quantitative information of the number of suppliers audited and the tiers that are audited.</p> <p><b>25%:</b> the company provides qualitative case studies of how they have engaged suppliers on their targets.</p>	<p>Hyundai states that its supply chain management includes “on-desk assessment, on-site audit, identification of high-risk suppliers, and improvement and monitoring” (2024 Sustainability Report, p. 67). It also “shares evaluation result report with the average score of benchmark companies and the top score in addition to areas of weakness and areas for improvement for each company, thereby inducing them to make improvement” (p. 68). Energy and GHG is one of the due diligence indicators, but targets are not used as a basis for compliance (p. 68).</p> <p>Hyundai also discloses the number of tier-1 and tier-2 suppliers audited. It provides examples of supporting suppliers with implementing the CDP supply chain program and improving capacity with reduction of carbon emissions by 2025 (p. 68).</p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	0.75

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		1.2.6. The company commits to eliminate deforestation and the conversion of all natural ecosystems from their supply chains.	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> The company has time-bound targets to eliminate deforestation and the conversion of natural ecosystems from their supply chain.</p> <p>OR</p> <p><b>100%:</b> The company has time-bound targets to eliminate sourcing of high-risk commodities from areas of High Carbon Stock (HCS) and High Conservation Value (HCV).</p> <p><b>75%:</b> The company has time-bound targets to eliminate deforestation and conversion of natural ecosystems in the supply chain of at least one of its high-risk hard commodities, and at least one soft-commodity.</p> <p>OR</p> <p><b>75%:</b> The company has time-bound targets to eliminate sourcing from areas of High Carbon Stock (HCS) and High Conservation Value (HCV) for at least one of its high-risk hard commodities, and at least one soft-commodity.</p> <p><b>50%:</b> The company has time-bound targets to eliminate deforestation and conversion of natural ecosystems in the supply chain of at least one of its high-risk commodities.</p> <p>OR</p> <p><b>50%:</b> The company has time-bound targets to eliminate sourcing from areas of High Carbon Stock (HCS) and High Conservation Value (HCV) for at least one of its high-risk commodities.</p> <p><b>25%:</b> The company has a general commitment or policy to halt deforestation and the conversion of natural ecosystems in its supply chains, which extends beyond illegal deforestation or conversion.</p>	<p>Hyundai has a No Deforestation Policy and a Biodiversity Protection Policy (both published in June 2022). It includes a general declaration to prevent deforestation (p. 3) and commits to set performance goals (p. 7). It commits to “complete a value chain structure that operates a business without deforestation in the mid-to-long term”, but does not have time-bound targets yet.</p> <p>Hyundai Motor Company No Deforestation Policy (June 2022)  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hmc-2022-policy-no-deforestation-policy-en.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hmc-2022-policy-no-deforestation-policy-en.pdf</a></p>	0.25
	1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains	1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.	1	<p><b>50%:</b> the company specifies that sustainability and/or ESG are included as factors for choosing a preferred supplier.</p> <p><b>25%:</b> the company specifies that GHG emissions are included in the tender and contracting process.</p> <p><b>25%:</b> the company specifies that “other significant air emissions” targets are included in the tender and contracting process.</p> <p>As companies are unlikely to publish their contract information, references may be found in sustainability reports, procurement policies, etc.</p>	<p>Hyundai discloses in its 2024 Sustainability Report (p. 68) that: “For new transaction targets, if a company receives an ESG evaluation score below the threshold score (70 points), it must submit an improvement plan and agree to be re-evaluated within six months. Further transactions will not proceed if the score remains below the threshold. For existing suppliers, we also emphasize the importance of supply chain ESG assessment by integrating the content of ESG assessment with our purchasing policy.” Hyundai also states that “when selecting new suppliers, we evaluate not only their quality management systems, financial structure, and management capabilities, but also their sustainability, safety, and security practices. The results of these evaluations are incorporated into the transaction conditions, and existing suppliers may also face penalties such as bidding sanctions based on the outcome of their evaluation”.</p> <p>However, it is unclear whether GHG or other significant emissions are included in the contracting process.</p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	0.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		1.3.2. The company implements incentives and control systems to improve water management by suppliers	1	<p><b>20%:</b> The company's Supplier Code of Conduct and / or Responsible Sourcing Policy includes specific requirements for suppliers with regards to water management and conservation (e.g. having in place a water management plan).</p> <p><b>40%:</b> The company implements purchase control systems to incentivize improved water management by (potential) new suppliers (e.g. water management is explicitly taken into account in the tender process and is a factor in selecting suppliers)</p> <p><b>40%:</b> The company provides evidence of policies, systems and/or processes it has operationalized to manage risks and address impacts of water depletion/pollution by (existing) suppliers (e.g. the company provides detail of specific water risks it has identified as part of its supply chain risk assessment process; the company provides evidence of how they have engaged with, or suspended, noncompliant suppliers on water management, etc.).</p>	<p>Hyundai's Supplier Code of Conduct states that "suppliers should establish a system with which they can calculate their water use and wastewater discharge" (p. 8). It also states (p. 8) that: "Suppliers should exert their best efforts to minimize water use and maximize the treatment of wastewater. Suppliers should manage the level of water contaminants discharged to comply with applicable legal standards or a more rigorous internal standard."</p> <p>In its 2023 CDP Water Security Report, Hyundai discloses (under W1.5) that "Hyundai Motor Company is conducting 'ESG evaluation' for its key suppliers to improve sustainability including water resources in the supply chain. The ESG evaluation is designed to identify suppliers' water usage, water resource management (watershed condition), water dependency, and supplier impacts on water availability and water quality."</p> <p>However, the company does not disclose incentives or requirements for potential new suppliers to improve their water management.</p> <p>Supplier Code of Conduct  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</a></p> <p>Hyundai Motor Co - CDP Water Security Report  <a href="https://www.cdp.net/en/formatted_responses/responses?campaign_id=83631014&amp;discloser_id=1022535&amp;locale=en&amp;organization_name=Hyundai+Motor+Co&amp;organization_number=8708&amp;program=Water&amp;project_year=2023&amp;redirect=https%3A%2F%2Fcdp.credit360.com%2Fsurveys%2F2023%2Fx1xf84qg%2F269347&amp;survey_id=82591437">https://www.cdp.net/en/formatted_responses/responses?campaign_id=83631014&amp;discloser_id=1022535&amp;locale=en&amp;organization_name=Hyundai+Motor+Co&amp;organization_number=8708&amp;program=Water&amp;project_year=2023&amp;redirect=https%3A%2F%2Fcdp.credit360.com%2Fsurveys%2F2023%2Fx1xf84qg%2F269347&amp;survey_id=82591437</a></p>	0.6
		1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain	1	<p><b>20%:</b> The company's Supplier Code of Conduct and / or Responsible Sourcing Policy includes specific requirements for suppliers with regards to deforestation and land conversion.</p> <p><b>40%:</b> The company implements purchase control systems to incentivize compliance on deforestation and land conversion by (potential) new suppliers (e.g. deforestation is explicitly taken into account in the tender process and is a factor in choosing a preferred supplier)</p> <p><b>40%:</b> The company provides evidence of policies, systems and/or processes it has operationalized to manage risks and address impacts of deforestation and land conversion by existing suppliers (e.g. the company provides detail of specific deforestation risks it has identified as part of its supply chain risk assessment process; the company provides evidence of how they have engaged with, or suspended, noncompliant suppliers on deforestation, etc.).</p>	<p>Hyundai states in its Supplier Code of Conduct that "suppliers should establish procedures to inspect the potential risks of deforestation due to their business operations in order to protect the local forests and exert their best efforts to prepare a response system to take appropriate measures in the event that actual or potential deforestation is recognized" (p. 11).</p> <p>Hyundai has established biodiversity risk management system in response to the EU Deforestation Regulation (EUDR). According to its 2024 Sustainability Report (p. 46), Hyundai "requires the directive suppliers of parts made with leather and rubber to provide the origin information of material they use during the bidding process, and identifies high risk sourcing based on this information. For risk prevention, the direct suppliers of parts made with leather are obligated to use LWG (Leather Working Group) certified leather... Regarding rubber, Hyundai works with tire companies to secure and utilize natural rubber that is not linked to deforestation." Hyundai does not disclose specific systems and processes to manage deforestation and land conversion risks with existing suppliers.</p> <p>Supplier Code of Conduct  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</a></p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	0.6
2. Fossil Free and Environmentally Sustainable Steel	2.1. Disclosure of scope 3 GHG emissions due to steel supply chains	2.1.1. The company discloses disaggregated GHG emissions for their steel supply chains.	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their steel supply chains</p> <p><b>50%:</b> The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the steel used in that vehicle.</p>	Not disclosed.	0



Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
	2.2. Target setting and progress towards fossil free and environmentally sustainable steel supply chains	2.2.1. The company has set targets for the use of fossil free and environmentally sustainable steel.	2	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:</p> <p><b>100%:</b> the company has a commitment to source 100% fossil free steel by 2050 and 50% fossil free steel by 2030.</p> <p><b>80%:</b> the company has a commitment to source 100% Responsible Steel Level 4 certified steel by 2040 and 50% automotive steel that is ResponsibleSteel level 3 or 4 by 2030 (targets that align with ResponsibleSteel's emissions thresholds for these levels will also be awarded points).</p> <p><b>60%:</b> the company has set a target that is aligned with First Movers Coalition guidance of 10% "low-CO2" primary steel by 2030 AND/OR aligns with SteelZero Commitment to source 100% net zero steel by 2050, with an interim commitment of using 50% Lower Emission Steel by 2030</p> <p><b>40%:</b> the company has an emissions reduction target for steel that is aligned with IEA Heavy Industry Guidance (27% emissions reduction by 2030 and 95% by 2050)</p> <p><b>20%:</b> the company has a commitment to net zero steel by 2050 and/or a 2030 emissions reduction target for steel that is below the IEA Heavy Industry Guidance</p>	Not disclosed.	0
		2.2.2. The company publishes progress towards their target by disclosing the current percentage of low-CO2 steel in their annual production cycle.	1	<p><b>50%:</b> The company discloses the current percentage of low-CO2 steel in their production cycle (definition of low-CO2 steel taken from SteelZero / ResponsibleSteel, specifically &lt; 2 tons CO2e/ton for primary steel with 0% scrap through to &lt; 0.35 tons CO2e/ton for secondary steel with 100% scrap).</p> <p><b>50%:</b> the company discloses the current percentage of Responsible Steel certified steel in their supply chain. Note: depending on the level of certification, companies may score points under the first category.</p> <p><b>MODIFIER:</b> Half points will be awarded if a company discloses information that meets either, or both, of the above criteria but only for some elements in its annual production cycle.</p>	Not disclosed.	0
		2.2.3. The company has a target for the use of secondary/ scrap steel by 2030.	2	<p><b>100%:</b> the company discloses a target for the use of recycled steel that is aligned with IEA Guidance for Heavy Industry has recycling, re-use: scrap as share of input in steel production as 54% by 2030</p> <p><b>50%:</b> the company discloses a target for the use of recycled steel.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		2.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled steel used in its annual production cycle.	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> the company discloses the percentage of recycled steel in their annual production cycle including volumes of both pre- and post-consumer steel.</p> <p><b>75%:</b> the company discloses the percentage of recycled steel in their annual production cycle.</p> <p><b>50%:</b> The company partially discloses the percentage of recycled steel for some elements within their annual production cycle.</p> <p>NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.</p>	<p>Hyundai discloses that “scraps from the pressing process are fully recycled through external sales and these scraps accounted for 32.4% of the total amount of raw materials used in 2023” (2024 Sustainability Report, p. 42). It also provides disclosure of the amount of steel used and the amount of scrap steel used among raw materials (p. 98). However, it seems that the recycled steel does not include post-consumer steel.</p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	0.75
	<b>2.3. Use of supply chain levers to achieve fossil free and environmentally sustainable steel supply chains</b>	2.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free steel.	1	<p><b>50%:</b> the company is a member of SteelZero.</p> <p><b>50%:</b> the company is a member of the First Movers Coalition's sector group on steel</p>	<p>Hyundai is not a member of SteelZero or the First Movers Coalition's sector group on steel.</p> <p><a href="https://www.theclimategroup.org/steelzero-members">https://www.theclimategroup.org/steelzero-members</a>  <a href="https://initiatives.weforum.org/first-movers-coalition/community">https://initiatives.weforum.org/first-movers-coalition/community</a></p>	0
		2.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable steel at scale.	1	<p><b>25%:</b> the company is a member of ResponsibleSteel.</p> <p><b>50%:</b> the company actively engages their steel suppliers regarding ResponsibleSteel certification.</p> <p><b>25%:</b> the company has disclosed purchasing commitments for ResponsibleSteel certified steel.</p> <p>Note: 0.6 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	<p>Hyundai is not a member of ResponsibleSteel.</p> <p><a href="https://www.responsiblesteel.org/members-and-associates">https://www.responsiblesteel.org/members-and-associates</a></p>	0
		2.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free steel.	2	<p><b>50%:</b> the company states that it has entered into a formal arrangement with <b>at least one</b> steel supplier to invest in and scale-up production of low-CO2 steel.</p> <p><b>25%:</b> <b>at least one</b> purchase agreement signed by the company with a steel supplier for the provision of low-CO2 steel <b>is a binding contract for which timelines and scale of supply (e.g. volume of steel to be purchased per year) are publicly disclosed.</b></p> <p><b>25%:</b> <b>at least one</b> purchase agreement signed by the company <b>is for the provision of steel produced with new technologies for fossil-free steelmaking.</b></p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacture.	2	<p><b>25%:</b> the company discloses that it is implementing a closed-loop process for steel (no reference to post-consumer scrap).  <b>OR</b>  <b>50%:</b> the company provides detail on a closed-loop process it is implementing for steel (must include reference to post-consumer scrap).  <b>PLUS</b>  <b>50%:</b> the company provides detail of how it uses automotive and/or component design to improve the recyclability of steel.</p>	<p>There is no reference to closed-loop process for recycling post-consumer scrap. There is reference to "Design for Recycling" more broadly: "Hyundai considers the recovery, treatment, and recycling of waste generated during the scrapping process to ensure that they can be dismantled and recycled easily based on the concept of DfR (Design for Recycling). At the design stage, we are particularly focused on expanding the use of recyclable materials based on the principle of recycling by design" (2024 Sustainability Report, p. 39). Hyundai also discloses that "ferrous and non-ferrous metal materials, which account for about 70% of vehicle materials, are predominantly reused and recycled". In its 2023 Sustainability Report, Hyundai also disclosed how it considers the recoverability of steel in design (2023 Sustainability Report, p.35-38)</p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p> <p>2023 Sustainability Report - <a href="https://www.hyundai.com/content/hyundai/ww/data/csr/data/0000000051/attach/english/hmc-2023-sustainability-report-en-v5.pdf">https://www.hyundai.com/content/hyundai/ww/data/csr/data/0000000051/attach/english/hmc-2023-sustainability-report-en-v5.pdf</a></p>	1
3.Fossil Free and Environmentally Sustainable Aluminium	3.1. Disclosure of scope 3 GHG emissions due to aluminium	3.1.1. The company discloses disaggregated GHG emissions for their aluminium supply chains.	1	<p>The following scores are absolute, not cumulative:  <b>100%:</b> The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their aluminum supply chains  <b>50%:</b> The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the aluminum used in that vehicle.</p>	Not disclosed.	0
	3.2. Target setting and progress towards fossil free and environmentally sustainable aluminium supply chains	3.2.1 The company has set targets for the use of fossil free and environmentally sustainable aluminium	2	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:  <b>100%:</b> The company has a commitment to source 100% fossil free Aluminium by 2050 and 50% fossil free Aluminium by 2030.  <b>80%:</b> the company has set a target that is aligned with Mission Possible 1.5 scenario all primary aluminium being produced with low-carbon power by 2035  <b>60%:</b> the company has set a target that is aligned with First Movers Coalition guidance of 10% "low-CO2" primary aluminium by 2030 (definition of low-CO2 taken from First Movers Coalition, specifically &lt; 3 tons CO2e/ton).  <b>40%:</b> the company has an emissions reduction target for aluminum that is aligned with IEA Heavy Industry Guidance (27% emissions reduction by 2030 and 95% by 2050)  <b>20%:</b> the company has a commitment to net zero aluminum by 2050 and/or a 2030 emissions reduction target for aluminum that is below the IEA Heavy Industry Guidance</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		3.2.2. The company publishes progress towards their target by disclosing the current percentage of low-co2 aluminium in their annual production cycle	1	The following scores are absolute, not cumulative: <b>100%:</b> the company discloses the percentage of "low-CO2" aluminium in their supply chain (low-CO2 defined as either aluminium with a carbon footprint of less than 4 CO2e/t Al or aluminium that is produced with renewable electricity). <b>50%:</b> The company partially discloses the percentage of low-co2 aluminium for some elements within their annual production cycle.	Not disclosed.	0
		3.2.3. The company has a target to increase use of secondary/scrap aluminium by 2030.	2	These scores are not cumulative, they are thresholds for achieving a particular score. <b>100%:</b> the company discloses a target for use of secondary or scrap aluminium that is aligned with IEA Net Zero 42% secondary/scrap by 2030. <b>50%:</b> the company discloses a target for use of secondary or scrap aluminium that is less than IEA Net Zero 42% secondary/scrap by 2030.	Not disclosed.	0
		3.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled aluminium used in its annual production cycle	1	<b>100%:</b> the company discloses the percentage of recycled aluminium in their annual production cycle including volumes of both pre- and post-consumer aluminium. <b>75%:</b> the company discloses the percentage of recycled aluminium in their annual production cycle. <b>50%:</b> the company partially discloses the percentage of recycled aluminium for some elements with their annual production cycle.  NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.	Hyundai discloses that "scraps from the pressing process are fully recycled through external sales and these scraps accounted for 32.4% of the total amount of raw materials used in 2023" (2024 Sustainability Report, p. 42). It also provides disclosure of the amount of aluminium used and the amount of scrap aluminium used among raw materials (p. 98). However, it seems that the recycled aluminium does not include post-consumer aluminium.  2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a>	0.75
	<b>3.3. Use of supply chain levers to achieve fossil free and environmentally sustainable aluminium supply chains</b>	3.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free aluminium	1	<b>100%:</b> the company is a member of First Movers Coalition sector group on aluminium	Hyundai is not a member of First Movers Coalition sector group on aluminium.  <a href="https://initiatives.weforum.org/first-movers-coalition/community">https://initiatives.weforum.org/first-movers-coalition/community</a>	0
		3.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable aluminium	1	<b>25%:</b> the company is a member of the Aluminium Stewardship Initiative (ASI). <b>50%:</b> the company actively engages their aluminum suppliers regarding ASI certification. <b>25%:</b> the company has disclosed purchasing commitments for ASI certified aluminium.  Note: 0.4 points modifier applied due to multistakeholder initiative assessment. See sheet 8.	Hyundai is not a member of ASI. <a href="https://aluminium-stewardship.org/about-asi/members">https://aluminium-stewardship.org/about-asi/members</a>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		3.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free aluminium	2	<p><b>50%:</b> the company states that it has entered into a formal arrangement with <b>at least one aluminum</b> supplier to invest in and scale-up production of low-CO2 aluminium.</p> <p><b>25%:</b> <b>at least one</b> purchase agreement signed by the company with a aluminum supplier for the provision of low-CO2 aluminium <b>is a binding contract for which timelines and scale of supply (e.g. volume of aluminium to be purchased per year) are publicly disclosed.</b></p> <p><b>25%:</b> <b>at least one</b> purchase agreement signed by the company is for the provision of aluminum <b>produced with new technologies for fossil-free aluminum production.</b></p>	Not disclosed.	0
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing process.	2	<p><b>25%:</b> the company discloses that it is implementing a closed-loop process for aluminum (no reference to post-consumer scrap).</p> <p><b>OR</b></p> <p><b>50%:</b> the company provides detail on a closed-loop process it is implementing for aluminum (must include reference to post-consumer scrap).</p> <p><b>PLUS</b></p> <p><b>50%:</b> the company provides detail of how it uses automotive and/or component design to improve the recyclability of aluminum. Note: this could include the development of new alloys.</p>	<p>There is reference to "Design for Recycling" more broadly: "Hyundai considers the recovery, treatment, and recycling of waste generated during the scrapping process to ensure that they can be dismantled and recycled easily based on the concept of DfR (Design for Recycling). At the design stage, we are particularly focused on expanding the use of recyclable materials based on the principle of recycling by design." Hyundai also discloses that "ferrous and non-ferrous metal materials, which account for about 70% of vehicle materials, are predominantly reused and recycled" (2024 Sustainability Report, p. 39). However, aluminum is not mentioned specifically.</p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	0
4. Fossil Free and Environmentally Sustainable Batteries	4.1. Disclosure of scope 3 GHG emissions due to battery supply chains	4.1.1. The company discloses disaggregated scope 3 emissions for their battery supply chains, including a total for the whole battery and disaggregated emissions for key battery minerals (cathode / anode active materials)	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> the company provides scope 3 GHG emissions their battery supply chain, disaggregated for cell production / manufacturing and key cathode / anode active materials (i.e. individual minerals) used in the battery</p> <p><b>75%:</b> the company provides scope 3 GHG emissions their battery supply chain, disaggregated for cell production / manufacturing and cathode and anode active materials (as a total)</p> <p><b>50%:</b> The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their battery supply chain.</p> <p><b>25%:</b> <b>The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the battery used in that vehicle.</b></p>	Not disclosed.	0
	4.2. Target setting and progress towards fossil free and environmentally sustainable battery supply chains	4.2.1. The company has set a target to produce fossil free and environmentally sustainable batteries.	1	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:</p> <p><b>100%:</b> the company has a commitment to produce 100% fossil free batteries by 2050 and 50% fossil free batteries by 2030.</p> <p><b>50%:</b> Alignment with IEA Heavy Industry Guidance (27% emissions reduction by 2030 and 95% by 2050)</p> <p><b>25%:</b> Commitment below IEA Heavy Industry Guidance.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	<p><b>25%:</b> statement of intent to reduce high intensity minerals in battery production (which may include a commitment to producing smaller batteries).</p> <p><b>25%:</b> the company has set a disaggregated target for the reduction of primary sources of <b>nickel</b> in their supply chain.</p> <p><b>25%:</b> the company has set a disaggregated target for the reduction of primary sources of <b>lithium</b> in their supply chain.</p> <p><b>25%:</b> the company has set a disaggregated target for the reduction of primary sources of <b>cobalt</b> in their supply chain.</p> <p>Note: The final three scoring criteria can also be met by setting targets for increasing the % recycled nickel/lithium/cobalt used in new batteries.</p>	Not disclosed.	0
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	<p><b>100%:</b> the company has a medium term target of 95% recovery for cobalt &amp; nickel with 70% lithium by 2030 (equal to that proposed by the EU) and a short term target of 90% recovery rate for cobalt &amp; nickel and 35% lithium by 2025.</p> <p><b>25%:</b> the company has set collection and/or recovery targets for high intensity battery metals that are lower and/or not disaggregated.</p>	Not disclosed.	0
	<b>4.3. Use of supply chain levers to achieve fossil free and environmentally sustainable battery supply chains</b>	4.3.1. The company requires all battery manufacturers to use 100% renewable electricity	2	<p><b>100%:</b> the company discloses a requirement that all battery manufacturers are required to use 100% renewable electricity.</p> <p><b>50%:</b> the company discloses agreements/requirements for 100% renewable energy with some battery manufacturers</p> <p><b>25%:</b> the company discloses agreements/requirements for reduced emissions with some battery manufacturers</p> <p>or</p> <p><b>50%:</b> the company discloses a requirement that all battery manufacturers are required to be "carbon neutral", "net zero" or similar but does not define how they are using the term.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		4.3.3. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of lithium sourcing.	1	<p><b>25%:</b> the company has entered into contractual agreements for the purchase of low CO2 lithium. These agreements may include purchasing commitments, and/or other forms of investment, including R&amp;D.</p> <p><b>25%:</b> the company has entered into contractual agreements to reduce other environmental impacts of lithium sourcing, including by incorporating environmental conditions into contracts with suppliers.</p> <p><b>25%:</b> the company discloses the specific areas or requirements that such environmental conditions included in contracts cover. This may include requirements regarding water usage, biodiversity, tailings management, etc. but the company must explain how these conditions address specific environmental risks associated with lithium sourcing.</p> <p><b>25%:</b> The company engages in multi-stakeholder initiative(s) to reduce impacts on sourcing (e.g. emissions, water, biodiversity etc.). Any such initiatives must be specific to lithium mining / refining.</p>	Not disclosed.	0
		4.3.4. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of nickel sourcing.	1	<p><b>25%:</b> the company has entered into contractual agreements for the purchase of low CO2 nickel. These agreements may include purchasing commitments, and/or other forms of investment, including R&amp;D.</p> <p><b>25%:</b> the company has entered into contractual agreements to reduce other environmental impacts of nickel sourcing, including by incorporating environmental conditions in contracts with suppliers.</p> <p><b>25%:</b> the company discloses the specific areas or requirements that such environmental conditions included in contracts cover. This may include requirements regarding water usage, biodiversity, tailings management, etc. but the company must explain how these conditions address specific environmental risks associated with nickel sourcing.</p> <p><b>25%:</b> The company engages in multi-stakeholder initiative(s) to reduce impacts on sourcing (e.g. emissions, water, biodiversity etc.). Any such initiatives must be specific to nickel mining / refining.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		4.3.5. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of cobalt sourcing.	1	<p><b>25%:</b> the company has entered into contractual agreements for the purchase of low CO2 cobalt. These agreements may include purchasing commitments, and/or other forms of investment, including R&amp;D.</p> <p><b>25%:</b> the company has entered into contractual agreements to reduce other environmental impacts of cobalt sourcing, including by incorporating environmental conditions into contracts with suppliers</p> <p><b>25%:</b> the company discloses the specific areas or requirements that the environmental conditions included in contracts cover. This may include requirements regarding water usage, biodiversity, tailings management, etc. but the company must explain how these conditions address specific environmental risks associated with cobalt sourcing.</p> <p><b>25%:</b> The company engages in multi-stakeholder initiative(s) to reduce impacts on sourcing (e.g. emissions, water, biodiversity etc.)</p>	Not disclosed.	0
		4.3.6. The company participates in multi-stakeholder initiatives to collaborate with other buyers to incentivise investment in and production of fossil free and environmentally sustainable batteries at scale.	1	<b>100%:</b> the company is a member of the Global Battery Alliance.	Hyundai is a member of the Global Battery Alliance.  <a href="https://www.globalbattery.org/about/members/">https://www.globalbattery.org/about/members/</a>	1
		4.3.7. The company invests in the development of new battery chemistries & technologies that reduce their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials (such as persistent organic pollutants (POPs))	2	<p><b>25%:</b> the company provides examples of R&amp;D that they are conducting to develop new battery chemistries / technologies that reduce the use of emissions-intensive minerals and/or toxic pollutants. R&amp;D could be done in house or via formal partnerships with battery manufacturers.</p> <p><b>25%:</b> the company provides examples of the systems and processes it is developing to scale this R&amp;D to commercial production.</p> <p><b>50%:</b> the company has brought to market electric vehicles that utilize battery chemistries / technologies that meet the above criteria.</p>	Hyundai states that it is investing in maximizing the performance of existing lithium-ion batteries and the development of next-generation battery technologies such as all-solid-state batteries (2024 Sustainability Report, p. 25). No additional details are disclosed  2024 Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a>	0.5



Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		4.3.8. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the recyclability of EV batteries	1	<p><b>25%:</b> the company provides examples of R&amp;D that they are conducting in-house or in partnership with value chain partners to improve the safe and effective recycling of batteries (for example direct recycling).</p> <p><b>25%:</b> the company provides examples of the systems and processes it is developing to scale this R&amp;D to commercial production.</p> <p><b>50%:</b> the company provides examples of battery recycling processes it has developed in-house or in partnership with value chain partners that have achieved recovery rates of at least 95% cobalt/nickel &amp; 70% lithium. Note disclosed recovery rates achieved at the pilot / R&amp;D stage are valid for points here. Disclosure of recycling rates achieved at commercial scale is evaluated in indicator 4.3.10.</p>	<p>Hyundai states that it works “toward the standardization and modularization of key EV components like batteries and motors through the development of an integrated modular architecture (IMA) system, which is expected to be completed by 2025” (2024 Sustainability Report, p. 25). However, there is no mention of how the system may increase the recyclability of batteries.</p> <p>2024 Sustainability Report  <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a></p>	0
		4.3.9. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespan of its EV batteries.	1	<p><b>25%:</b> the company indicates that there are processes in place (such as inspection, design, access to battery information, collection and transportation, etc.) for <b>repairing, reusing and/or repurposing</b> batteries.</p> <p><b>25%:</b> the company provides qualitative information about processes (including the establishment and operation of collection points) to increase the % of batteries being collected for reuse, repurposing and/or recycling</p> <p><b>50%:</b> the company provides quantitative information about the collection of batteries (i.e total numbers and / or percentages of batteries collected)</p>	<p>Hyundai discloses that it repurposes batteries for energy storage systems, and discloses some details provided on the collection system: “Hyundai is collaborating with Hyundai GLOVIS, a group company, to establish a global network and transportation control system that systematically collects and transports waste batteries from various locations around the world (2024 Sustainability Report, p. 41). But there no quantitative information about the collection of batteries is provided.</p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	0.5
		4.3.10. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	<p><b>25%:</b> the company indicates that there is a closed-loop process in place for <b>recycling</b> batteries (that involves recovering raw materials).</p> <p><b>25%:</b> the company provides detail on the battery recycling process / method(s) used and discloses that they do not use incineration / high-temperature combustion processes.</p> <p><b>50%:</b> the company provides quantitative information about the % of batteries currently being recycled (at commercial scale).</p>	<p>Hyundai discloses that “second-life batteries that cannot be remanufactured or recycled via Hyundai’s battery circulation system are broken into pieces and sent to a recycling business that extracts from them valuable metals such as lithium, cobalt, and nickel.” Hyundai states that it is building its “virtuous circulation system” for batteries, but does not disclose if this system has been operationalized (2024 Sustainability Report, p. 41). No additional details on battery recycling are disclosed.</p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	0.25

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
5. Climate Lobbying		Performance Band (A+ to F) is a full measures of a company's climate policy engagement, accounting for both its own engagement and that of its industry associations.	Multiplier of total category score	A=1.3 B=1.2 C=1.1 N/D = 1 D=0.9 E= 0.8 F=0.7	C- <a href="https://lobbymap.org/company/Hyundai-Motor">https://lobbymap.org/company/Hyundai-Motor</a>	1.1

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai Analysis	Hyundai
1. Responsible Sourcing and Human Rights Due Diligence: General Indicators	1.1. Commit	1.1.1. The company has a public commitment to human rights.	1		<b>100%:</b> the company has a standalone human rights policy or other formal commitment that it will respect the Universal Declaration of Human Rights and the International Bill of Rights, or commit to the UN Guiding Principles on Business and Human Rights (UNGPs).	Hyundai has a human rights policy in which the company commits to respecting and supporting the Universal Declaration of Human Rights and the UNGPs, among other instruments (p. 1).  Human Rights Charter <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf</a>	1
		1.1.2. The company extends their human rights commitments to their Tier 1 suppliers and beyond.	2		<b>50%:</b> the company has a Supplier Code of Conduct (SCoC) or equivalent that is easily accessible from their website. The SCoC explicitly references the company's human rights policy or states that suppliers are required to respect and/or uphold all human rights. <b>OR</b> <b>25%:</b> the company has a Supplier Code of Conduct (SCoC) or equivalent that is easily accessible from their website. The SCoC explicitly references human rights but only requires suppliers to respect a limited selection of human rights listed by the company.  <b>PLUS</b>  <b>50%:</b> the company "requires" or otherwise mandates their suppliers to apply the requirements of the SCoC to their own suppliers. <b>OR</b> <b>25%:</b> the company "expects" or "encourages" their suppliers to apply these standards to their own suppliers.	Hyundai's SCoC does not reference the company's Human Rights Policy, and does not require suppliers to respect and/or uphold human rights as such. It only requires respect for specific human rights the Code explicitly lists. Regarding human rights in general, it requests suppliers to "adopt the best practices" (p. 1).  As far as suppliers' own supply chain, the SCoC does not adopt mandatory language, but only one of advice or encouragement: "All suppliers should recommend other business entities in the supply chain, including upstream suppliers and subcontractors, to comply with the provisions contained within this Code of Conduct." (p. 3). Similarly, "Suppliers should recommend that their business partners (subcontractors) and other participants in the supply chain engage in management of ethical, environmental, labor/human rights, and safety/health factors in planning, designing, selling and manufacturing goods and services." (p. 17).  Supplier Code of Conduct <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</a>	1
	1.2. Identify	1.2.1. The company has a process in place to assess salient human rights risks in their supply chain.	1		<b>25%:</b> the company states that there is a process in place for identifying salient human rights risks.  <b>25%:</b> the company explains its methodology for identifying risks (e.g. desktop review) and prioritising them.  <b>25%:</b> the company specifies how often they repeat this risk assessment.  <b>25%:</b> the company specifies if and how they engage with external human rights experts. Note: this engagement must be specific to the company and its supply chains to be scored here. Simply participating in a multistakeholder initiative that includes human rights experts is not sufficient, unless the company has articulated how it applies the information gained via these initiatives to their own supply chain.  Finally, effective risk identification involves consultation with potentially impacted stakeholders. We have included additional indicators under each section below to reflect this.	Hyundai's Human Rights Policy states that the company "evaluates and manages ESG risks arising from the supply chain" (p. 5). The policy briefly describes the company's Human Rights Due Diligence process, including methodology for identifying risks. This includes a self-assessment, a written assessments, and on-site audits where needed: "Based on the results of the written assessment, Hyundai Motor Company may conduct an on-site due diligence to confirm whether there is any risk by checking internal regulations and systems related to human rights, conducting interviews and conducting on-site inspections." A separate third-party audit may be conducted (p. 9).  Hyundai's Sustainability Report describes the company's risk identification process in greater detail, including information regarding preliminary assessment of human rights risks, the elaboration of tailored indicators, desk-based human rights risk assessments, selection of business sites to audit, audit methodology, etc. (p. 52, 67). This also includes prioritisation criteria (p. 67).  Human rights risk assessments are performed annually (p. 9). The company does not state whether/how they consult with human rights experts as part of the risk identification process.  Human Rights Charter <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf</a>  2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a>	0.75

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai Analysis	Hyundai
		1.2.2. The company discloses the salient human rights risks in their supply chain and where they are located.	1		<p>The following scores are absolute not cumulative:</p> <p><b>25%:</b> the company names the generic, salient risks in their supply chain (e.g. conflict minerals, forced labour, water security, etc.).</p> <p><b>50%:</b> the company discloses where in their supply chain these risks occur, by reference to geographical location, material type, and/or tier. <b>Note: greater level of specificity on all these elements is expected under indicator 2.2.2 on transition minerals risks.</b></p> <p><b>100%:</b> the company provides additional description of these risks. <b>Note: to score here, the description must be based on findings from the company's due diligence measures, and not constitute a generic description.</b></p>	<p>Hyundai names the generic, salient risks in both its own operations and supply chain, based on preliminary predictions and actual desk-based and on-site assessments. Preliminary predictions include risks connected to suppliers' working conditions, collective bargaining right, freedom of association, etc, and risks overseas in terms of forced labor, child labor, and discrimination against migrant/contract workers and women/children". The company then lists, based on the results of actual "on-desk and on-site" assessments, "low" and "high" risks (Sustainability Report, p. 52).</p> <p>Beyond listing them, the company does not describe these risks in any level of detail.</p> <p>2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	0.25
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1		<p><b>50%:</b> the company outlines the process for how they identify high risk supplier categories in Tier 1 in order to prioritise differential assurance actions. This may include taking into account the leverage that the automotive company has to affect change (e.g. their annual spend, whether they are a primary or majority buyer, etc.), the geography of suppliers, and the severity of the risks that have been identified.</p> <p><b>25%:</b> the company outlines how this process extends beyond tier 1. Note: this does not necessarily have to involve a process that extends to the point of extraction, as this is covered below in the transition minerals section.</p> <p><b>25%:</b> the company outlines the types of differential assurance actions it uses to manage those risks. Note: to score here, it must do more than indicate that there are differential assurance actions, it must specify what those are.</p>	<p>Hyundai states that their supply chain sustainability risk evaluation consists of on-desk assessments and on-site audit and identification of high-risk suppliers (Sustainability Report, p. 67). The company selects business sites for on-site audits, based on the results of written assessments, "taking into consideration various factors such as the location of the site and its operational characteristics, worker composition, and its impact on the local community." "Particular attention is paid to business sites where potential human rights risks are identified or where negative impacts are anticipated, prioritizing them for on-site inspections." (Sustainability Report, p. 52). The company adds "supplier written assessment results serve as basic data for checking suppliers' sustainability risks, choosing suppliers subject to on-site due diligence, and categorizing high-risk suppliers" (p. 67).</p> <p>The company does not outline whether/how this process extends beyond Tier 1.</p> <p>Hyundai describes the types of differential assurance actions it uses to manage risks in the supply chain in its Sustainability Report. These include "risk improvement recommendations", requirements for suppliers to establish risk mitigation plans and implement measures based on mutual discussion, "request for immediate improvement or recommend making an improvement plan for high-risk factors identified in the written assessment or on-site due diligence process", and "providing such financial and non-financial support as training, consulting, and guidance, to suppliers to help them implement improvement measures" (p. 66, 67).</p> <p>2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	0.75

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai Analysis	Hyundai
	1.3. Prevent, Mitigate and Account	1.3.1. The company assesses the risk of adverse human rights impacts with suppliers prior to entering into any contracts.	2		<p><b>25%:</b> the company outlines the process to assess risks at individual suppliers. This may include supplier questionnaires, audits, etc. Note: it is not enough for companies to state that they assess suppliers prior to entering into any contracts, they must outline how this assessment occurs. Secondly, a requirement that suppliers sign a statement confirming their compliance is not sufficient risk assessment. Similarly, companies must outline how they verify information provided in supplier self-assessment questionnaires.</p> <p><b>25%:</b> the company provides quantitative information of the number of <b>potential new</b> suppliers assessed, and the tier that they belong to.</p> <p><b>25%:</b> the company provides quantitative information on the number of <b>potential new</b> suppliers where non-conformances were found. Note: the action taken to respond to these findings is addressed by indicators below.</p> <p><b>25%:</b> this process extends beyond tier 1 to tier 2 at a minimum.</p>	<p>Hyundai explains that when selecting new suppliers, the company evaluates “their sustainability, safety, and security practices. The results of these evaluations are incorporated into the transaction conditions...” ... “If we determine that a supplier is qualified for trade as a result of a supplier evaluation, we receive from the supplier its evaluation report, survey on actual conditions, financial statements, as well as pledges on improving sustainability, including a written ethics pledge, a written agreement on supplying eco-friendly parts, a written quality pledge, and a written information protection pledge” (Sustainability Report, p. 66).</p> <p>The company further specifies that, “for new transactions targets, if a company receives an ESG evaluation score below the threshold score (70 points), it must submit an improvement plan and agree to be re-evaluated within six months. Further transactions will not proceed if the score remains below the threshold” (Sustainability Report, p. 68).</p> <p>Hyundai discloses that in 2023, they registered and assessed 1,454 Tier 1 suppliers (Sustainability Report, p. 66). However, the company does not specify how many of these were new suppliers, and whether they were all assessed in line with the process outlined above.</p> <p>Hyundai describes the criteria for selecting “key” suppliers, including Tier 2 suppliers “that have a significant impact on business operations”, and discloses that these currently stand at 24 (Sustainability Report, p. 66).</p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	1
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2		<p><b>20%:</b> the company indicate that there is a process in place to monitor compliance.</p> <p><b>20%:</b> the company provides details on the process (e.g. tools, technologies and sources of information they use, auditing practices, how they select suppliers to audit, how often these audits take place, etc).</p> <p><b>20%:</b> the company provides quantitative information on the number of suppliers assessed for compliance and the tiers that are assessed. Note: this indicator refers to quantitative assessment tools (e.g. surveys).</p> <p><b>20%:</b> the company provides quantitative information of the number of suppliers audited and the tiers that are audited. Note: this indicator refers to on-site audits.</p> <p><b>20%:</b> the company provides quantitative information on non-conformances found. Note: the action taken to respond to these findings is addressed by indicators below.</p> <p>Notes: Quantitative information on assessments and audits can be provided as a percentage of suppliers assessed / audited or as a number. If the company provides a number of suppliers assessed / audited, they must also provide the total number of suppliers.</p> <p>For due diligence to be effective, it must involve potentially impacted stakeholders and/or their representatives. This is scored under each of the sections listed below.</p>	<p>Hyundai’s SCoC outlines the company’s monitoring approach: “third party entities commissioned by Hyundai Motor Company, may verify and inspect, within the scope permitted by the law, whether suppliers are complying with the provisions of the Supplier Code of Conduct.” (p. 4). It states further that “suppliers should provide evidence of compliance with this Supplier Code of Conduct during regular written assessments or on-site visits carried out by Hyundai Motor Company or designated third parties” (p. 18) and that “suppliers should prepare and manage appropriate documents to prove their compliance with this Supplier Code of Conduct.” (p. 18). In its Sustainability Report, the company adds that they monitors the status of sustainability compliance by “assessing sustainability risks, and conducting due diligence.” (p. 66).</p> <p>Hyundai discloses that, in 2023, 1,454 suppliers (equivalent to 100% purchase volume), underwent an on-desk ESG risk assessment. The company also discloses that 282 Tier 1 suppliers underwent an on-site audit of ESG risks. Of these, the company states that 17 suppliers were found to have “negative impact” (Sustainability Report, p. 69). However, it is not clear what “negative impact” amounts to (in particular, whether this refers to sustainability non-conformances), and whether the impact identified is on human rights or on the company.</p> <p>Human Rights Charter  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf</a></p> <p>Supplier Code of Conduct  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</a></p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	1.6

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai Analysis	Hyundai
		1.3.3. The company reports on how it is prepared to respond if it finds non-conformances with the SCoC	1.5		<p>This indicator relates to the contractual relationship between suppliers and the auto-manufacturer. It applies to all tiers to the point of extraction where there is, or there might be, a direct relationship between the auto manufacturer and the supplier.</p> <p><b>33%:</b> the company discloses that suppliers will be subject to corrective action plans if non-conformances are identified.</p> <p><b>33%:</b> the company discloses specific actions it will take in response to adverse human rights impacts and/or other human rights related contractual breaches by suppliers (for example, stop-work notices, warning letters, supplementary training, policy revision and termination of the contract).</p> <p><b>33%:</b> the company discloses the number of corrective action plans or equivalent issued during the reporting year.</p> <p>Note: this is distinct from providing remedy to impacted stakeholders.</p>	<p>Potential new suppliers that do not meet an initial ESG evaluation threshold “must submit an improvement plan and agree to be re-evaluated within six months.” The company specifies that “further transactions will not proceed if the score remains below the threshold” (Sustainability Report, p. 68).</p> <p>Regarding existing suppliers, the company’s Human Rights Policy indicates that “it is recommended that the evaluation subject establish a self-improvement plan for insufficient matters derived from the self-diagnosis” ... “any “high-risk” and “non-conformity” items found and evaluated through the written assessment, on-site due diligence and 3rd party audit shall be required to be immediately improved or shall be required to establish improvement plans” (p. 9).</p> <p>The company also state that they “impose penalties on those who are responsible for accidents”, and “existing suppliers may also face penalties such as bidding sanctions based on the outcome of their evaluation” (Sustainability Report, p. 66). Immediate corrective measures are taken for matters that can be improved right away during an on-site audit. For other confirmed risks, we hold discussions with the respective supplier on the time and method of implementation and expected issues, and establish improvement tasks (p. 68).</p> <p>Hyundai’s SCoC also indicate that suppliers will be required to respond to identified risks by establishing plans and implementing countermeasures to mitigate these risks. The SCoC adds that “the lack of meaningful improvement efforts by a supplier in violation of the Supplier Code of Conduct may result in difficulty to continue a working business relation with Hyundai Motor Company.” (p. 4).</p> <p>Hyundai discloses that 17 improvement plans were agreed upon with suppliers found to have “negative impacts” during the reporting year (Sustainability Report, p. 69).</p> <p>Human Rights Charter <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf</a></p> <p>Supplier Code of Conduct <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</a></p> <p>2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	1.5
		1.3.4. The company discloses how they verify the implementation of corrective actions.	1		<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> the company discloses the types of actions that it undertakes across its whole supply chain to verify whether corrective actions have occurred.</p> <p><b>25%:</b> the company only a subset of the types of actions that it undertakes to verify whether correction actions have occurred (e.g. audits) and/or only discloses the types of actions that it undertakes for certain supply chains and/or materials to verify whether corrective actions have occurred.</p> <p>Note: successful corrective measures involve impacted stakeholders and/or their representatives. Their involvement is scored under each section below.</p>	<p>Hyundai’s Human Rights Policy states that the company will continuously monitor whether suppliers are “diligently and effectively implementing the mutually agreed improvement plans”. In its Sustainability Report, the company explains that “Immediate corrective measures are taken for matters that can be improved right away during an on-site audit”. For other confirmed risks, the company establishes “improvement tasks”. The company states that they “monitor whether suppliers implement improvement measures”, and “actively provide support in case suppliers do not have enough ability to make improvements themselves”. In 2023, this included providing capacity building support and consulting services (p. 69). For potential new suppliers, agreed improvements on risks detected are evaluated within six months of the initial assessment (p. 68).</p> <p>Human Rights Charter <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf</a></p> <p>2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai Analysis	Hyundai
	1.4. Remedy	1.4.1. The company has put in place a formal mechanism whereby workers, suppliers, suppliers' workers (in any tier) and other external stakeholders can raise grievances regarding adverse human rights impacts in their supply chain to an impartial entity.	2		<p><b>10%:</b> if the company only has an in-house mechanism</p> <p><b>20%:</b> the company has put in place an independent, formal mechanism to report a grievance to an impartial entity regarding human rights in the company's supply chains.</p> <p><b>20%:</b> The mechanism is available to its workers, suppliers, suppliers' workers (in any tier) and other external stakeholders (e.g. whistleblower hotline).</p> <p><b>50%:</b> the company communicates how the existence of the mechanism is communicated to its suppliers' workers and other impacted stakeholders. <b>Note: simply posting it on the website is not enough.</b></p> <p>The involvement of impacted stakeholders and their legitimate representatives (e.g. workers, indigenous communities, etc.) in the design, review, operation and ongoing improvement of grievance mechanisms is central to their efficacy. As such, additional indicators have been included under each focus area regarding the specific integration of feedback from different stakeholder groups.</p>	<p>Hyundai's Human Rights Policy refers to an in-house Grievance Procedure to receive reports of "human rights violations or human rights risks in the local language from officers, employees and other persons or organizations (reporters) who are victims of such violations or are aware of such violations" (p. 6-7). However, this mechanism is focused on human rights issues arising within the company's own operations, and not the supply chain. (Sustainability Report, p. 54).</p> <p>As far as supply chain grievances, Hyundai's SCoC recommends suppliers to establish their own grievance mechanisms to address issues (p. 17). The company therefore provides no evidence that it has established a grievance mechanism to address supply chain human rights grievances itself and, for this reason, these indicators cannot be assessed.</p> <p>Human Rights Charter  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf</a></p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p> <p>Supplier Code of Conduct  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</a></p>	0
		1.4.2. The company discloses data about the practical operation of their grievance mechanism, such as the number of grievances filed, addressed, and resolved, their type, severity and outcome.	1		<p><b>25%:</b> The company provides quantitative information about the total number of grievances raised during the reporting year.</p> <p><b>50%:</b> The company provides disaggregated information about the total number of <b>supply chain</b> grievances raised, with detail as to their type, severity and tier</p> <p><b>25%:</b> the company provides information about the number of <b>supply chain</b> grievances resolved. <b>The indicator below seeks greater detail as to the concrete measures of reparation offered.</b></p>	Hyundai does not appear to have put in place mechanisms for receiving and resolving supply chain grievances, so these indicators cannot be assessed.	0
		1.4.3. The company has put in place a remedy process.	2		<p><b>50%:</b> the company discloses the process for determining remedy. This should indicate in general terms:  - <b>25%:</b> how they investigate an issue that is raised and escalate the issue within the company  - <b>25%:</b> how they determine appropriate remedy</p> <p><b>50%:</b> the company discloses information on the the measures of reparation for human rights abuses provided through its remedy process:  - <b>25%:</b> The company discloses information about the number of confirmed human rights grievances in its supply chain that resulted in measures of reparation to those affected, or in a request for suppliers to provide reparation.  - <b>25%:</b> The company provides one or more qualitative case studies to illustrate reparations in action (where there have been no cases resulting in measures of reparation that year, case studies from previous years to illustrate the process will suffice). Note: this information can be anonymised, to protect the identity of those involved.</p>	Hyundai does not appear to have put in place mechanisms for receiving and resolving supply chain human rights grievances, so these indicators cannot be assessed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai Analysis	Hyundai
2. Responsible Sourcing of Transition Minerals	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1		<p>The following scores are not cumulative, they are absolute:</p> <p><b>100%:</b> the company has a standalone responsible minerals sourcing policy or their human rights policy includes a section on the responsible sourcing of minerals and metals that applies to all minerals and metals.</p> <p><b>75%:</b> the company has a standalone responsible minerals sourcing policy or their human rights policy includes a section on the responsible sourcing of minerals and metals that goes beyond "conflict minerals" to include some other minerals or metals (e.g. includes cobalt).</p> <p><b>50%:</b> the company has a standalone responsible minerals sourcing policy or their human rights policy includes a commitment to the responsible sourcing of "conflict minerals" only.</p>	<p>Hyundai and Kia have established a joint responsible minerals sourcing policy that applies to conflict minerals, cobalt, and, "minerals that pose human rights violations or environmental destruction issues in the mining process."</p> <p>Conflict Minerals (Responsible Minerals) Policy <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-conflict-minerals-responsible-minerals-policy-eng-2022.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-conflict-minerals-responsible-minerals-policy-eng-2022.pdf</a></p>	1
		2.1.2. The company requires its suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (CAHRAs)	2		<p><b>50%: Implementation of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs:</b></p> <p>- <b>50%:</b> the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to all salient metals and minerals from anywhere.</p> <p>OR</p> <p>- <b>25%:</b> the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to all metals and minerals from CAHRAs.</p> <p>OR</p> <p>- <b>10%:</b> the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to tin, tungsten, tantalum, and gold (3TGs) from CAHRAs.</p> <p><b>50%: Implementation of Due Diligence:</b></p> <p>- <b>25%:</b> the company requires suppliers to have a due diligence process in place to identify raw materials sources, specifically, conducting due diligence on Smelter or Refiners (SoRs) in their supply chain (this may include the use of third party certification, etc).</p> <p>- <b>25%:</b> the company requires suppliers to disclose smelter/refiner information.</p>	<p>Hyundai does not require suppliers to undertake due diligence in accordance with the OECD Guidance. The company's SCoC does include requirements specifically focused on responsible mineral sourcing. Suppliers should establish "a process to identify the country and region from which raw materials, parts and components used at any point in their supply chain, directly or indirectly, in the manufacture of items supplied to Hyundai Motor Company are sourced" (p. 6-7). They should also confirm "the point of origin and smelters relating to all minerals and raw materials including conflict minerals" (p. 7). Suppliers should "exert their best efforts to inspect whether social/environmental issues such as human rights abuses ... are occurring at the point of origin/smelter from which minerals and other raw materials are sourced" and "independently confirm or seek external certification that minerals and raw materials sourced by them are free from social/environmental issues such as human rights abuses..." (p. 7).</p> <p>There is no specific requirement or expectation to disclose SoR information.</p> <p>Supplier Code of Conduct <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</a></p>	0.5



Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai Analysis	Hyundai
	2.2. Identify	2.2.1. The company has a process in place to map transition minerals (e.g. nickel, lithium, cobalt, copper, manganese, zinc) in their supply chains to the point of extraction.	2		<p><b>25%:</b> the company discloses that they have a process in place to map transition minerals supply chains back to the point of extraction.</p> <p><b>25%:</b> the company provides detail on the processes that they have put in place to map their transition minerals supply chains to the point of extraction.</p> <p><b>25%:</b> the company discloses the portion of the transition minerals supply chain that they have mapped to the point of extraction. Note: this could be by specifying which supply chains they have mapped, a percentage of total suppliers mapped, etc.</p> <p><b>25%:</b> the company discloses concrete information from their mapping (e.g. primary country of origin).</p> <p>MODIFIER: In order to achieve full credit the mapping must cover at least the three focus minerals that are of significant industry and stakeholder focus given outsized volume and/or impacts: cobalt, nickel &amp; lithium. Companies that map two of fewer minerals will receive half scores.</p>	<p>Hyundai has undertaken partial supply chain mapping, and provides some detail on the process and relevant minerals: “based on the Conflict Minerals Reporting Template (CMRT) and Extended Mineral Reporting Template (EMRT) for supplier information collection that are provided by the Responsible Mineral Initiative (RMI)”, the company is “tracking the supply chain (mine-smelter-tier-1 supplier, etc.) for tin, tantalum, tungsten, gold, and cobalt” (Sustainability Report, p. 70).</p> <p>The company also states that in 2023, they initiated a “supply chain mapping pilot program for selected suppliers in order to pinpoint their locations and their potential connections to alleged violators of the laws against forced labor.” The company states that they “plan to expand this program in the future, targeting key component groups such as aluminum, batteries, steel, tires, and polysilicon” (Sustainability Report, p. 67). Hyundai does not specify if they have completed their mapping for any part of their supply chain, and does not disclose any concrete information about the results of their mapping.</p> <p>2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	1
		2.2.2. The company discloses transition minerals risks in their supply chain and where they are located.	1		<p><b>50%:</b> the company describes the risks of sourcing from CAHRAs in their supply chains, specifying the minerals and countries of origin (potentially) involved.</p> <p><b>50%:</b> the company discloses broader risks from transition minerals in their supply chains and where these are located, by reference to material type, tier, and geographical location.</p>	<p>Hyundai acknowledges the risks of sourcing minerals from CAHRAs (Sustainability Report, p. 70), and has put in place a Responsible Minerals Policy, and publishes an annual Responsible Minerals Report. However, the company doesn’t actually disclose whether they source transition minerals from CAHRAs (Sustainability Report, p. 70). The only general reference in this regard is to acknowledge that they have established “a process for cases in which we inevitably source minerals from conflicted areas”, but the company provides no further detail (Sustainability Report, p. 70).</p> <p>The company does not disclose broader risks from transition minerals in their supply chains and where these are located.</p> <p>2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p> <p>Conflict Minerals (Responsible Minerals) Policy <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-conflict-minerals-responsible-minerals-policy-eng-2022.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-conflict-minerals-responsible-minerals-policy-eng-2022.pdf</a></p> <p>Hyundai - Kia Conflict Minerals Report (Responsible Minerals Report) <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-conflict-minerals-responsible-minerals-report-eng-2024.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-conflict-minerals-responsible-minerals-report-eng-2024.pdf</a></p>	0.5
		2.2.3. The company publishes a list of smelters or refiners (SoR) in its supply chain	1		<p><b>100%:</b> the company publishes a complete list of smelters/refiners in their supply chain for at least 3TG minerals.</p> <p><b>50%:</b> the company publishes a partial list of smelters/refiners in their supply chain. Note: to score here, the company must disclose a significant number of SoRs.</p>	Not disclosed	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai Analysis	Hyundai
		2.2.4. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	0.4	<p><b>100%:</b> the company discloses information on RMI conformance for all of the SoRs identified in their supply chain.</p> <p><b>50%:</b> the company only discloses information on RMI conformance for some of the SoRs in its supply chain or only discloses information on RMI conformance on an aggregate / percentage basis</p>	<p>While Hyundai states that they assess suppliers' data regarding smelters' conformance with RMI standards (Sustainability Report, p. 70), the company does not disclose the findings of these inquiries.</p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	0
	<b>2.3. Prevent, Mitigate and Account</b>	2.3.1. The company discloses how it monitors suppliers for compliance with the transition minerals due diligence requirements.	2		See general HR indicators	See general HR indicators	1.6
		2.3.2. The company formally engages SoRs to build their capacity to conduct due diligence of their own supply chains.	2		<p><b>25%:</b> the company discloses that it participates in industry wide schemes that engage with smelters/refiners on their compliance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs.</p> <p><b>25%:</b> the company specifies that it engages directly with SoRs to build their capacity to conduct due diligence.</p> <p><b>50%:</b> the company provides detail on how it engages with SoRs to build their capacity</p>	Not disclosed	0
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2		<b>100%:</b> the company discloses that it has entered into direct agreements with extractives companies for the sourcing of transition minerals and that these contracts include human rights clauses.	<p>Hyundai states in its Sustainability Report that to address "material and component procurement risks", they are taking measures such as "expanding its direct purchasing of strategic materials." (p. 92). However, the company does not disclose details about these direct sourcing agreements.</p> <p>2024 Sustainability Report  <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	0
		2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits.  Note: IRMA does not excuse companies from doing their own supply chain due diligence	2	0.8	<p><b>25%:</b> The company is a member of IRMA.</p> <p><b>50%:</b> The company actively engages their suppliers regarding suppliers' certification by IRMA.</p> <p><b>25%:</b> the company discloses a commitment to source a percentage of metals from IRMA certified mines by a certain date.</p>	Hyundai is not a member of IRMA, and does not disclose whether it engages with suppliers regarding IRMA certification.	0
		2.3.5. The company reports on how it is prepared to respond if it finds non-conformances associated with its responsible minerals sourcing policy occurring in its operations or supply chains.	1.5		See general HR indicators	See general HR indicators	1.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai Analysis	Hyundai
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1		See general HR indicators	See general HR indicators	1
	2.4. Remedy	2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.	1		<p><b>50%:</b> the company has put in place an independent, formal grievance mechanism that applies specifically to SoRs. This mechanism may be run in conjunction with other auto manufacturers. Note: this is in addition to any generic grievance mechanism that can be accessed by external stakeholders.</p> <p><b>50%:</b> the company discloses how they review and investigate grievances raised through this mechanism.</p>	Not disclosed	0
3. Indigenous Peoples' Rights and Free Prior and Informed Consent (FPIC)	3.1. Commit	3.1.1. The company explicitly commits to respecting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).	1		<b>100%:</b> the company has an explicit commitment to the UNDRIP in their human rights policy and/or in a standalone Indigenous Peoples' rights policy.	Hyundai's Human Rights Policy does not include any commitments on Indigenous Peoples' rights, including on UNDRIP. There is no standalone Indigenous Peoples' rights policy.	0
		3.1.2. The company has a public commitment to FPIC.	1		<p><b>100%:</b> the company has an explicit commitment to FPIC in their human rights policy and/or in a standalone Indigenous Peoples' rights policy. Note: to score full points, the commitment must be unqualified.</p> <p><b>25%:</b> the company has an explicit commitment to FPIC in their human rights policy and/or in a standalone Indigenous Peoples' rights policy, but it is qualified (e.g. it allows for only consultation in practice, it is expected only in certain circumstances, it applies only to certain parts of the supply chain, etc.)</p>	Hyundai's Human Rights Policy does not include any commitments on FPIC.	0
		3.1.3. The company extends their commitment on Indigenous Peoples' rights to their Tier 1 suppliers	2		<p>The SCoC or responsible sourcing policy explicitly references the UNDRIP (<b>50%</b>) and FPIC (<b>50%</b>).</p> <p>MODIFIER: Points will be halved if the policy is qualified.</p>	Hyundai's SCoC does not reference the UNDRIP or FPIC.	0
		3.1.4. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1		<p><b>50%:</b> the company requires suppliers to translate these commitments to the languages of the impacted Indigenous Peoples.</p> <p><b>50%:</b> the company requires that these translations are actively made available to the impacted Indigenous Peoples.</p>	Not disclosed	0
		3.2. Identify	3.2.1. The company has a process in place to assess risks to Indigenous Peoples' rights in their supply chain to the point of extraction.	1		<p><b>25%:</b> the company discloses that their process for mapping their supply chains to the point of extraction (row 16) explicitly includes FPIC and other indigenous rights issues.</p> <p><b>25%:</b> the company discloses where in the supply chain these risks occur.</p> <p><b>25%:</b> the company discloses how they use this mapping to identify high risk suppliers.</p> <p><b>25%:</b> the company provides case studies of this process in practice</p>	Not disclosed
	3.3. Prevent, Mitigate and Account	3.3.1. The company provides additional discussion regarding the practices by which suppliers must obtain FPIC	1		<p><b>100%:</b> the company discloses a process. This process must explicitly specify that any FPIC process must reach and engage impacted Indigenous Peoples.</p> <p><b>25%:</b> the company states a process and/or expectation but it is limited in its application.</p>	Not disclosed	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai Analysis	Hyundai
		3.3.2. The company is a member of a multi-stakeholder group (e. g. IRMA) that includes the participation of Indigenous Peoples to ensure respect of Indigenous Peoples' rights at the point of extraction.	2		Refer to Responsible Sourcing of Transition Minerals indicators.	Refer to Responsible Sourcing of Transition Minerals indicators.	0
		3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e. g. extractives companies)	2		This score relates to direct engagement by the company with extractives companies. It is in addition to their membership of IRMA.  <b>25%:</b> the company formally engages significant suppliers regarding FPIC.  <b>25%:</b> the company states that they formally review company documents (e.g. meeting minutes) to ensure that Indigenous Peoples' FPIC has been provided.  <b>50%:</b> the company engages directly with representatives of Indigenous Peoples affected by mining operations to review that regular engagement and consultation take place, community needs are responded to, and there continues to be FPIC.	Not disclosed	0
		3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.	1		The indicators in HR general provide a baseline for this. In addition:  <b>100%:</b> the company must specify that cutting off sourcing from a particular upstream supplier should only occur if this is sought by the affected indigenous community - it should not be solely determined by the auto manufacturer.	Not disclosed	0
	<b>3.4. Remedy</b>	3.4.1. The company's grievance mechanism has a process for investigating and remedying breaches of FPIC that includes a formal role for impacted Indigenous Peoples.	1		Grievances and remedy are part of FPIC considered as a process not a point in time.  <b>50%:</b> the company specifies that the process must reach and engage impacted Indigenous Peoples, not just that there is a process for complaints to be raised with remedy determined externally by the automanufacturer. <b>50%:</b> the company provides case studies of FPIC-compliant remedy instances in their supply chain	Not disclosed	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai Analysis	Hyundai
4. Respect for Workers' Rights	4.1. Commit	4.1.1. The company has a commitment to workers' rights	1		<p><b>25%:</b> The company's human rights policy (or similar) includes a specific commitment to the <b>ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO Fundamental Conventions.</b></p> <p><b>OR</b></p> <p><b>50%:</b> The company identifies and commits to respecting each of the five Fundamental Principles and Rights at Work <b>as established in the ILO Declaration</b> (companies who do not make explicit and unqualified commitments to all five ILO principles will not be scored):</p> <ol style="list-style-type: none"> <li>1. freedom of association and the effective recognition of the right to collective bargaining;</li> <li>2. the elimination of all forms of forced or compulsory labour;</li> <li>3. the effective abolition of child labour;</li> <li>4. the elimination of discrimination in respect of employment and occupation; and</li> <li>5. a safe and healthy working environment.</li> </ol> <p><b>PLUS</b></p> <p><b>25%:</b> the company has a commitment to a living wage in their human rights policy or in another formal policy document.</p> <p><b>25%:</b> the company outlines how it calculates a living wage.</p>	<p><a href="#">Hyundai's Human Rights Policy includes a commitment to the ILO Declaration on Fundamental Principles and Rights at Work (noting the potential error in the company's language as it refers to the ILO "Constitution"). The company expressly mentions the five fundamental principles. However, in its elaboration of what these references actually amount to, it is apparent that the company does not fully commit to these rights. For example, while the company mentions the rights to freedom of association and collective bargaining, its actual commitment is laid out as "Hyundai Motor Company respects the labor relations laws of the country where this Human Rights Charter is applied to, and provides sufficient opportunity for communication to all officers and employees." (p. 4). This is a regression from previous language.</a></p> <p><a href="#">The company does not commit to a living wage.</a></p> <p><a href="#">Human Rights Charter</a> <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf</a></p>	0.25
		4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond.  Note: only the specific worker rights commitments are evaluated here. Whether or not these commitments are extended beyond tier 1 suppliers is evaluated in the "General" human rights section.	2	<p><b>25%:</b> The SCoC includes a specific commitment to the <b>ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO Fundamental Conventions.</b></p> <p><b>OR</b></p> <p><b>50%:</b> The SCoC includes specific requirements on each of the five Fundamental Principles and Rights at Work <b>as established in the ILO Declaration</b> (companies whose SCoCs do not include explicit and unqualified requirements on all five ILO principles will not be scored):</p> <ol style="list-style-type: none"> <li>1. freedom of association and the effective recognition of the right to collective bargaining;</li> <li>2. the elimination of all forms of forced or compulsory labour;</li> <li>3. the effective abolition of child labour;</li> <li>4. the elimination of discrimination in respect of employment and occupation; and</li> <li>5. a safe and healthy working environment.</li> </ol> <p><b>PLUS</b></p> <p><b>25%:</b> the SCoC requires suppliers to pay a living wage.</p> <p><b>25%:</b> the SCoC prohibits the payment of recruitment fees.</p>	<p>Hyundai's SCoC does not include a commitment to the ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO Fundamental Conventions. It does expressly identify and expects compliance with the five fundamental principles. The SCoC does not require suppliers to pay a living wage, but it does prohibit the payment of recruitment fees: "Suppliers should not demand recruitment fees or other costs relating to brokerage of employment opportunities from employees" (p. 5); and, "Suppliers should not demand any kind of fees or payment whatsoever in exchange for employment." (p. 13).</p> <p>Supplier Code of Conduct <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</a></p>	1.5	
	4.2. Identify	4.2.1. The company consults trade unions and/or workers' representatives in their assessment of salient workers' rights risks in their supply chain.	1	<p>Generic supply chain indicators provide a baseline score for this. To get additional points here, companies must specify that they consult with labour unions and/or workers' representatives regarding salient workers' rights in the supply chain. This must expressly include labour unions and/or workers' representatives in the supply chain and/or global union federations (GUFs)</p> <p><b>Note: workers' representatives are not a substitute for trade unions where trade unions are allowed to operate and not limited in their activities.</b></p>	<p>In its Sustainability Report, Hyundai mentions a number of consultation processes and mechanisms for trade union-management relations. The company also mentions collective bargaining processes and workers-management consultations and agreement procedures at some of their overseas subsidiaries (p. 57). However, none of these appear to extend to labour unions and/or workers' representatives in the supply chain, or include salient human rights issues in the supply chain.</p> <p>2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a></p>	0	

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai Analysis	Hyundai
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1		<b>100%:</b> the company's saliency assessment explicitly identifies workers' rights risks for at least one material / supply chain and the location/s.	Hyundai discloses the salient workers' rights risks in their supply chain, such as the risks of employee discrimination, breaches of freedom of association and industrial safety, child and forced labour among immigrant and contract workers, adverse impacts on local residents, including women and children, and environmental rights breaches (Sustainability Report, p. 52). However, unlike last year's Sustainability Report, the company does not specify where in the supply chain these are located.  2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a>	0
	<b>4.3. Prevent, Mitigate and Account</b>	4.3.1. The company actively collaborates with workers and the representative organisation(s) of workers' own choosing to promote respect for workers' rights in its supply chain.	2		<b>25%:</b> the company has a collective agreement with the relevant trade union in the headquartered country.  <b>25%:</b> the company has a global framework agreement with IndustriALL for neutrality across all its operations.  <b>25%:</b> the company describes the formal mechanisms it has put in place to consult trade unions and/or workers' representatives on the company's workers' rights principles and/or policies.  <b>25%:</b> IndustriALL was actively involved in the formulation of the company's workers' rights principles and/or policies.	Hyundai has a collective agreement with the Korean Metal Workers' Union (Sustainability Report, p. 57, 102), but does not have a global framework agreement with IndustriALL. The company does not disclose whether IndustriALL was involved in the formulation of the company's workers' rights commitments.  Hyundai's Sustainability Report mentions a number of formal consultation mechanisms with workers, including the collective bargaining process, wage negotiations, a Collective Bargaining Council, Labor-management Councils, and certain bodies such as the Future Change Response Task Force and Employment Safety Committee, the Job Stability Committee, the Occupational Safety and Health Committee, and the Musculoskeletal Disorder Prevention Management Committee (p. 57, 12). However the company does not explain if these relate to the company's workers' rights principles or policies.  2024 Sustainability Report <a href="https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf">https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</a>	0.5
		4.3.2. The company reports on how it is prepared to respond if it finds non-conformances associated with its workers' rights policy occurring in its operations or supply chains.	1.5		Refer to general HR indicators.	Refer to general HR indicators.	1.5
		4.3.3. The company works with the relevant trade union and/or worker representative organisation to verify the implementation of corrective actions pertaining to workers' rights.	2		<b>100%:</b> the company specifies that it works with the relevant trade union and/or workers representatives to verify implementation of correction actions.	Not disclosed	0
	<b>4.4. Remedy</b>	4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1		<b>100%:</b> the company specifies that trade unions are formally engaged in any remedy process.	Not disclosed	0

<b>Indicator category</b>	<b>% weighting</b>	<b>Normalized weighting</b>
<b>Climate &amp; Environment</b>		
Disclose	100%	1.0
Target setting & progress	150%	1.5
Supply chain levers	200%	2.0
		<b>4.5</b>
<b>Human rights</b>		
Commit	100%	1.0
Identify	150%	1.5
Prevent, Mitigate and Account	200%	2.0
Remedy	200%	2.0
		<b>6.5</b>

Note: Total scores across both categories were taken as an average of the two percentages scored for each one

