



Lead the Charge Automaker Supply Chain Scorecard - 2026 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 research and 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. Note that the final version of this scorecard will be published as an interactive web page online.

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.](#)

[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](#)

[9. 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.](#)

Overall scores

Auto	Total score	Fossil Free and Environmentally Sustainable Supply Chains						Human rights and Responsible Sourcing					BEV % of total vehicle sales [^]
		General	Steel	Aluminium	Batteries	Total	Total x IM [~]	General	Transition mineral sourcing	Indigenous Peoples' rights	Workers' rights in the supply chain	Total	
BMW	34%	67%	16%	9%	16%	27%	30%	73%	32%	12%	39%	39%	19%
BYD	14%	18%	0%	8%	20%	12%	13%	38%	12%	0%	13%	16%	53%
Ford	45%	58%	23%	37%	29%	37%	40%	73%	70%	26%	28%	49%	6%
GAC	4%	11%	0%	0%	9%	5%	5%	4%	2%	0%	3%	2%	48%
Geely*	27%	38%	19%	21%	26%	26%	31%	51%	17%	2%	26%	24%	36%
GM	22%	29%	18%	19%	7%	18%	20%	46%	23%	11%	19%	25%	19%
Honda	12%	32%	0%	1%	2%	9%	8%	37%	20%	0%	8%	16%	2%
Hyundai	23%	41%	12%	8%	15%	19%	21%	47%	26%	3%	22%	25%	9%
Kia	21%	51%	7%	4%	10%	18%	20%	44%	25%	6%	19%	23%	12%
Mercedes	41%	51%	28%	26%	36%	35%	39%	62%	35%	26%	48%	42%	11%
Nissan	15%	35%	1%	15%	7%	15%	13%	40%	14%	0%	12%	17%	4%
Renault	31%	49%	5%	10%	39%	26%	28%	52%	34%	17%	36%	35%	12%
SAIC	3%	10%	0%	0%	6%	4%	4%	0%	0%	0%	3%	1%	22%
Stellantis	21%	37%	1%	1%	22%	15%	14%	64%	26%	3%	21%	29%	7%
Tesla	49%	45%	22%	45%	56%	42%	50%	60%	69%	25%	40%	48%	100%
Toyota	9%	20%	0%	0%	12%	8%	7%	18%	19%	0%	3%	10%	2%
Volkswagen	39%	54%	13%	16%	31%	28%	31%	68%	48%	23%	46%	46%	11%
Volvo	44%	53%	58%	55%	17%	46%	55%	64%	37%	8%	20%	32%	23%

[^] Automotive sales data from Marklines. All figures are cumulative annual values for the year 2025. The data covers passenger vehicles only.

*Geely Auto Group data includes Marklines sales data from the Geely, Galaxy, Zeekr and Lynk&Co brands only.

[~]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/>

LINKED DATA

Summary of fossil-free and environmentally sustainable supply chains scores

Theme	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
		DISCLOSE TOTAL	5	2
		DISCLOSE %		40%
	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	0.5
		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
		TARGET-SETTING & PROGRESS TOTAL	7	1.5
	TARGET-SETTING & PROGRESS %		21%	
	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
		SUPPLY CHAIN LEVERS TOTAL	3	1.7
		SUPPLY CHAIN LEVERS %		57%
	GENERAL CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)			
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	0
		DISCLOSE TOTAL	1	0
		DISCLOSE %		0%
	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 fossil-free and/or lower emission steel in their annual production cycle.	1	0
		2.2.3. The company has a target for the use of recycled 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
		TARGET-SETTING & PROGRESS TOTAL	6	0.75
		TARGET-SETTING & PROGRESS %		13%
	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 manufacturing.	2	1
		SUPPLY CHAIN LEVERS TOTAL	6	1
	SUPPLY CHAIN LEVERS %		17%	

Summary of fossil-free and environmentally sustainable supply chains scores

Theme	Indicator Category	Indicators	Total Number of Points	Hyundai Points
STEEL - TOTAL % SCORE (WEIGHTED)				12%
4. Fossil Free and Environmentally Sustainable Batteries	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
		DISCLOSE TOTAL	1	0
		DISCLOSE %		0%
	3.1. Disclosure of scope 3 GHG emissions due to aluminium	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 fossil-free and/or lower emission aluminium in their annual production cycle	1	0
		3.2.3. The company has a target to increase use of recycled 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
		TARGET-SETTING & PROGRESS TOTAL	6	0.75
		TARGET-SETTING & PROGRESS %		13%
	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.	2	0.5
		SUPPLY CHAIN LEVERS TOTAL	6	0.5
		SUPPLY CHAIN LEVERS %		8%
ALUMINIUM - TOTAL % SCORE (WEIGHTED)				8%
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	0
		DISCLOSE TOTAL	1	0
		DISCLOSE %		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	0
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	0.25
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	0
		TARGET-SETTING & PROGRESS TOTAL	3	0.25
		TARGET-SETTING & PROGRESS %		8%
	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
		4.3.2. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of lithium sourcing.	1	0
		4.3.3. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of nickel sourcing.	1	0
		4.3.4. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of cobalt sourcing.	1	0

Summary of fossil-free and environmentally sustainable supply chains scores

Theme	Indicator Category	Indicators	Total Number of Points	Hyundai Points
		4.3.5. 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
		4.3.6. The company invests in the development of new battery chemistries & technologies that minimize their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials	2	1
		4.3.7. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the safe and effective recycling of EV batteries	1	0
		4.3.8. 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
		4.3.9. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	0.5
		SUPPLY CHAIN LEVERS TOTAL	11	3
		SUPPLY CHAIN LEVERS %		27%
	BATTERIES - TOTAL % SCORE (WEIGHTED)			15%
Climate Influence	Influence Map Performance Band: https:	Multiplier applied:		1.1

CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED	18.0	3.4
CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)		19%
CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED + IM MULTIPLIER		3.7
CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED) + IM MULTIPLIER		21%

Summary of human rights & responsible sourcing scores

Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai points
1. Responsible Sourcing: General HR 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
		COMMIT TOTAL	3	2
		COMMIT %		67%
	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	1
		IDENTIFY TOTAL	3	2
		IDENTIFY %		67%
	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	0.5
		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
		1.3.5. The company discloses how they verify the implementation of corrective actions.	1	1
		PREVENT, MITIGATE & ACCOUNT TOTAL	6.5	4.6
	PREVENT, MITIGATE & ACCOUNT %		71%	
	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
		1.4.3. 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
		1.4.4. The company has put in place a remedy process for its supply chain.	2	0
		REMEDY TOTAL	5	0
		REMEDY %		0%
GENERAL HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)				47%
2. Responsible Sourcing of Transition Minerals	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1	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	0.5
		COMMIT TOTAL	3	1.5
		COMMIT %		50%
	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 conflict minerals risks in their supply chain and where they are located.	1	0.25
		2.2.3. The company discloses broader transition minerals risks in their supply chain and where they are located.	1	0.25

Summary of human rights & responsible sourcing scores

Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai points
		2.2.4. The company publishes a list of smelters or refiners (SoR) in its supply chain	1	0
		2.2.5. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	0
		IDENTIFY TOTAL	6	1.5
		IDENTIFY %		25%
	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	0.25
		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.	2	0
		Note: IRMA does not excuse companies from doing their own supply chain due diligence		
		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
		PREVENT, MITIGATE & ACCOUNT TOTAL	10.5	4.35
	PREVENT, MITIGATE & ACCOUNT %		41%	
	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
		REMEDY TOTAL	1	0
REMEDY %			0%	
TRANSITION MINERALS - TOTAL % SCORE (WEIGHTED)				26%
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	1
		3.1.3. The company requires its tier 1 suppliers to respect Indigenous Peoples' rights	2	0
		3.1.5. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1	0
		COMMIT TOTAL	5	1
	COMMIT %		20%	
	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 %		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

Summary of human rights & responsible sourcing scores

Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai points	
		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 %		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 %		0%	
	INDIGENOUS RIGHTS - TOTAL % SCORE (WEIGHTED)				3%
	4. Respect for Workers' Rights	4.1. Commit	4.1.1. The company has a commitment to workers' rights	1	0
			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.					
COMMIT TOTAL			3	1.5	
		COMMIT %		50%	
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	0.25	
		IDENTIFY TOTAL	2	0.25	
		IDENTIFY %		13%	
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	
		PREVENT, MITIGATE & ACCOUNT TOTAL	5.5	2	
		PREVENT, MITIGATE & ACCOUNT %		36%	
4.4. Remedy		4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1	0	
		REMEDY TOTAL	1	0	
	REMEDY %		0%		
WORKERS' RIGHTS - TOTAL % SCORE (WEIGHTED)				22%	

Summary of human rights & responsible sourcing scores

Sub-section	Indicator Category	Indicators	Total Number of Points	Hyundai points
HUMAN RIGHTS - TOTAL NORMALIZED			26.0	6.4
HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)				25%

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	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	<p>The following scores are absolute, not cumulative:</p> <p>100%: The company discloses scope 3 GHG emissions due to purchased goods and services.</p> <p>25%: The company includes scope 3 GHG emissions including purchased goods and services in overall disclosure, but does not disaggregate.</p> <p>Note: the company may achieve additional points under each of the supply chain areas below, if they provide disaggregated emissions against each supply chain.</p>	<p>Hyundai discloses Scope 3 GHG emissions broken down by 15 categories, including for supply chains (purchase of raw materials and parts) and capital goods (purchase of furnishings and equipment), in its 2025 Sustainability Report (p. 39).</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	2
		1.1.2. The company discloses "significant emissions" in its supply chain.	1	<p>Based on GRI 305-7, significant emissions include:</p> <ul style="list-style-type: none"> 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 <p>The following scores are absolute not cumulative:</p> <p>100%: the company discloses significant emissions against all of the above categories by key suppliers in its supply chain. The company will need to define its key suppliers if it does not disclose this information for the whole supply chain.</p> <p>50%: the company discloses significant emissions against some of the above categories for part of its supply chain.</p>	<p>Hyundai discloses SOx and NOx emissions in its own operations in its 2025 Sustainability Report (p. 116), but not for its supply chain.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	<p>According to GRI 303, water usage includes:</p> <ul style="list-style-type: none"> - water withdrawn - water consumed - water discharged <p>The following scores are absolute not cumulative:</p> <p>100%: the company provides data against all of the above indicators for key suppliers in its supply chain. The company will need to define key suppliers if they do not disclose this information for their whole supply chain.</p> <p>50%: the company provides data against some of the above indicators for part of its supply chain.</p>	<p>Hyundai discloses water consumption in its own operations in its 2025 Sustainability Report (p. 45, p.116), but not for its supply chain.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	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>50%: 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 25%: The company discloses deforestation and conversion-free commodity volumes from at least one of its key high-risk hard commodities</p> <p>50%: 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 25%: The company discloses deforestation and conversion-free commodity volumes from at least one of its key high-risk soft commodities</p> <p>MODIFIER: Half points will be awarded if a company discloses information that meets any of the above criteria but only for part of its supply chain</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>	<p>While Hyundai demonstrates a commitment to preventing deforestation and has processes for tracing material origins and engaging with leather and rubber component suppliers on deforestation, the company has not explicitly disclosed deforestation and conversion-free commodity volumes from its supply chain (2025 Sustainability Report, p.47).</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf No Deforestation Policy (February 2025) https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/environmental/hyundai-no-deforestation-policy-eng-2025.pdf Biodiversity Protection Policy (February 2025) https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/environmental/hyundai-biodiversity-protection-policy-eng-2025.pdf</p>	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
	<p>1.2. Target-setting and progress towards fossil free and environmentally sustainable supply chains</p>	<p>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')</p>	<p>2</p>	<p>The following scores are absolute, not cumulative:</p> <p>100%: the company has disclosed verified science-based targets that include scope 3, including 2050 (or sooner) and interim year target(s), and has also disclosed a disaggregated interim target for upstream/purchased goods (scope 3 category 1)</p> <p>50%: the company discloses a lifecycle target that includes upstream/purchased goods, including 2050 (or sooner) and interim year target(s), and/or does not indicate if its target(s) has been verified as science-based.</p> <p>25%: the company only discloses a 2050 zero emissions target with no interim target and/or does not specify upstream/purchased goods.</p>	<p>Hyundai discloses a 2045 carbon neutrality target in its 2025 Sustainability Report (p. 26, 34) and a roadmap for supply chain carbon neutrality (p. 31).</p> <p>Hyundai discloses in its 2025 Sustainability Report (p. 34) that it has “set targets to reduce Scope 1 & 2 emissions by approximately 60% by 2035 and 100% by 2045, compared to the 2023 base year.” For Scope 3 emissions, Hyundai has set a target for Category 11 (Use of Sold Vehicles, Tank to Wheel) to reduce emissions by 40% by 2035 and 90% by 2045, relative to the 2023 base year (p. 34). Regarding Scope 3 emissions from raw material sourcing and parts assembly (Category 1), Hyundai states, “We will support our key suppliers with their energy transition efforts and manage core raw material supply chains to cut down on emissions” (2025 Sustainability Report, p. 34). However, the company does not disclose any quantitative interim target for Scope 3 Category 1 emissions.</p> <p>Previously, in Hyundai’s 2024 Sustainability Report (p. 32), the company specified targets for supply chain emissions reductions, but these are no longer reflected in the 2025 report. According to Hyundai’s 2025 Sustainability Report (p. 41), “In November 2024, our Carbon Neutrality Strategy 2.0, updated to reflect market trends and our mid/long-term business plans, was approved by the Sustainability Management Committee.” It remains unclear whether the removal of emission targets for the upstream supply chain is part of this updated strategy. Based on the changes in how the targets are described, we can conclude that the original 2045 roadmap disclosed last year is no longer valid and has been updated. Since the company has not disclosed new supply chain targets, we assume these have been removed. As a result, the company no longer qualifies for points under the second sub-indicator.</p> <p>Hyundai’s targets have been validated by the SBTi (SBTi Target Dashboard).</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p> <p>2024 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</p> <p>SBTi Target Dashboard https://sciencebasedtargets.org/target-dashboard</p>	<p>0.5</p>

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		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>100%: the company requires all its tier 1 suppliers to set science-based targets. They also require tier 2 suppliers to set science-based targets.</p> <p>75%: the company requires all its tier 1 suppliers set science-based targets.</p> <p>50%: the company commits to having at least 70% of its key suppliers by emissions setting science-based targets within 2 years.</p> <p>25%: company commits to having suppliers setting science-based emissions targets, but does not provide a target date or target date is more than 2 years away.</p> <p>0%: Company does not have a commitment.</p>	<p>Hyundai has established a “Phased Roadmap Towards Supply Chain Carbon Neutrality” (2025 Sustainability Report, p. 31), which includes a commitment to “set targets and establish an implementation framework” during phase 2 (2025-2029). Hyundai also asks its suppliers to “exert their best efforts to minimize energy use and greenhouse gas emissions” (Supplier Code of Conduct 2024 version, p. 8). Hyundai also indicates that it supports suppliers in reducing their emissions when suppliers need improvement in the area of mid/long-term goals for GHG emissions reduction (2025 Sustainability Report, p. 76).</p> <p>In its latest Responsible Raw Materials Sourcing Policy (p. 5), Hyundai specifies that “To address climate change in compliance with the Paris Agreement, greenhouse gas reduction targets aligned with international initiatives such as Science-Based Targets (SBT) are established across the supply chain. Furthermore, these reduction targets are met by improving energy efficiency and expanding the use of renewable energy.” This indicates Hyundai's commitment to requiring suppliers to set science-based targets. However, since this new commitment was published after the cut-off date for this year's assessment, it is not eligible for points. It will be considered in next year's assessment.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p> <p>Supplier Code of Conduct (2024) https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</p> <p>Responsible Raw Materials Sourcing Policy https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-responsible-raw-materials-sourcing-policy-eng-2025.pdf</p>	0

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Theme	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>25%: the company discloses the current percentage of tier 1 suppliers providing science-based targets.</p> <p>25%: the company discloses the current number and/or percentage of tier 2 suppliers providing science-based targets.</p> <p>25%: additional points for over 50% of tier 1 suppliers providing science-based targets</p> <p>25%: additional points for all tier 1 suppliers providing science-based targets.</p>	<p>Hyundai discloses that as a CDP member, it “collects objective data on the climate action of over 360 tier-1 suppliers” (2025 Sustainability Report, p.31). However, there is no disclosure on the percentage of suppliers providing science-based targets.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0
		1.2.4. The company requires all significant suppliers to set water reduction targets and disclose their water usage.	1	<p>50%: the company requires tier 1 suppliers to set water reduction targets</p> <p>50%: the company requires tier 1 suppliers to disclose their water usage. According to GRI 303, water usage includes: - water withdrawn - water consumed - water discharged</p>	<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 (2024 version, p. 9). However, there is no indication that target setting or water usage disclosure is a requirement for suppliers.</p> <p>Supplier Code of Conduct (2024) https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</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>50%: The company has a process that includes reducing GHGs and other environmental impacts, and includes targets as a basis for compliance.</p> <p>OR</p> <p>25%: The company has a process that includes reducing GHGs and other environmental impacts, but lacks targets as a basis for compliance.</p> <p>PLUS</p> <p>25%: the company provides quantitative information of the number of suppliers audited and the tiers that are audited.</p> <p>25%: the company provides qualitative case studies of how they have engaged suppliers on their targets.</p>	<p>Hyundai states that its supply chain sustainability risk evaluation management “consists of written assessment, on-site audit, improvement and monitoring” (2025 Sustainability Report, p. 75). Climate change and energy and other environmental impacts are among the assessment indicators, but targets are not explicitly used as a basis for compliance (p. 76).</p> <p>Hyundai also discloses the number of tier-1, key tier-1, key tier-2, and other non-parts suppliers audited (p.76). It provides examples of supporting suppliers’ carbon reduction efforts, including training and consulting related to the CDP supply chain program and supporting the “establishment of GHG inventories and the development and implementation of carbon reduction roadmaps” (p. 68). Although targets are not explicitly mentioned in the examples, the roadmap implementation for high carbon emission suppliers is considered relevant to target setting.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0.75

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Theme	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>100%: The company has time-bound targets to eliminate deforestation and the conversion of natural ecosystems from their supply chain.</p> <p>OR</p> <p>100%: 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>75%: 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>75%: 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>50%: 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>50%: 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>25%: 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 and updated in February 2025). It includes a general declaration to prevent deforestation “Hyundai Motor Company shall complete a value chain structure that operates a business without deforestation in the mid-to-long term” (p. 3) and commits to set performance goals (p. 7), but there is no indication these have been set.</p> <p>Hyundai Motor Company No Deforestation Policy (February 2025) https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/environmental/hyundai-no-deforestation-policy-eng-2025.pdf</p> <p>Biodiversity Protection Policy (February 2025) https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/environmental/hyundai-biodiversity-protection-policy-eng-2025.pdf</p>	0.25

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
	<p>1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains</p>	<p>1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.</p>	<p>1</p>	<p>50%: the company specifies that sustainability and/or ESG are included as factors for choosing a preferred supplier.</p> <p>25%: the company specifies that GHG emissions are included in the tender and contracting process.</p> <p>25%: 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 2025 Sustainability Report (p. 75) that: "For new suppliers, if their scores fall below the threshold on the sustainability risk due diligence, they must submit an improvement plan and undergo a reassessment. Transactions are only permitted once they meet the threshold. For existing suppliers, these assessment results will also be incorporated into our bidding system, allowing participation in new bids only if the threshold score is met."</p> <p>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>Hyundai also discloses examples of necessary improvement in the area of climate change when key deficiencies are identified during supply chain risk assessment, which includes "development of mid/long-term goals for GHG emissions reduction". This implies that GHG emissions are, to some extent, included in supply chain risks assessment. However, it is unclear whether GHG or other significant emissions are included in the contracting process.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	<p>0.5</p>

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Theme	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>20%: 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>40%: The company has established 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>40%: The company has operationalized policies, systems and/or processes to manage risks and address impacts of water depletion/pollution by (existing) suppliers (e.g. the company discloses 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.). Note: generic claims (e.g. simply stating that the company assesses / manages water-related risks) are insufficient — companies must explain the specific mechanisms used and/or provide concrete examples or data to illustrate implementation.</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>Hyundai includes “water resource management” in the supply chain sustainability risk assessment metrics (2025 Sustainability Report, p. 76). The company states that it conducts ESG evaluations as part of the risk assessment of new suppliers (p. 74), which according to the risk assessment metrics would cover the water resource management aspect.</p> <p>Hyundai also discloses that water resource management is covered in the supply chain due diligence in its latest Supply Chain Sustainability Management Policy (p. 5). However, the company has not provided evidence of how specific water risks have been addressed in practice.</p> <p>Supplier Code of Conduct https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</p> <p>Supply Chain Sustainability Management Policy (August 2025) https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-supply-chain-sustainability-management-policy-eng-2025.pdf</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0.6

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain	1	<p>20%: 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>40%: The company has established 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>40%: The company has operationalized policies, systems and/or processes to manage risks and address impacts of deforestation and land conversion by existing suppliers (e.g. the company discloses 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.). Note: generic claims (e.g. simply stating that the company assesses / manages deforestation risks) are insufficient — companies must explain the specific mechanisms used and/or provide concrete examples or data to illustrate implementation.</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 states that it “integrates biodiversity risks into its company-wide risk management system and is intensifying its sustainability risk management to prevent deforestation risks of leather and rubber supply chain” (2025 Sustainability Report, p.47). “For risk identification, Hyundai requires the direct suppliers of parts made from leather and rubber to disclose the origin of materials they use during the bidding process. For risk prevention, the directive suppliers of parts made with leather are obligated to use LWG (Leather Working Group) certified leather...Regarding rubber, Hyundai collaborates with tire companies to secure and utilize natural rubber that is not linked to deforestation”.</p> <p>However, it is unclear how Hyundai manages risks and addresses impacts of deforestation and land conversion by existing suppliers. For example, Hyundai only discloses the obligation to use LWG certified leather, but without disclosing how it ensures this is implemented in practice. As a result, it doesn’t get points for the third sub-indicator.</p> <p>Supplier Code of Conduct https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2024/hyundai-supplier-code-of-conduct-eng-2024.pdf</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</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>100%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their steel supply chains</p> <p>50%: 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>	<p>Hyundai discloses Scope 3 GHG emissions, including for supply chains (purchase of raw materials and parts), but not disaggregated for the steel supply chain (2025 Sustainability Report, p. 39). While Hyundai discloses an LCA for 36 models, including EV models, as of 2024, there is no disclosure of disaggregated data on embodied GHG emissions from the steel used in the vehicle (p. 30).</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
	<p>2.2. Target setting and progress towards fossil free and environmentally sustainable steel supply chains</p>	<p>2.2.1. The company has set targets for the use of fossil free and environmentally sustainable steel.</p>	2	<p>The scores below are absolute, not cumulative:</p> <p>100%: the company has a commitment to source 100% fossil-free steel by 2040, and has set interim targets to source at least 10% fossil-free steel AND 50% lower emission steel by 2030.</p> <p>80%: the company has a commitment to source 100% fossil-free steel by 2050, and has set interim targets to source at least 10% fossil-free steel AND 50% lower emission steel by 2030.</p> <p>60%: the company has set a target to source at least 10% fossil-free steel OR 50% lower emission steel by 2030.</p> <p>40%: the company has set an emissions reduction target for its steel supply chain that is aligned with the IEA Net Zero Roadmap (2023 version), specifically a 27% reduction by 2030 and 90% by 2050.</p> <p>20%: the company has a commitment to net zero steel by 2050 and/or a 2030 steel supply chain emissions reduction target that falls short of the above-mentioned thresholds.</p> <p>Note: For definitions of fossil-free steel and lower emission steel used in this indicator and those below, as well as comparisons with definitions from other standards and schemes, please refer to the methodology document.</p>	<p>Hyundai states that it will “prioritize the use of carbon-reduced steel produced by recycling steel scrap or using electric arc furnaces” for vehicle models scheduled for production in Korea and Europe starting in 2026 (2025 Sustainability Report, p.31). However, it lacks a time-bound quantitative commitment.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0
		<p>2.2.2. The company publishes progress towards their target by disclosing the current percentage of fossil-free and/or lower emission steel in their annual production cycle.</p>	1	<p>The scores below are absolute, not cumulative:</p> <p>100%: The company discloses the current percentage of lower emission and/or fossil-free steel in its production cycle</p> <p>50%: The company partially discloses the quantity of fossil-free and/or lower emission steel used in its annual production cycle, e. g., in the form of an absolute amount instead of a percentage or only for some elements within its annual production cycle.</p>	Not disclosed.	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		2.2.3. The company has a target for the use of recycled steel by 2030.	2	<p>The scores below are absolute, not cumulative:</p> <p>100%: the company discloses a target to use at least 38% recycled steel by 2030, aligned with the IEA Net Zero Roadmap (2023 version). The target includes a specific commitment or target for increasing the use of post-consumer scrap.</p> <p>75%: the company discloses a target to use at least 38% of recycled steel by 2030, but does not specify a target for post-consumer scrap.</p> <p>50%: the company discloses a target for the use of recycled steel below the 38% threshold and lacks detail on scrap type.</p>	<p>Hyundai states that it will “prioritize the use of carbon-reduced steel produced by recycling steel scrap or using electric arc furnaces” for vehicle models scheduled for production in Korea and Europe starting in 2026 (2025 Sustainability Report, p.31). However, it lacks a time-bound quantitative commitment that specifies scrap type.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	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	<p>The scores below are absolute, not cumulative:</p> <p>100%: the company discloses the percentage of recycled steel in their annual production cycle including volumes of both pre- and post-consumer steel. NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.</p> <p>75%: the company discloses the percentage of recycled steel in their annual production cycle.</p> <p>50%: The company partially discloses the quantity of recycled steel used in its annual production cycle, e.g., in the form of an absolute amount instead of a percentage or only for some elements within its annual production cycle.</p>	<p>Hyundai provides disclosure of the amount of steel used and the amount of scrap steel used annually for the past three years (2025 Sustainability Report, p. 115). However, it is unclear whether the recycled steel includes post-consumer steel.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0.75
	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	<p>50%: the company is a member of SteelZero.</p> <p>50%: 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>https://www.theclimategroup.org/steelzero-members https://initiatives.weforum.org/first-movers-coalition/community</p>	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		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>25%: the company is a member of ResponsibleSteel.</p> <p>50%: the company actively engages their steel suppliers regarding ResponsibleSteel certification.</p> <p>25%: the company has disclosed purchasing agreements 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>https://www.responsiblesteel.org/members-and-associates</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>50%: the company states that it has entered into a formal arrangement with at least one steel supplier to invest in and scale-up production of lower emission or fossil-free steel.</p> <p>25%: at least one purchase agreement signed by the company with a steel supplier for the provision of lower emission or fossil-free steel is a binding contract for which timelines and scale of supply (e.g. volume of steel to be purchased per year) are publicly disclosed.</p> <p>25%: at least one purchase agreement signed by the company is for the provision of steel produced with breakthrough technologies for fossil-free steelmaking.</p>	<p>Hyundai states that “we are considering the use of steel produced through electric furnaces at Hyundai Steel’s steelworks which is slated for completion by 2029 in the state of Louisiana, the U.S.”. However, there is no disclosure of formal agreement or signed purchase agreement (2025 Sustainability Report, p.31).</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	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 manufacturing.	2	<p>25%: the company discloses that it is implementing a closed-loop process for steel recycling (must include reference to post-consumer scrap).</p> <p>OR</p> <p>10%: the company discloses that it is implementing a closed-loop process for steel recycling (no reference to post-consumer scrap).</p> <p>PLUS</p> <p>25%: the company provides a qualitative description of the closed-loop process(es) it is implementing for steel recycling.</p> <p>25%: the company discloses that it improves the recyclability of steel through automotive and/or component design.</p> <p>25%: the company explains how it has used automotive and/or component design to improve the recyclability of steel (e.g. by minimizing copper contamination).</p>	<p>Hyundai has states that it is implementing a “Car to Car” project to “recycle parts from end-of-life vehicles into materials for new cars, advancing resource material circularity in the process”, which includes steel used in vehicles (p.42). The reference to end-of-life vehicles indicates that this project is focused on post-consumer steel. However, insufficient details are provided to understand how the project is actually recycling post-consumer steel.</p> <p>Hyundai's 2025 Sustainability Report only includes a broad reference to "Design for Recycling": “Throughout the design, planning, and development stages of new vehicles, Hyundai considers the recovery, treatment, dismantling and recycling of vehicle 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)... Notably, ferrous and non-ferrous metal materials are reused and recycled” (2025 Sustainability Report, p. 42). However, the company's 2023 Sustainability Report (p. 35 - 38) did reference steel specifically in the context of design for recycling.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p> <p>2023 Sustainability Report - https://www.hyundai.com/content/hyundai/ww/data/csr/data/0000000051/attach/english/hmc-2023-sustainability-report-en-v5.pdf</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:</p> <p>100%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their aluminum supply chains</p> <p>50%: 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>	<p>Hyundai discloses Scope 3 GHG emissions, including for supply chains (purchase of raw materials and parts), but not disaggregated for the steel supply chain (2025 Sustainability Report, p. 39). While Hyundai discloses an LCA for 36 models, including EV models, as of 2024, there is no disclosure of disaggregated data on embodied GHG emissions from the aluminium used in the vehicle (p. 30).</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
	<p>3.2. Target setting and progress towards fossil free and environmentally sustainable aluminium supply chains</p>	<p>3.2.1 The company has set targets for the use of fossil free and environmentally sustainable aluminium</p>	<p>2</p>	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:</p> <p>100%: the company has a commitment to source 100% fossil-free aluminium by 2040, with interim targets for all procured primary aluminium to be produced with low-carbon power by 2035 and to source at least 10% fossil-free aluminium by 2030</p> <p>80%: the company has set a target that is aligned with Mission Possible 1.5 scenario: to ensure all primary aluminium is produced with low-carbon power by 2035</p> <p>60%: the company has set a target of procuring at least 10% fossil-free aluminium by 2030</p> <p>40%: the company has set an emissions reduction target for its aluminium supply chain that is aligned with the IEA Net Zero Roadmap (2023 version), specifically a 27% reduction by 2030 and by 95% by 2050</p> <p>20%: the company has a commitment to net zero aluminium by 2050 and/or a 2030 emissions reduction target for its aluminium supply chain that falls short of the above-mentioned thresholds</p> <p>Note: For definitions of fossil-free aluminium and lower emission aluminium used in this indicator and those below, as well as comparisons with definitions from other standards and schemes, please refer to the methodology document.</p>	<p>Not disclosed.</p>	<p>0</p>

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Theme	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 fossil-free and/or lower emission aluminium in their annual production cycle	1	<p>The following scores are absolute, not cumulative:</p> <p>100%: The company discloses the current percentage of fossil-free and/or lower emission aluminium in its supply chain</p> <p>50%: The company partially discloses the quantity of fossil-free and/or lower emission aluminium used in its annual production cycle, e.g., in the form of an absolute amount instead of a percentage or only for some elements within its annual production cycle.</p>	<p>Hyundai states that “in the raw material acquisition stage, we are expanding the use of reduced-carbon steel and aluminium materials” (2025 Sustainability Report, p. 30). However, there is no disclosure of the current percentage used.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0
		3.2.3. The company has a target to increase use of recycled aluminium by 2030.	2	<p>These scores are not cumulative, they are thresholds for achieving a particular score.</p> <p>100%: the company discloses a target to use at least 42% recycled aluminium by 2030, aligned with the IEA Net Zero Roadmap (2023 version). The target includes a specific commitment or target for increasing the use of post-consumer aluminium scrap.</p> <p>75%: the company discloses a target to use at least 42% of recycled aluminium by 2030, but does not specify a target for post-consumer scrap</p> <p>50%: the company discloses a target for the use of recycled steel below the 42% threshold and lacks detail on scrap type</p>	<p><u>Not disclosed.</u></p>	0

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		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	<p>These scores are not cumulative, they are thresholds for achieving a particular score:</p> <p>100%: the company discloses the percentage of recycled aluminium in their annual production cycle including volumes of both pre- and post-consumer aluminium. NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.</p> <p>75%: the company discloses the percentage of recycled aluminium in their annual production cycle.</p> <p>50%: The company partially discloses the quantity of recycled aluminum used in its annual production cycle, e.g., in the form of an absolute amount instead of a percentage or only for some elements within its annual production cycle.</p>	<p>Hyundai provides disclosure of the amount of aluminium used and the amount of scrap aluminium used among raw materials (2025 Sustainability Report, p. 115). However, it is unclear whether the recycled aluminium includes post-consumer aluminium.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0.75
	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	100%: the company is a member of First Movers Coalition sector group on aluminum	<p>Hyundai is not a member of First Movers Coalition sector group on aluminium.</p> <p>https://initiatives.weforum.org/first-movers-coalition/community</p>	0

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		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	<p>25%: the company is a member of the Aluminum Stewardship Initiative (ASI).</p> <p>50%: the company actively engages their aluminum suppliers regarding ASI certification.</p> <p>25%: the company has disclosed purchasing commitments for ASI certified aluminum.</p> <p>Note: 0.4 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	<p>Hyundai is not a member of ASI.</p> <p>https://aluminium-stewardship.org/about-asi/members</p>	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	<p>50%: the company states that it has entered into a formal arrangement with at least one aluminium supplier to invest in and scale-up production of lower emission or fossil-free aluminium.</p> <p>25%: at least one purchase agreement signed by the company with an aluminium supplier for the provision of lower emission or fossil-free aluminium is a binding contract for which timelines and scale of supply (e.g. volume of aluminium to be purchased per year) are publicly disclosed.</p> <p>25%: at least one purchase agreement signed by the company is for the provision of aluminium produced with new technologies for fossil-free aluminium production.</p>	<p>Hyundai states that “in the raw material acquisition stage, we are expanding the use of reduced-carbon steel and aluminium materials” (2025 Sustainability Report, p. 30). However, there is no disclosure of formal agreements with suppliers.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing.	2	<p>25%: the company discloses that it is implementing a closed-loop process for aluminium recycling (must include reference to post-consumer scrap).</p> <p>OR</p> <p>10%: the company discloses that it is implementing a closed-loop process for aluminium recycling (no reference to post-consumer scrap).</p> <p>PLUS</p> <p>25%: the company provides a qualitative description of the closed-loop process(es) it is implementing for aluminium recycling.</p> <p>25%: the company discloses that it improves the recyclability of aluminium through automotive and/or component design.</p> <p>25%: the company explains how it has used automotive and/or component design to improve the recyclability of aluminium (e.g. through the development of new alloys).</p>	<p>Hyundai has a “Car to Car” project to “recycle parts from end-of-life vehicles into materials for new cars, advancing resource material circularity in the process”, which includes aluminium in EVs (p.42). The reference to end-of-life vehicles indicates that this project is focused on post-consumer aluminium. However, insufficient details are provided to understand how the project is actually recycling post-consumer aluminium specifically.</p> <p>The company makes a broad reference to "Design for Recycling" (2025 Sustainability Report, p. 42). However, aluminium is not mentioned specifically.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0.5
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>100%: 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>75%: 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>50%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their battery supply chain.</p> <p>25%: 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.</p>	<p>Hyundai discloses Scope 3 GHG emissions, including for supply chains (purchase of raw materials and parts), but not disaggregated for the battery supply chains (2025 Sustainability Report, p. 39). While Hyundai discloses an LCA for 36 models, including EV models, as of 2024, there is no disclosure of disaggregated data on embodied emissions from battery (p. 30). Hyundai indicates that the part manufacturing stage is excluded from its LCA conducted in 2024 (p. 30), but it has an ongoing three-year support initiative during 2023-2025 that “is collaborating with external expert organizations to enhance suppliers’ capabilities in conducting comprehensive LCAs of parts” (p. 31). It is unclear to what extent this initiative will enhance the disclosure of battery related Scope 3 emissions.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
	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>100%: the company has a commitment to produce 100% fossil free batteries by 2040 and a target to reduce their battery supply chain emissions by 50% by 2030.</p> <p>75%: the company has a commitment to produce 100% fossil free batteries by 2050 and a target to reduce their battery supply chain emissions by 50% by 2030.</p> <p>50%: the company has set an emissions reduction target for its battery supply chain that is aligned with the IEA Heavy Industry Guidance, specifically a 27% emissions reduction by 2030 and 95% by 2050.</p> <p>25%: the company has a commitment to net zero batteries by 2050 and/or a 2030 emissions reduction target for its battery supply chain that falls short of the above-mentioned thresholds.</p>	Not disclosed.	0
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	<p>25%: statement of intent to reduce high intensity minerals in battery production (which may include a commitment to producing smaller batteries).</p> <p>25%: the company has set a disaggregated target for the reduction of primary sources of nickel in their supply chain.</p> <p>25%: the company has set a disaggregated target for the reduction of primary sources of lithium in their supply chain.</p> <p>25%: the company has set a disaggregated target for the reduction of primary sources of cobalt 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>	<p>Hyundai indicates that “we are developing mass-market batteries containing less critical minerals... Our mass-market NCM (Ni, Co, Mn) battery will be designed to reduce nickel content compared to the currently-adopted NCM battery, lowering the use of critical minerals as a result” (2025 Sustainability Report, p. 45). While this shows the company’s intent to reduce high intensity minerals such as nickel, there is no disaggregated target for the use of specific energy intensive minerals.</p> <p>In its Carbon Neutral Guide for Suppliers (2022 version, p. 7), Hyundai also states that “Suppliers shall implement preemptive measures such as weight reduction design and weight reduction proposals from the development of the part stage to reduce the use of natural resources and raw materials”. However, there is no specific requirement for battery suppliers.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf Carbon Neutral Guide for Suppliers (2022) https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hmc-2022-policy-carbon-neutral-guide-for-suppliers-en.pdf</p>	0.25

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	<p>100%: the company has a medium term target of 95% recovery for cobalt & nickel with 70% lithium by 2030 (equal to that proposed by the EU) and a short term target of 90% recovery rate for cobalt & nickel and 35% lithium by 2025.</p> <p>25%: the company has set collection and/or recovery targets for high intensity battery metals that are lower and/or not disaggregated.</p> <p>Note: companies that disclose recovery rates already achieved at commercial scale and/or with existing supplier requirements on recovery rates may score points for this indicator if the disclosed recovery rates match the 2025 thresholds (25% of points) or the 2030 thresholds (100% of points).</p>	<p>Hyundai indicates that it is “establishing a battery closed loop system, reclaiming core battery materials such as cobalt, lithium and nickel from end-of-life batteries” (2025 Sustainability Report, p. 44). However, there is no collection/recovery target set for these materials.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0
	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	<p>The following scores are absolute, not cumulative:</p> <p>100%: the company discloses a requirement that all battery manufacturers are required to use 100% renewable electricity.</p> <p>50%: the company discloses agreements/requirements for 100% renewable energy with some battery manufacturers</p> <p>25%: the company discloses agreements/requirements for reduced emissions with some battery manufacturers</p> <p>or</p> <p>50%: 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>	<p>Hyundai has a 2045 Carbon Neutrality Plan/RE100 roadmap that aims to cover 100% of renewable energy in its own global factories by 2045. Although Hyundai has plan to “expand the adoption of renewable energy by suppliers” in the Phase 3 (2030 onwards) of its Phased Roadmap Towards Supply Chain Carbon Neutrality (2025 Sustainability Report, p. 31), there is no disclosure of requirement for battery manufacturers to use 100% renewable energy or agreements with battery manufacturers for reduced emissions.</p> <p>In its Carbon Neutral Guide for Suppliers (2022 version, p. 5), Hyundai also states that “Suppliers shall actively participate in achieving mid-to-long-term carbon neutrality, such as the promotion of RE100”. However, it is not a mandatory requirement.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf Carbon Neutral Guide for Suppliers (2022) https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hmc-2022-policy-carbon-neutral-guide-for-suppliers-en.pdf</p>	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		4.3.2. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of lithium sourcing.	1	<p>25%: the company has identified and disclosed specific environmental risks of lithium sourcing (e.g. air pollution, water, biodiversity etc.).</p> <p>25%: the company describes its overall approach or strategy to prevent/mitigate environmental risks and adverse impacts within its lithium supply chain (e.g. incorporating environmental conditions into contracts with suppliers, participating in multi-stakeholder initiative(s) to address environmental impacts of lithium sourcing etc.).</p> <p>25%: the company has entered into contractual agreements for the purchase of low-carbon lithium. These agreements may include joint ventures, purchasing commitments, and/or other forms of investment, including R&D.</p> <p>25%: the company provides examples or case studies of contractual agreements and/or direct engagement with specific lithium mining or refining companies to address environmental risks and adverse impacts. Note: examples of direct engagement can be with direct or indirect suppliers. In order to score points here, the company must provide the name of the lithium supplier and the location of the mine or project in question, and it must be clear the engagement / agreement addresses environmental impacts specifically.</p>	<p>Hyundai indicates that “In 2025, we expanded the scope of high-priority minerals to include nickel, lithium, graphite, and other battery materials through materiality assessments” (2025 Sustainability Report, p. 78). The materiality assessment results of responsible minerals (p. 78) indicate human rights and environmental risks among the assessment criteria. Hyundai also has a management plan for battery materials, which entails verifying a smelter for certification status (Extended Minerals Reporting Template, EMRT) and conducting on-site audit in line with OECD guidelines (p. 78). However, Hyundai does not disclose specific risks that the company has identified in its lithium supply chain, any specific activities it has undertaken to prevent/mitigate these risks.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		4.3.3. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of nickel sourcing.	1	<p>25%: the company has identified and disclosed specific environmental risks of nickel sourcing (e.g. air pollution, water, biodiversity etc.).</p> <p>25%: the company describes its overall approach or strategy to prevent/mitigate environmental risks and adverse impacts within its nickel supply chain (e.g. incorporating environmental conditions into contracts with suppliers, participating in multi-stakeholder initiative(s) to address environmental impacts of nickel sourcing etc.).</p> <p>25%: the company has entered into contractual agreements for the purchase of low-carbon nickel. These agreements may include joint ventures, purchasing commitments, and/or other forms of investment, including R&D.</p> <p>25%: the company provides examples or case studies of contractual agreements and/or direct engagement with specific nickel mining or refining companies to address environmental risks and adverse impacts. Note: examples of direct engagement can be with direct or indirect suppliers. In order to score points here, the company must provide the name of the nickel supplier and the location of the mine or project in question, and it must be clear the engagement / agreement addresses environmental impacts specifically.</p>	<p>Hyundai indicates that “In 2025, we expanded the scope of high-priority minerals to include nickel, lithium, graphite, and other battery materials through materiality assessments” (2025 Sustainability Report, p. 78). The materiality assessment results of responsible minerals (p. 78) indicate human rights and environmental risks among the assessment criteria. Hyundai also has a management plan for battery materials, which entails verifying a smelter for certification status (Extended Minerals Reporting Template, EMRT) and conducting on-site audit in line with OECD guidelines (p. 78). However, Hyundai does not disclose specific risks that the company has identified in its nickel supply chain, any specific activities it has undertaken to prevent/mitigate these risks.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		4.3.4. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of cobalt sourcing.	1	<p>25%: the company has identified and disclosed specific environmental risks of cobalt sourcing (e.g. air pollution, water, biodiversity etc.).</p> <p>25%: the company describes its overall approach or strategy to prevent/mitigate environmental risks and adverse impacts within its cobalt supply chain (e.g. incorporating environmental conditions into contracts with suppliers, participating in multi-stakeholder initiative(s) to address environmental impacts of lithium sourcing etc.).</p> <p>25%: the company has entered into contractual agreements for the purchase of low-carbon cobalt. These agreements may include joint ventures, purchasing commitments, and/or other forms of investment, including R&D.</p> <p>25%: the company provides examples or case studies of contractual agreements and/or direct engagement with specific cobalt mining or refining companies to address environmental risks and adverse impacts. Note: examples of direct engagement can be with direct or indirect suppliers. In order to score points here, the company must provide the name of the cobalt supplier and the location of the mine or project in question, and it must be clear the engagement / agreement addresses environmental impacts specifically.</p>	<p>Hyundai indicates that “In 2025, we expanded the scope of high-priority minerals to include nickel, lithium, graphite, and other battery materials through materiality assessments” (2025 Sustainability Report, p. 78). The materiality assessment results of responsible minerals (p. 78) indicate human rights and environmental risks among the assessment criteria. Hyundai also has a management plan for battery materials, which entails verifying a smelter for certification status (Extended Minerals Reporting Template, EMRT) and conducting on-site audit in line with OECD guidelines (p. 78). In addition, in its 2024 Conflict Minerals (Responsible Minerals) Report (p. 8), Hyundai indicates that it has already conducted a status investigation/risk check on primary and secondary suppliers that are using 3TG and cobalt. However, Hyundai does not disclose specific environmental risks that the company has identified in its cobalt supply chain, any specific activities it has undertaken to prevent/mitigate these risks.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-conflict-responsible-minerals-report-eng-2025.pdf</p>	0
		4.3.5. 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	<p>100%: the company is a member of the Global Battery Alliance.</p>	<p>Hyundai Motor Europe Technical Center GmbH, Hyundai Motor Group’s European R&D hub, is a member of the Global Battery Alliance.</p> <p>https://www.globalbattery.org/about/members/ 2024 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf</p>	1

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		4.3.6. The company invests in the development of new battery chemistries & technologies that minimize their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials	2	<p>25%: the company provides examples of R&D that they are conducting in-house or in partnership with value chain partners to develop new battery chemistries / technologies that reduce the use of emissions-intensive minerals (such as nickel and cobalt). Note: this could include R&D into the development of smaller batteries.</p> <p>25%: the company provides examples of the systems and processes it is developing to scale this R&D to commercial production.</p> <p>50%: the company has brought to market electric vehicles that utilize battery chemistries / technologies that meet the above criteria.</p>	<p>Hyundai states that the company completed a next-generation battery research wing at the Uiwang R&D Center in 2024, which will be responsible for developing all-solid-state batteries and other advanced battery technologies at scale (2025 Sustainability Report, p. 27). This also indicates that the company has processes in place to scale all-solid-state batteries R&D to commercial production and qualifies for both the first and third sub-indicator.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf Hyundai Motor Group Newsroom, 26 September 2024 https://www.hyundaimotorgroup.com/news/CONT000000000161358</p>	1

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		4.3.7. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the safe and effective recycling of EV batteries	1	<p>25%: the company provides examples of R&D that they are conducting in-house or in partnership with value chain partners to improve the recyclability of batteries (i.e. recovery rates). Note this could include R&D into battery design and/or recycling methods.</p> <p>25%: the company provides examples of the systems and processes it is developing to scale this R&D to commercial production.</p> <p>50%: 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 & 70% lithium. Note disclosed recovery rates achieved at the pilot / R&D stage are valid for points here. Disclosure of recovery rates achieved at commercial scale is evaluated in indicator 4.3.10.</p>	<p>Hyundai applies the concept of Design for Recycling (DfR) and states that “the recyclability rate at the design stage for Hyundai’s vehicle is 85% without heat energy recovery, and at 95% with heat energy recovery from waste treatment” (2025 Sustainability Report, p. 42). However, Hyundai does not disclose how the company applies R&D or design for batteries specifically to improve recyclability.</p> <p>Hyundai also discloses its collaboration with Hyundai GLOVIS to prepare the logistics system that enables battery recovery and Hyundai GLOVIS’ MOU with EcoPro in 2024 “to pursue upstream business for recycling used EV batteries” (2025 Sustainability Report, p. 42). However, Hyundai does not disclose further detail regarding this partnership. As a result, Hyundai does not get points for this indicator.</p> <p>Hyundai states that it has "facilitated recycling by providing vehicle dismantling manuals and training to scrap car companies, as this helps them to differentiate between economically viable and non-viable resources, guiding them on proper handling techniques" (2025 Sustainability Report, p. 43). However, these examples do not mentioned investments in systems or processes to enhance EV battery recycling specifically.</p> <p>Hyundai discloses that the Lithion plant, with which it signed an initial agreement in 2021 and a follow-up agreement in 2024, will “enable the recovery of up to 95% of battery components and 98% of the critical minerals in a lithium-ion battery.” (Hyundai Canada Media Site press release, 11 March 2021). However, this appears to be an agreement for the commercialization of Lithion’s recycling facility, rather than an R&D collaboration.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p> <p>Hyundai Canada Media Site, 11 March 2021 https://www.hyundainews.ca/releases/3792</p> <p>Hyundai Canada Media Site, 9 October 2024 https://www.hyundainews.ca/releases/4368 Lithion website https://www.lithiontechnologies.com/en/operations/technologies/</p>	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		4.3.8. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespan of its EV batteries.	1	<p>25%: the company indicates that there are processes in place (such as inspection, design, access to battery information, collection and transportation, etc.) for repairing, reusing and/or repurposing batteries.</p> <p>25%: 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>50%: 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 collaborates with Hyundai Glovis on battery reuse programs such as reusing second-life batteries for energy storage systems (ESS), with Hyundai Glovis' expertise in transportation and logistics. Hyundai has built demonstration ESS projects at its Ulsan Plant and the Gongju plant of OCI Specialty (in 2020), as well as at Busan Eco Delta Smart City (2022). Hyundai also has partnership with Hyundai MOBIS and Poen for battery remanufacturing programs that turn purchased/collected second-life batteries into batteries for old vehicles or for after-sales service. The company has not disclosed any quantitative information about the collection of batteries. (2025 Sustainability Report, p. 44)</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p>	0.5

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points
		4.3.9. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	<p>25%: the company indicates that there is a closed-loop process in place for recycling batteries (that involves recovering raw materials).</p> <p>25%: 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>50%: the company provides quantitative information about the % of batteries currently being recycled (at commercial scale). Note: this could be mineral recovery rates and/or the total percentage of batteries recycled (out of all batteries collected for end-of-life treatment).</p>	<p>Hyundai discloses that it is “establishing a battery closed loop system, reclaiming core battery materials such as cobalt, lithium and nickel from end-of-life batteries that cannot be reused or remanufactured and feeding them back into battery manufacturing” (2025 Sustainability Report, p. 44).</p> <p>In Canada, Hyundai has signed a service agreement with Lithion to advance EV battery recovery and recycling in 2024 (2025 Sustainability Report, p. 44). Lithion launched its first commercial plant for the extraction of critical minerals from lithium-ion batteries in June 2024, with patented hydrometallurgy technologies (Hyundai Canada Media Site, 9 October 2024). Hyundai discloses that the Lithion plant will “enable the recovery of up to 95% of battery components and 98% of the critical minerals in a lithium-ion battery.” However, these appear to be projected recovery rates estimated from the R&D process and not verified recovery rates from the plants commercial operations.</p> <p>Hyundai does not disclose any other quantitative information about the % of batteries currently being recycled at commercial scale.</p> <p>2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v12.pdf</p> <p>Hyundai Canada Media Site, 11 March 2021 https://www.hyundainews.ca/releases/3792</p> <p>Hyundai Canada Media Site, 9 October 2024 https://www.hyundainews.ca/releases/4368 Lithion website https://www.lithiontechnologies.com/en/operations/technologies/</p>	0.5
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	Hyundai Motor Company has a C- rating https://lobbymap.org/company/Hyundai-Motor	1.1

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Hyundai Analysis	Hyundai Points

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
1. Responsible Sourcing: General HR indicators	1.1. Commit	1.1.1. The company has a public commitment to human rights.	1	100%: 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) and/or the OECD Guidelines for Multinational Enterprises.	Hyundai has a human rights policy in which the company commits to respecting and supporting the Universal Declaration of Human Rights, the International Bill of Rights, and the UNGPs, among other instruments (p. 1). Human Rights Charter https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-human-rights-charter-eng-2025.pdf	1
		1.1.2. The company extends their human rights commitments to their Tier 1 suppliers and beyond.	2	50%: the company has a Supplier Code of Conduct (SCoC) or equivalent. The SCoC explicitly references the company's human rights policy or states that suppliers are required to respect and/or uphold all human rights. OR 25%: the company has a Supplier Code of Conduct (SCoC) or equivalent that explicitly requires suppliers to comply with the company's human rights policy that is limited in scope, or to respect a limited selection of human rights listed by the company. PLUS 50%: the company "requires" or otherwise mandates their suppliers to apply the requirements of the SCoC to their own suppliers. OR 25%: the company "expects" or "encourages" their suppliers to apply these standards to their own suppliers.	<u>Hyundai's SCoC does not mention 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).</u> <u>As far as suppliers' own supply chain, the SCoC does not require but encourage passing requirements up the supply chain: "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. 4). 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. 18).</u> <u>Hyundai Supplier Code of Conduct</u> https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-supplier-code-of-conduct-eng-2025.pdf	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	25%: the company states that there is a process in place for identifying salient human rights risks. 25%: the company explains its methodology for identifying risks (e.g. desktop review) and prioritising them. 25%: the company specifies how often they repeat this risk assessment. 25%: 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.	<u>Hyundai describes a broad impact materiality assessment in their SR (p. 14). This includes a description of the methodology to gather inputs and information and select topics, and the prioritisation criteria. This process is conducted annually (p. 14). The company states that "to ensure the accuracy and completeness of the topics identified, we conducted ... surveys on external experts and suppliers" (p. 14). However, the company does not specify whether these experts were human rights experts.</u> <u>Hyundai's Human Rights Policy contains a section on "Human Rights Due Diligence". This briefly describes the risk identification process, consisting of a written assessment based on a supplier self-assessment. This may be followed by an on-site inspection "to confirm whether there is any risk by checking internal regulations and systems related to human rights, conducting interviews and conducting on-site inspections." This may also be followed by a separate 3rd party audit by an independent third party agency. Hyundai states that the company reviews and revises the evaluation process on an annual basis (p. 11).</u> <u>Hyundai's SR describes the risk identification process in greater detail. The company performs a broad risk assessment based on "the legal and regulatory landscape regarding human rights in each country; investigative materials from domestic and international institutions and media related to human rights; documentation on industry human rights initiatives and interviews and consultations with business site personnel in order to gather their insights and opinions." Based on this, the company is able to predict potential human rights risks. This is followed by a written assessment "in the form of a questionnaire, based on human rights risk due diligence indicators developed with our business environment and characteristics in mind". Potential risks identified in this manner are verified through on-site audits. This methodology applies to the company's supply chain risk identification process too, which is described in more detail later on in the SR (p. 75). Risk assessments are conducted annually: "we conduct annual due diligence across our business sites and suppliers to identify both potential and actual human rights risks" (SR, p. 53).</u> <u>It is not clear whether Hyundai consults external human rights experts as part of their risk identification process. Hyundai's SR describes interviews with experts from the media, investment institutions, and academia "to further advance ESG Management" (p. 18), but these are not necessarily human rights experts as such, and the engagement does not appear to be in the context of risk identification.</u> <u>Human Rights Charter</u> https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-human-rights-charter-eng-2025.pdf <u>Hyundai 2025 Sustainability Report</u> https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf	0.75

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
		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>25%: the company names the generic, salient risks in their supply chain (e.g. conflict minerals, forced labour, water security, etc.).</p> <p>50%: the company discloses where in their supply chain these risks occur, by reference to geographical location, material type, and/or tier. Note: greater level of specificity on all these elements is expected under indicator 2.2.2 on transition minerals risks.</p> <p>100%: the company provides additional description of these risks. Note: to score here, the description must be based on findings from the company's due diligence measures, and not constitute a generic description.</p>	<p>Hyundai names the generic, salient risks in the supply chain. The company states that the 2024 prediction results remained almost unchanged from those of 2023. These consist of "possible human rights risks in Korea in the areas of suppliers' working conditions (wage, working hours, etc.) as well as discrimination and workplace bullying". "Concerning overseas operations, forced labor involving migrant/non-regular workers and women/children, child labor, and discrimination were identified as potential risks". Potential risks on the human rights of local communities and environmental rights are also listed. More detail and a breakdown by "potential" and "low" risk is provided in a chart (p. 55).</p> <p>The risks are broken down by "domestic" and "overseas" (p. 55), but the company does not systematically indicate where in the supply chain the risks occur (except from the reference to some labour rights abuses connected to suppliers in Korea) and does not describe these risks in any level of detail.</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	0.25
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1	<p>50%: the company outlines the process for how they identify high risk supplier categories in Tier 1 in order to prioritise differential preventive/mitigating action. 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>25%: 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>25%: the company outlines the types of preventive/mitigating 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 identifies high-risk suppliers based on the results of their initial written assessment and supplier questionnaire. "Hyundai selects business sites for on-site audits, 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, prioritising them for on-site audits". The results of written assessment and on-site audits are combined "to draw implications such as risk definition and risk characteristics by business site or location" (SR, p. 54-5). Supplier risks are rated as "high, medium, or low based on screening results" (SR, p. 75).</p> <p>The process does not appear to extend beyond Tier 1 yet. Hyundai announces that, "by 2026, we plan to expand the scope of sustainability assessments to cover tier-2 suppliers involved in key processes and primary non-part suppliers representing the top 90% by purchase value". These include painting, metal plating, casting, and forging because of their high environmental and human rights risks (SR, p. 75). This is welcome information which will likely get the company points in the future if they effectively roll out and report on this expansion.</p> <p>Hyundai explains that they elaborate "supply chain operation strategies" based on suppliers' size and whether they satisfy key indicators (p. 75). Based on supplier risk level, follow-up actions are agreed. These include risk improvement recommendations, risk mitigation plans, implementation of measures "based on mutual discussion", regular monitoring and additional due diligence (p. 74-75).</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	1
	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>25%: 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>25%: the company provides quantitative information of the number of potential new suppliers assessed, and the tier that they belong to.</p> <p>25%: the company provides quantitative information on the number of potential new suppliers where non-conformances were found. Note: the action taken to respond to these findings is addressed by indicators below.</p> <p>25%: this process extends beyond tier 1 to tier 2 at a minimum.</p>	<p>Potential new suppliers are assessed against sustainability risks. This evaluation determines whether potential new suppliers are "qualified for trade". In this case, they must fill in the sustainability self-assessment, undergo a "survey on actual conditions", and submit pledges on "improving sustainability" (SR, p. 74). "The results of these evaluations are incorporated into the transaction conditions" (p. 74).</p> <p>Hyundai does not disclose the number of potential new suppliers assessed or non-conformances found. The process does not currently extend to Tier 2. While Hyundai discloses that assessments were performed on 48 key Tier 2 suppliers and audits on 40 key Tier 2 suppliers this year (SR, p. 76), the company does not clarify whether any of these were potential new Tier 2 suppliers.</p> <p>However, the company does explain that they will only begin to systematically assess certain key Tier 2 part suppliers ahead of signing contracts in 2025 (p. 75). Based on this, it appears that the process for identifying risks ahead of signing contracts with new suppliers does not yet extend to Tier 2 suppliers.</p> <p>Note: Last year, the company got points for this sub-indicator, based on information that was not fully conclusive or clear, but that appeared to indicate that they were performing risk assessments on Tier 2 suppliers prior to signing contracts. While the company was at the time given the benefit of the doubt, it is now clear that this was not a process that was yet in place. The information provided this year makes it clear that a process to systematically assess certain Tier 2 suppliers ahead of signing contracts was only meant to start in 2025.</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	0.5

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2	<p>20%: the company indicates that there is a process in place to monitor compliance.</p> <p>20%: the company provides details on the process (e.g. tools, technologies and sources of information they use).</p> <p>20%: 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>20%: 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>20%: the company provides quantitative information on non-conformances found, their type and severity. Note: it is insufficient just to provide a number, additional information (for example, on the type, location, and/or severity of the non-conformances) must also be provided. OR</p> <p>10%: the company provides quantitative information on non-conformances found</p> <p>Note: 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 (this can refer to the company as a whole, or to the total number of suppliers within a relevant category). The action taken to respond to these findings is addressed by indicators below.</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 Supply Chain Sustainability Management Policy indicates that compliance is monitored through a "desktop review" ("this involves examining pertinent business records, transaction documents, and relevant information"), and an on-site audits if necessary. The company's SCoC also 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. 5). 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. 19).</p> <p>Hyundai discloses that 1,494 Tier 1 suppliers were assessed through their written sustainability assessment (this is all their Tier 1 suppliers), as well as 48 "key Tier 2 suppliers" (SR, p. 76). Hyundai also discloses that 195 Tier 1 suppliers were audited, and 40 "key Tier 2 suppliers" were audited.</p> <p>Hyundai discloses that "risks" were found with 19 suppliers through the written assessments (SR, p. 55). At p. 76 of the SR, these are called "negative impacts". However, it is not clear whether "risks" or "negative impacts" amount to non-conformities, and the company also does not specify what these risks or negative impacts are, or their severity.</p> <p>Hyundai Motor Company Supply Chain Sustainability Management Policy https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-supply-chain-sustainability-management-policy-eng-2025.pdf</p> <p>Hyundai Supplier Code of Conduct https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-supplier-code-of-conduct-eng-2025.pdf</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	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	<p>This indicator relates to the contractual relationship, or potential 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>33%: the company discloses the actions it will take in response to findings of non-conformance by potential new suppliers (for example, time-bound action plans before contracts go ahead, policy revision, targeted training, onsite audits, refraining from contracting, etc.).</p> <p>33%: the company discloses specific actions it will take in response to findings of non-conformance by existing suppliers.</p> <p>33%: the company discloses the number of corrective action plans or equivalent issued during the reporting year. Note: this is distinct from providing remedy to impacted stakeholders.</p> <p>Note: this is distinct from providing remedy to impacted stakeholders.</p>	<p>If potential new suppliers' scores "fall below the threshold on the sustainability risk due diligence, they must submit an improvement plan and undergo a reassessment. Transactions are only permitted once they meet the threshold." (SR, p. 75).</p> <p>Regarding existing suppliers, they must "establish and implement plans to promptly address deficiencies and violations of compliance with this Supplier Code of Conduct, as identified by written assessments or on-site visits" (SCoC, p. 19).</p> <p>In its SR, Hyundai states that suppliers revealing "high risk factors" identified through the written assessment or on-site audits are requested to implement immediate improvements or develop an improvement plan (p. 74). The company adds that existing suppliers that do not meet the sustainability assessment threshold score will not be allowed to participate in new bids (SR, p. 75).</p> <p>Hyundai discloses that 19 improvement plans were issued during the reporting year (SR, p. 76).</p> <p>Hyundai Supplier Code of Conduct https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-supplier-code-of-conduct-eng-2025.pdf</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	1.5

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
		1.3.5. The company discloses how they verify the implementation of corrective actions.	1	<p>The following scores are absolute, not cumulative:</p> <p>100%: the company discloses the types of actions that it undertakes across its whole supply chain to verify whether corrective actions have occurred.</p> <p>25%: 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 they "continuously monitor whether the person in charge of the human rights risk-evaluated organization is diligently and effectively implementing the mutually agreed improvement plans", and adds, "the implementation of detailed tasks is carried out on schedule, and the expected outputs are communicated with each other on a regular basis in order to secure them in a timely manner" (p. 12).</p> <p>Hyundai's SCoC expects suppliers to "share implementation plans and progress concerning the matters governed by this Supplier Code of Conduct" (p. 18).</p> <p>Hyundai Supplier Code of Conduct https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-supplier-code-of-conduct-eng-2025.pdf</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	1
	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>100%: if the company only has an in-house mechanism</p> <p>20%: 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>20%: The mechanism is available to its workers, suppliers, suppliers' workers (in any tier) and other external stakeholders (e.g. whistleblower hotline).</p> <p>50%: the company communicates how the existence of the mechanism is communicated to its suppliers' workers and other impacted stakeholders. Note: simply posting it on the website is not enough.</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. 8). However, this mechanism appears to focus on complaints arising within the company's own operations, and be available to internal stakeholders, such as employees (SR, p. 57).</p> <p>The company's new Supply Chain Sustainability Management Policy refers to reporting channels regarding supply chain grievances which are theoretically available to "key stakeholders (including employees, consumers, and local communities)." The company provides three links within the Sustainability Management Team, the Procurement Planning Team, and the Audit Planning Team, all of which take to websites entirely in Korean language (section "E: Grievance Mechanism").</p> <p>These cannot be said to be grievance mechanisms "available to its workers, suppliers, suppliers' workers (in any tier) and other external stakeholders" (certainly not to potentially affected supply chain workers and local communities that do not speak Korean). For these reasons, these cannot be considered appropriate grievance channels for supply chain concerns.</p> <p>In its SR, the company explains that they currently operate "channels to receive employee grievances", and that they "plan" to "operate channels to receive grievances from all stakeholder groups" (p. 53).</p> <p>It seems therefore that the company does not yet operate any specialised grievance mechanism for supply chain grievances.</p> <p>Human Rights Charter https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-human-rights-charter-eng-2025.pdf</p> <p>Hyundai Motor Company Supply Chain Sustainability Management Policy https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-supply-chain-sustainability-management-policy-eng-2025.pdf</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	0

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
		1.4.3. 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>25%: The company provides quantitative information about the total number of grievances raised during the reporting year.</p> <p>25%: The company provides quantitative information about the total number of supply chain grievances, with detail as to their type, severity, tier, and geographical location.</p> <p>25%: the company provides information about the number of supply chain grievances resolved, and an indication of how they were resolved. Note: simply stating that the grievance was resolved is not enough - the company must disclose the substantive outcome (e.g. rejected and reasons for rejection, confirmed and compensation provided, and/or agreement with the complainant reached, and/or rectification of wrongful practices requested, etc.). The indicator below seeks greater detail as to the concrete measures of reparation offered.</p> <p>25%: The company provides information about the total number of ongoing supply chain grievances.</p>	Not disclosed.	0
		1.4.4. The company has put in place a remedy process for its supply chain.	2	<p>25%: the company describes how they investigate an issue that is raised and escalate the issue within the company</p> <p>25%: the company indicates how they determine appropriate remedy</p> <p>25%: the company indicates whether the affected rightsholders are involved in the determination of remedy and how</p> <p>25%: 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</p> <p>Note: the UNGPs specify that impacted stakeholders should be involved in the determination of remedy. As such, additional indicators have been included under each of the focus areas to provide a score regarding the company's engagement with specific stakeholder groups.</p>	Not disclosed.	0
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>100%: 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>75%: 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>50%: 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 has a Responsible Raw Materials Procurement Policy that applies to all raw materials. The company has also established jointly with Kia a Conflict Minerals (Responsible Minerals) Policy that applies to conflict minerals, cobalt, and, "minerals that pose human rights violations or environmental destruction issues in the mining process." (p. 3).</p> <p>Hyundai Motor Company Responsible Raw Materials Procurement Policy https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-responsible-raw-materials-procurement-policy-eng-2025.pdf</p> <p>Hyundai Motor Company Conflict Minerals (Responsible Minerals) Policy https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-conflict-minerals-responsible-minerals-policy-eng-2025.pdf</p>	1

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
		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>50%: Implementation of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs:</p> <ul style="list-style-type: none"> - 50%: 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>OR</p> <ul style="list-style-type: none"> - 25%: 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>OR</p> <ul style="list-style-type: none"> - 10%: 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>50%: Implementation of Due Diligence:</p> <ul style="list-style-type: none"> - 25%: 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). - 25%: the company requires suppliers to disclose smelter/refiner information. 	<p>Hyundai's SCoC does not require suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs. The SCoC does request suppliers to "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. 7-8). The Code also expects suppliers to "confirm the point of origin and smelters relating to all minerals and raw materials including conflict minerals such as tin, tungsten, tantalum, gold, etc." (p. 8). There is no specific requirement or expectation to disclose SoR information.</p> <p>Hyundai Supplier Code of Conduct https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-supplier-code-of-conduct-eng-2025.pdf</p>	0.5
	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	<ul style="list-style-type: none"> 25%: the company discloses that they have a process in place to map transition minerals supply chains back to the point of extraction. 25%: 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. 25%: 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. 25%: the company discloses concrete information from their mapping including, at minimum, primary countries of origin <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 & lithium. Companies that map two of fewer minerals will receive half scores.</p>	<p>Hyundai discloses a supply chain mapping process through a "visualisation system", "to show the current status of supply chains ranging from tier-1 to tier-N suppliers" (SR, p. 75). The company explains that the "supply mapping primarily targets key parts including aluminum, steel, tires, batteries, and polysilicon" (p. 75).</p> <p>To map the supply chain, Hyundai requests Tier 1 suppliers to provide information on their supply chain, and to cascade information requests upstream to Tier 2, Tier 3, etc. suppliers (p. 76). This also entails providing "supply chain mapping training to tier-1 suppliers" (p. 76).</p> <p>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>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	1

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
		2.2.2. The company discloses conflict minerals risks in their supply chain and where they are located.	1	<p>Note: Conflict minerals refers to tin, tungsten, tantalum and gold or "3TG".</p> <p>25%: the company discloses the risks of sourcing conflict minerals from CAHRAs in their supply chains, specifying the minerals and countries of origin potentially involved.</p> <p>25%: the company discloses whether they source conflict minerals from CAHRAs, as well as the relevant transition minerals and countries of origin involved.</p> <p>50%: the company describes the human rights risks associated with the CAHRA countries they source conflict minerals from in some level of detail. Note: to score here, the description must be based on findings from the company's due diligence measures, and not constitute a generic description.</p>	<p>Hyundai recognises the risk of sourcing conflict minerals from CAHRAs (Conflict Minerals (Responsible Minerals) Policy, p. 1, SR, p. 78), and lists 10 African countries (Democratic Republic of the Congo, Rwanda, Burundi, Sudan, Angola, Uganda, Zambia, Central African Republic, Congo, and Tanzania as "high risk management areas". The company monitors suppliers' use of conflict minerals that may be unethically mined from these areas (p. 79).</p> <p>Unlike last year, the company does not appear to have published a Conflict Minerals Report (the last one on its website covers the period from 1 January to 31 December 2023).</p> <p>The company does not actually confirm whether they source conflict minerals from CAHRAs, or from any of the specific CAHRA countries they list.</p> <p>Hyundai Motor Company Conflict Minerals (Responsible Minerals) Policy https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-conflict-minerals-responsible-minerals-policy-eng-2025.pdf</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	0.25
		2.2.3. The company discloses broader transition minerals risks in their supply chain and where they are located.	1	<p>The following scores are absolute and not cumulative:</p> <p>100%: the company discloses broader risks from transition minerals in their supply chains and where these are located, by reference to tier, and geographical location for lithium, nickel, cobalt and at least one other mineral.</p> <p>50%: the company discloses broader risks from transition minerals in their supply chains and where these are located, by reference to tier and geographical location for lithium, nickel and cobalt.</p> <p>25%: the company discloses broader risks from sourcing at least one transition mineral, with reference to tier and geographical location and/or the company discloses human rights risks of sourcing transition minerals in general, including countries of origin, without disaggregating this information for individual minerals</p>	<p>While Hyundai states that they prioritise battery raw materials, as well as other minerals such as mica, palladium, etc. for human rights due diligence (SR, p. 78), the company does not actually disclose the risks identified, relevant tier, or geographical location.</p> <p>Hyundai does disclose the risk of child labour associated with the cobalt used in its products originating from the DRC, stating that "we are continually monitoring the cobalt supply chain in accordance with the OECD Due Diligence Guidance to manage the issue of child labor in cobalt mines of the Democratic Republic of Congo" (p. 79).</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	0.25
		2.2.4. The company publishes a list of smelters or refiners (SoR) in its supply chain	1	<p>100%: the company publishes a complete list of smelters/refiners in their supply chain for at least 3TG minerals.</p> <p>50%: 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

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
		2.2.5. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	<p>100%: the company discloses information on RMI conformance for all of the SoRs identified in their supply chain.</p> <p>50%: 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>Note: 0.4 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	<p>While Hyundai states that they assess suppliers' data regarding smelters' conformance with RMI standards (SR, p. 78-9), the company does not disclose the findings of these inquiries.</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	0
	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	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>25%: 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>25%: the company specifies that it engages directly with SoRs to build their capacity to conduct due diligence.</p> <p>50%: the company provides detail on how it engages with SoRs to build their capacity</p>	<p>Hyundai is a member of RMI, which provides businesses with a range of tools and data to assess SoR performance against the OECD Guidance (SR, p. 77). The company does not disclose whether it engages with SoR directly to build their capacity.</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	0.25
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2	<p>50%: the company discloses that it has entered into direct agreements with extractives companies for the sourcing of transition minerals and that these companies are subject to human rights requirements</p> <p>50%: the company discloses the name of extractive companies it has entered into direct agreement with, the relevant transition minerals, and the location of the relevant mine or mines. Note: to score here, the company must provide this level of detail for a meaningful number of contracts (one or two is not enough).</p>	<p>Hyundai states that to address material and component procurement risks, they are expanding direct purchasing of strategic materials (SR, p. 109). However, the company does not disclose any details about these agreements.</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	0

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
		<p>2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits.</p> <p>Note: IRMA does not excuse companies from doing their own supply chain due diligence</p>	2	<p>25%: The company is a member of IRMA.</p> <p>50%: The company actively engages extractive companies within its supply chain regarding auditing by IRMA.</p> <p>25%: the company has established requirements for minerals / metals within its supply chain to be sourced from IRMA audited mines. Note: such requirements do not need to be effective immediately, but the requirement must at least refer to a pathway towards sourcing from mines that have undergone independent IRMA audits within a period of time. Requirements can apply to extractive companies and/or downstream suppliers (e.g. battery manufacturers).</p> <p>Note: 0.8 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	Not disclosed	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
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1	See general HR indicators	See general HR indicators.	1

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
	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>50%: 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>50%: 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	<p>100%: the company has an explicit commitment to the UNDRIP in their human rights policy and/or in a standalone Indigenous Peoples' rights policy.</p>	<p>Hyundai's Human Rights Policy does not include a commitment to UNDRIP, and the company does not have a standalone Indigenous Peoples' rights policy. Hyundai's Community Engagement Policy mentions the UNDRIP as a reference document, but does not express an explicit commitment to it: "the company endeavours to explore avenues for revising and enhancing policies and programs as needed, based on the International Labor Organization (ILO) Convention No. 169 or the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)" (p. 3)</p> <p>Human Rights Charter https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-human-rights-charter-eng-2025.pdf</p> <p>Hyundai Motor Company Community Engagement Policy https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-community-engagement-policy-eng-2025.pdf</p>	0
		3.1.2. The company has a public commitment to FPIC.	1	<p>100%: 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>50%: 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>	<p>Hyundai's Human Rights Policy includes a commitment to FPIC, in the following terms: "Hyundai Motor Company endeavours to obtain Free, Prior and Informed Consent (FPIC) of local residents in accordance with relevant international standards and local regulations throughout the process of planning and implementing business activities" (p. 7). The reference to local regulations is a problem, because local regulations often fall short of international standards. However, the company's new Supply Chain Sustainability Management Policy articulates an unqualified commitment: "In the processes of raw material extraction and processing, Hyundai Motor Company shall cooperate with indigenous peoples and local communities and respect their right to Free, Prior and Informed Consent (FPIC)" (p. 6).</p> <p>Human Rights Charter https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-human-rights-charter-eng-2025.pdf</p> <p>Hyundai Motor Company Supply Chain Sustainability Management Policy https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-supply-chain-sustainability-management-policy-eng-2025.pdf</p>	1
		3.1.3. The company requires its tier 1 suppliers to respect Indigenous Peoples' rights	2	<p>The SCoC, responsible sourcing policy or equivalent explicitly requires suppliers to respect the UNDRIP (50%) and FPIC (50%).</p> <p>MODIFIER: Points will be halved if the policy is qualified.</p>	<p>Hyundai's SCoC does not require respect for UNDRIP or FPIC.</p> <p>Hyundai Supplier Code of Conduct https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-supplier-code-of-conduct-eng-2025.pdf</p>	0

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
		3.1.5. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1	<p>50%: the company requires suppliers to translate these commitments to the languages of the impacted Indigenous Peoples.</p> <p>50%: the company requires that these translations are actively made available to the Indigenous Peoples concerned.</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>25%: The company discloses that their supply chain risk identification process explicitly includes FPIC and other Indigenous Peoples' rights issues through to the point of extraction.</p> <p>25%: the company discloses where in the supply chain these risks occur (e.g. materials, tiers, and geographical location).</p> <p>25%: the company explains how Indigenous Peoples are involved in the risk identification process.</p> <p>25%: the company provides case studies of this process in practice. Case studies should include information on the location, supplier/s involved, the potential impacts on Indigenous Peoples' rights, the Indigenous Peoples concerned and their objections or concerns, and the way the company went about or is ensuring that the specific rights in question are respected.</p>	<p>Not disclosed. Hyundai includes risks to Indigenous Peoples' rights as part of their risk identification process (SR, p. 76), but it is not clear whether this includes FPIC specifically, and whether it extends to the point of extraction. Elsewhere in the report the company discusses its commitment to FPIC (SR, p. 79), but this is in the context of its own activities.</p> <p>Note: Hyundai has begun to undertake raw material supply chain mapping and risk assessment, including risks to Indigenous Peoples' rights through to the point of extraction, to respond to the EU Deforestation Regulation (EUDR) (SR, p. 79). This is an important development. However, these efforts do not include the company's minerals supply chains (i.e. they only focus on wood, rubber, etc.).</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	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	<p>100%: the company describes in detail the process that suppliers must follow (for example, guidance put in place by the company for suppliers to follow, or other practical means of operationalising the company's FPIC commitments throughout the supply chain).</p> <p>25%: the company states a minimum expectation for suppliers and/or the process it describes is limited in its application.</p>	Not disclosed	0

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
		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. Note: It is in addition to their membership of IRMA, and it applies whether the extractive companies are direct or indirect suppliers. 25%: the company formally engages extractive companies regarding FPIC. 25%: the company states that they formally review company documents (e.g. meeting minutes) to ensure that Indigenous Peoples' FPIC has been provided. 50%: 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 general HR indicators provide a baseline for this. In addition: 25%: the company discloses the action it will take if disagreements or disputes with Indigenous Peoples arise in its supply chain. 25%: the company discloses the action it will take if it finds FPIC breaches in its supply chain. 50%: the company explains how the Indigenous Peoples affected by FPIC breaches are involved in decisions about how to respond (including, but not limited to, whether the company should suspend or cease its relationship with a supplier).	Not disclosed	0

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
	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	<p>FPIC is a continuous process – not a single decision at a single moment in time. Grievance mechanisms should be able to address FPIC concerns throughout the lifetime of a project.</p> <p>25%: the company explains how it involves Indigenous Peoples in the design of its grievance mechanisms and/or processes to address their complaints.</p> <p>25%: the company explains how it involves Indigenous Peoples in the investigation of grievances and determination of remedy.</p> <p>50%: the company provides examples or case studies of remedy provided to Indigenous Peoples for confirmed breaches of FPIC in the supply chain.</p>	Not disclosed	0
4. Respect for Workers' Rights	4.1. Commit	4.1.1. The company has a commitment to workers' rights	1	<p>25%: The company's human rights policy (or similar) includes a specific commitment to the ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO Fundamental Conventions.</p> <p>OR</p> <p>50%: The company identifies and commits to respecting each of the five Fundamental Principles and Rights at Work as established in the ILO Declaration (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"> 1. freedom of association and the effective recognition of the right to collective bargaining; 2. the elimination of all forms of forced or compulsory labour; 3. the effective abolition of child labour; 4. the elimination of discrimination in respect of employment and occupation; and 5. a safe and healthy working environment. <p>PLUS</p> <p>25%: the company has a commitment to a living wage in their human rights policy or in another formal policy document.</p> <p>25%: the company outlines how it calculates a living wage.</p>	<p>Hyundai's Human Rights Policy does not include an express commitment towards the ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO fundamental Conventions. The company's reference to the ILO Constitution of 1919 is insufficient (especially since the company does mention an express commitment to the ILO Declaration on Fundamental Principles in its SR).</p> <p>Note: last year, the company was awarded points under the first sub-indicator on the assumption that the reference to the ILO Constitution instead of the ILO Declaration had been a mistake. However, the company was also warned that the text should be corrected to avoid a downgrade in the future. Since the ILO Declaration (or ILO Fundamental Conventions) continue not to be referenced in relevant policy documents, points can no longer be given.</p> <p>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 some of 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. 6).</p> <p>The company does not commit to a living wage, but to "reasonable remuneration" (Human Rights Policy, p. 5).</p> <p>Human Rights Charter https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-human-rights-charter-eng-2025.pdf</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	0

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
		<p>4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond.</p> <p>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.</p>	2	<p>25%: The SCoC includes a specific commitment to the ILO Declaration on Fundamental Principles and Rights at work and/or the ILO Fundamental Conventions.</p> <p>OR</p> <p>50%: The SCoC includes specific requirements on each of the five Fundamental Principles and Rights at Work as established in the ILO Declaration (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"> 1. freedom of association and the effective recognition of the right to collective bargaining; 2. the elimination of all forms of forced or compulsory labour; 3. the effective abolition of child labour; 4. the elimination of discrimination in respect of employment and occupation; and 5. a safe and healthy working environment. <p>PLUS</p> <p>25%: the SCoC requires suppliers to pay a living wage.</p> <p>25%: 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, but it does identify and expect 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. 6); and, "Suppliers should not demand any kind of fees or payment whatsoever in exchange for employment." (p. 14).</p> <p>Hyundai Supplier Code of Conduct https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/2025/social/hyundai-supplier-code-of-conduct-eng-2025.pdf</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>Note: workers' representatives are not a substitute for trade unions where trade unions are allowed to operate and not limited in their activities.</p>	<p>Not disclosed. Hyundai mentions engaging in consultations with labor unions and collecting their feedback (SR, p. 57), but this is referring to the company's own labour unions (i.e. not supply chain unions) in is only in the context of remediation of grievances of own employees.</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	0
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1	<p>The following scores are absolute not cumulative:</p> <p>100%: the company's risk assessment explicitly identifies the salient risks to workers' rights and describes where in the supply chain these are located.</p> <p>25%: the company's risk assessment explicitly identifies workers' rights risks for at least one material / supply chain and the location/s.</p>	<p>Hyundai identifies and names many risks to workers' rights in the supply chain, but the company does not systematically describe where in the supply chain they are located. Hyundai does disclose the geographical location of some of the identified worker rights' risks, stating that issues concerning working conditions (wage, working hours, etc.) as well as discrimination and workplace bullying were identified with Korean suppliers (SR, p. 55).</p> <p>Note: information about relevant raw material/supply chain is normally expected under these indicators, but this is not always relevant when disclosing risks at Tier 1 level. .</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	0.25

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
	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	<p>25%: the company has a collective agreement with the relevant trade union in the headquartered country.</p> <p>25%: the company has a global framework agreement with IndustriALL for neutrality across all its operations.</p> <p>25%: 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.</p> <p>25%: IndustriALL was actively involved in the formulation of the company's workers' rights principles and/or policies.</p>	<p>Hyundai discloses that 93.9% of Korean employees have union membership (SR, p. 121). While the company does not specify it this year, last year's report confirmed that this was with the national Korean Metal Workers' Union.</p> <p>Hyundai does not have a global framework agreement with IndustriALL, and does not disclose whether IndustriALL was involved in the formulation of the company's workers' rights commitments.</p> <p>Hyundai's SR mentions a number of formal consultation mechanisms with workers, including a Collective Bargaining Council, and a Labor-management Council: "We conduct regular labor-management negotiations each year to engage in sincere dialogue on the improvement of wages and labor conditions, and renew the collective bargaining agreement every two years based on the decisions made through collective bargaining, wage negotiations (supplemental negotiations), and labor-management councils (including consultations made by sector, business unit, and region) (p. 61). The report mentions a few other bodies such as the Job Stability Committee, and the Future Change Response Task Force (p. 61). However, it is not clear whether these or any other workers' body are involved in the elaboration of the workers' rights principles and/or policies.</p> <p>Hyundai 2025 Sustainability Report https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/2025/hmc-2025-sustainability-report-en-v11.pdf</p>	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	<p>50%: the company specifies that it works with the relevant trade union and/or workers' representatives in the elaboration of corrective action plans.</p> <p>50%: the company specifies that it works with the relevant trade union and/or workers' representatives in the verification of corrective action plan implementation.</p>	Not disclosed	0

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Hyundai analysis	Hyundai points
	4.4. Remedy	4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1	<p>50%: the company specifies that trade unions and/or workers' representatives are formally involved in any remedy process concerning breaches of workers' rights in the supply chain.</p> <p>50%: the company provides examples or case studies of remedy provided to workers for confirmed breaches of workers' rights in the supply chain.</p>	Not disclosed	0

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

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