

# HYOSUNG



**Corporate  
Social  
Responsibility  
Policy (CSR)**

## Hyosung Corporation

Nautilus Hyosung America, Inc.

Hyosung TNS

Hyosung HICO, Ltd.

Hyosung Holdings USA, Inc

Hyosung USA, Inc.

**2021**

## Table of Contents

<b>INTRODUCTION:</b> .....	<b>3</b>
<b>POLICY:</b> .....	<b>3</b>
<b>PROCEDURE</b> .....	<b>3</b>
• <b>Employees</b> .....	3
• <b>Human Rights</b> .....	3
• <b>Ethics</b> .....	4
• <b>Sustainability</b> .....	4
• <b>Engagement</b> .....	4
• <b>Environment</b> .....	4
• <b>Code of Conduct</b> .....	4
○ <b>Equal Employment Opportunity</b> .....	4
○ <b>Affirmative Action</b> .....	4
○ <b>Accommodations Policy</b> .....	5
○ <b>Anti-Harassment Policy</b> .....	5
<b>TRAINING</b> .....	<b>5</b>
<b>REPORTING</b> .....	<b>5</b>
<b>DISCIPLINARY ACTIONS</b> .....	<b>5</b>

## INTRODUCTION:

Since our founding in 1966, Hyosung has embodied the true spirit of corporate social responsibility, and we are committed to the highest standards of corporate citizenship. Our culture and values are rooted in service, integrity, and taking personal responsibility for our actions, outcomes, and reputation. At Hyosung, we make a difference in the communities in which we live and work. Given the worldwide span of our workers, clients, suppliers, and partners, we recognize the global reach of our business practices and our public accountability.

## POLICY:

Hyosung is committed to:

- Continuous improvement in our Corporate and Social Responsibility (CSR) strategy by;
  - Encouraging our business partners to implement CSR;
  - Continually improving our performance and meeting all applicable legislation;
  - Informing our staff to be mindful of the effect of their actions on non-renewable resources.
- The CSR policy is to make clear to all stakeholders what Hyosung means by CSR and Hyosung's purpose to work towards implementing and achieving CSR. The CSR policy applies throughout all activities of the company.
- Hyosung recognizes that CSR embraces all aspects of sustainable development and social issues which are of most relevance to Hyosung and decide at what stage this CSR policy could most effectively and legally be included;
- Hyosung shall operate in a way that safeguards against unfair business practices;
- Hyosung believes that a responsible approach to developing relationships between companies and communities they serve, national and international, is a vital part of delivering business success;
- When carrying out our business, Hyosung will determine the environmental, social and economic issues;
- Hyosung will continually review all policies and business practices to encourage engagement with business partners to promote development.

## PROCEDURE

Hyosung's corporate social responsibility commitments are built around six critical areas:

- **Employees** – We take seriously our responsibilities to protect, support, and prepare employees for successful careers, and to advocate on their behalf. Our efforts are focused on providing career opportunities, resources and leading by example in areas such as workplace safety, health and wellness, diversity and inclusion, and training and development. We believe in opportunity for all and are steadfast in our commitment to equal employment opportunity, the protection of human rights, and the prevention of human trafficking.
- **Human Rights** – Hyosung aims to support and respect the protection of internationally proclaimed human rights. All partners are actively encouraged to observe international human rights norms within their work. Hyosung aims to eliminate discrimination based on any grounds,

(Race, Color, National Origin, Sex, Sexual Orientation or Religion) and promote equality and opportunity in the Automatic Teller manufacturing and service industry.

- **Ethics** – Hyosung is committed to doing the right thing, conducting ourselves in a legal, ethical, and trustworthy manner, upholding our regulatory obligations, and complying with both the letter and spirit of our business policies. We will ensure clear visibility through the utilized supply chains to know where products are being moved from and to. Training will be provided to relevant people on environmental and social issues affecting the logistics supply chains. Hyosung will ensure that partners uphold the workplace standards and behaviors consistent with the Company’s requirements.
- **Sustainability** – A Sustainable Policy for Procurement of services will be maintained that will set out the principles, policies and procedures of the company
- **Engagement** – Hyosung understands that it takes all of us working together to truly have an impact. As such, we partner with organizations in the communities where we live and work to improve lives and society as a whole by engaging in activities such as community service, philanthropy, and support for small, minority, women, and disadvantaged businesses. We also seek to engage with workforce suppliers who operate using socially responsible business practices and adhere to the professional code of conduct outlined by the World Employment Confederation.
- **Environment** – Hyosung recognizes a shared responsibility to protect our planet and is committed to reducing our environmental impact through preservation, conservation, and waste reduction practices. Hyosung will continue to work with our partners to reduce their impact on the environment. We will do so by applying reasonable care to all activities, assess the environmental impact and report against these findings to all stakeholders.

Underlying our corporate social responsibility program is a set of core policies that outline our approach and guide our activities.

- **Code of Conduct** – Hyosung’s Code of Conduct provides mechanisms to prevent dishonest or unethical conduct, and fosters a culture of honesty and accountability. This policy outlines the responsibilities of our employees, including ensuring that our suppliers are aware of their obligation to conduct themselves in a legal and ethical way. We treat all employees with dignity and respect and follow all applicable laws and legislation related to labor and human rights. This includes and is not limited to the following:
  - **Equal Employment Opportunity** – It is the policy of Hyosung to protect the employment rights of qualified applicants and employees regardless of an individual’s race, color, sex, age, religion, national origin, genetics, sexual orientation, gender identity/expression, disability, and/or other protected categories under applicable laws.
  - **Affirmative Action** – Hyosung is committed to taking affirmative action to employ and advance women, minorities, qualified disabled individuals, disabled veterans, recently separated veterans, and other protected veterans

- **Accommodations Policy** – It is the policy of Hyosung to comply with all applicable laws concerning the employment of persons with disabilities. Consistent with that commitment, it is Hyosung’s policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training, or other terms, conditions, and privileges of employment.
- **Anti-Harassment Policy** – Hyosung is committed to maintaining a work environment that is free from harassment. As such, Hyosung will not tolerate harassment of, or by, its employees.

We are individually and collectively accountable for upholding our corporate social responsibility commitments. We encourage participation across our organization, and we will work with external stakeholders to continually advocate on behalf of the global workforce, improve our workplaces, contribute to the communities we serve, and ensure our actions are socially, ethically, and environmentally responsible.

## TRAINING

The Company will implement a training program for its staff to raise awareness and enlist their support in improving the Company's performance.

## REPORTING

Report any conduct that you believe to be a violation of this policy to Hyosung’s legal or human resources department. Reports may also be made through the Hyosung Ethics hotline.

To report a concern:

Call: USA and Canada: (844) 990-0002

Email: [reports@lighthouse-services.com](mailto:reports@lighthouse-services.com) – must include Company name with report

Fax: (215) 689-3885

Employees who fail to report actual or suspected misconduct may be deemed in violation of this policy and may be subject to appropriate action by the company.

## DISCIPLINARY ACTIONS

Hyosung will not tolerate retaliation against an employee for reporting a concern in good faith or for cooperating with a compliance investigation, even when no evidence is found to substantiate the report.

Any violation of this policy may be grounds for disciplinary action, up to and including termination. Hyosung and its subsidiaries have the exclusive right to interpret this policy regarding their respective employees.