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## 현대건설 지역사회 정책 (Community Policy)

2025. 05

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## 1. Overview

Hyundai E&C has established and operates its community policy based on the following principles and strategies to fulfill its social responsibilities, enhance communication with local communities at all domestic and international sites, and generate positive impact. Creating value for local communities is positioned as a key component of Hyundai E&C's sustainable management strategy and implementation agenda.

### 1.1 Purpose of Establishment

This policy aims to define the principles and implementation standards that guide Hyundai E&C in considering the impact of its business activities on local communities across all project sites. It is intended to foster a foundation for sustainable growth with local communities and contribute to the creation of economic and social value through the fulfillment of corporate social responsibility.

### 1.2 Definition of Community

The term "community" refers to all individuals, groups, and institutions living in or directly or indirectly associated with the geographical areas affected by Hyundai E&C's business activities and value chain. It also includes indigenous peoples who may potentially be impacted.

### 1.3 Scope of Application

This policy applies to all domestic and international business sites and project locations. It extends to all stakeholders involved in Hyundai E&C's business operations, including employees, partners, and subcontractors. Community engagement activities are implemented in accordance with this policy, with priority given to compliance with relevant local laws and regulations where applicable.

## 2. Implementation Guidelines

Hyundai E&C promotes community engagement activities in accordance with the following implementation guidelines.

### 2.1 Community Impact Management

Hyundai E&C identifies communities affected by its business activities and assesses the economic, environmental, and social impacts—both positive and negative, actual and potential—on those communities. The company strives to prevent, mitigate, and proactively address any actual or potential adverse impacts.

- (a) Economic, social, and cultural rights of communities  
(e.g., impacts related to adequate housing, food, water and sanitation, land, and security)
- (b) Civil and political rights of communities  
(e.g., freedom of expression, freedom of assembly, impacts on human rights defenders)
- (c) Specific rights of indigenous peoples  
(e.g., free, prior and informed consent, self-determination, cultural rights)

## **2.2 Community Engagement and Communication**

Hyundai E&C establishes communication channels and procedures to encourage active engagement with local communities and relevant stakeholders, gathers feedback, and sets objectives based on the input received.

## **2.3 Community Contribution and Support Programs**

Hyundai E&C may develop programs to support community development. Considering the nature of its business, the company establishes and operates emergency relief and support systems in the event of local disasters. It also promotes tailored social contribution activities based on the needs of communities near project sites. Furthermore, company-wide initiatives are undertaken to foster a culture of employee participation in social contribution.

## **2.4 Respect for Indigenous People's Rights**

Hyundai E&C respects the rights and cultures of indigenous peoples and seeks to prevent and address negative impacts. Prior to project implementation, the company provides relevant information to indigenous communities and considers the potential effects on their lives, culture, and environment, establishing appropriate mitigation measures as needed.

## **2.5 Grievance Mechanisms**

If Hyundai E&C is found to have caused or contributed to adverse impacts on the community, the company takes follow-up actions to provide effective remedy through various communication channels.

## **2.6 Monitoring, Evaluation, and Reporting**

Hyundai E&C regularly reviews and assesses the implementation of this policy and the management of community impacts. The effectiveness of mitigation measures is continuously monitored, and relevant information is disclosed transparently.

### 3. Stakeholder Engagement

Hyundai E&C establishes communication channels and procedures to encourage active engagement with local communities and relevant stakeholders, gathers necessary feedback, and carries out community activities that reflect these perspectives.

#### 3.1 Stakeholder Engagement Process

① Planning	② Feedback Collection	③ Incorporation of Feedback
Identify stakeholder groups and select appropriate communication channels and methods for each group.	Conduct stakeholder communications, collect feedback, and compile responses.	Apply stakeholder feedback to operational processes and implement improvement activities.
④ Monitoring	⑤ External Disclosure	
Monitor improvement activities and analyze stakeholder communications.	Manage and disclose stakeholder engagement outcomes (e.g., in the Sustainability Report).	

#### 3.2 Stakeholder Communication Channels

Stakeholders	Communication Channels	Key Issues
Employees	<ul style="list-style-type: none"> <li>·Corporate intranet, blog, YouTube, Surveys</li> <li>·CEO Meetings</li> <li>·H-Dudrim, Cyber Audit Office</li> <li>·Sustainability Steering Committee, Employee Social Contribution Council</li> </ul>	<ul style="list-style-type: none"> <li>·Enhancing employee satisfaction</li> <li>·Fostering a horizontal (non-hierarchical) corporate culture</li> <li>·Promoting work-life balance</li> </ul>
Customers	<ul style="list-style-type: none"> <li>·Website Newsroom, Blog, YouTube</li> <li>·Customer Service Center, Cyber Audit Office</li> </ul>	<ul style="list-style-type: none"> <li>·Maximizing customer satisfaction</li> <li>·Enhancing contributions to addressing social issues</li> </ul>
Partners	<ul style="list-style-type: none"> <li>·Hi-Partner System</li> <li>·Win-win Management Committee, Win-win Growth Support Center</li> <li>·Supplier Satisfaction Survey, Discussions with suppliers, H-Dudrim, Cyber Audit Office</li> </ul>	<ul style="list-style-type: none"> <li>·Win-win partnerships</li> <li>·Fair trade, technology cooperation</li> </ul>
Communities & NGOs	<ul style="list-style-type: none"> <li>·External Social Contribution Committees, Community Meetings</li> <li>·Community Contribution Activities, One company, one district partnership campaign</li> <li>·Civic groups and environmental</li> </ul>	<ul style="list-style-type: none"> <li>·Protecting the environment surrounding business site</li> <li>·Reinforcing implementation of Social Contribution Activities</li> <li>·Enhancing contribution to tackling social issues</li> </ul>

Government, Media & Associations	<ul style="list-style-type: none"> <li>·Discussions on policies, Public hearing, Association activities</li> <li>·Press releases</li> </ul>	<ul style="list-style-type: none"> <li>·Compliance with laws and regulations</li> <li>·Improving transparency</li> <li>·Realizing corporate social responsibility</li> </ul>
Stakeholders & Investors	<ul style="list-style-type: none"> <li>·Shareholder meetings, IR meetings</li> <li>·Investment presentation</li> <li>·Disclosure information</li> <li>·CEO Investor Day</li> </ul>	<ul style="list-style-type: none"> <li>·Increasing shareholder value</li> <li>·Sharpening corporate competitiveness</li> <li>·Diversifying the business portfolio</li> </ul>
ESG Experts & Academia	<ul style="list-style-type: none"> <li>·Sustainability Report</li> <li>·Participate in external assessments</li> <li>·ESG Seminar</li> </ul>	<ul style="list-style-type: none"> <li>·Building a sustainability management strategy</li> <li>·Strengthening ESG disclosure</li> <li>·Internalizing ESG</li> </ul>

## 4. Supplementary Provisions

This Community Policy is enacted and implemented as of May 30, 2025.