

Hyundai Capital UK Ltd

Modern Slavery Statement 2025

Financial Year Ending: 2025

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and outlines the steps Hyundai Capital UK Ltd has taken during the financial year to prevent modern slavery and human trafficking in its operations and supply chains.

HCUK maintains a zero-tolerance approach to any form of modern slavery. We are committed to upholding high ethical standards, adhering to laws and regulations, conducting business responsibly, treating all stakeholders with honesty and integrity, ensuring transparency in all business dealings, and partnering with organisations that share this commitment.

Risk Assessment

The introduction of the Modern Slavery Act 2015 prompted us to review our effectiveness in preventing slavery and human trafficking within our business and supply chain. We are committed to taking all reasonable steps to ensure we do not support modern slavery. Given the nature of our business and workforce, the risk of modern slavery within our own workforce is negligible. The principal risk arises from our relationships with third parties, particularly our supply chain.

Organisational Structure and Supply Chains

Hyundai Capital UK Ltd is a financial services provider operating in the UK, offering automotive finance and ancillary products for motor vehicles to retail and corporate customers and a network of vehicle dealers. We rely on a network of suppliers to deliver products and services to our customers. It is part of the global Hyundai Capital Services group headquartered in South Korea.

Our supply chain includes:

- Professional services (legal, consultancy, audit)
- IT and software providers
- Facilities management and office services
- Marketing and customer service outsourcing

Policies in Relation to Modern Slavery

We maintain a suite of policies that support our commitment to ethical conduct and human rights, including:

- Supplier Code of Conduct
- Whistleblowing Policy
- Ethical Recruitment Policy
- Anti-Bribery and Corruption Policy

These policies are reviewed annually and overseen by our Compliance and HR teams. We align our policies with international standards such as the ILO Conventions and the UN Guiding Principles on Business and Human Rights.

Our procurement is governed by the Purchasing Process Policy, which is reviewed annually and overseen by our Finance team. Additionally, our Procurement Authorisation Checklist and Form include processes to identify, assess, manage, and report potential risks in our supply chain.

Due Diligence Processes

The most significant human rights issue for our business is ensuring our supply chain complies with all applicable laws in the manufacture, development, and supply of products, goods, and services. To mitigate these risks, we have policies, procedures, and controls to understand our supply chain, identify risk areas, and take necessary actions. We work with several external suppliers and have assessed that many represent a low risk of modern slavery. The types of goods and services procured are generally considered lower risk.

Our Workforce

We are dedicated to supporting our colleagues in an inclusive environment that empowers individuals, encourages collaboration, and promotes individuality. This is reflected in our Respect at Work policy which outlines our commitment to providing a safe and respectful environment for all our employees. All our employees undergo a vetting process to ensure they have the right to work in the UK and to ensure the integrity, reliability and trustworthiness of individuals, in compliance with our legal and ethical standards. We support work-life balance through generous family leave policies and flexible working arrangements, including homeworking, compressed hours, and variable start and finish times. Part-time employees enjoy the same terms, conditions, and benefits as full-time colleagues.

Our approach is to reward employees fairly and motivate them with a competitive package of pay, benefits, employment conditions, and policies. We offer a range of flexible benefits tailored to individual needs.

Training and Whistleblowing

We expect our employees to uphold the highest standards of business conduct to protect our reputation and foster a culture free from corruption, compromise, or conflicts of interest. These principles are outlined in our Ethics Policy and supported by our values and behaviours. All new joiners, including contractors, undergo a corporate induction

and mandatory training programme, which includes information on modern slavery and human trafficking.

Given our business nature and the described policies and procedures, we are confident that the risk of modern slavery or human trafficking within our workforce is minimal.

Effectiveness of Workforce Policies and Procedures

We believe our policies and procedures are highly effective in preventing slavery and human trafficking within our business. We review performance indicators related to pay, benefits, employee satisfaction, and onboarding measures. All employees are paid above the Living Wage, and all colleagues, including those on fixed-term contracts, receive the same range of benefits. Our vetting process ensures that employees and contractors have the right to work in the UK, effectively preventing human trafficking.

Effectiveness of Procurement Policies and Procedures

We aim to do business only with suppliers that meet our high ethical standards. In 2025, we will continue to enhance our supplier due diligence procedures to ensure this aim continues to be reflected in our procurement process and supplier contracts.

Board Approval

This statement has been approved by the Board of Directors of Hyundai Capital UK Ltd on 4th December 2025.

Ashley Andrew

Chair of the Board