

# Compliance Audit: Hyundai Motor India Limited

Period: FY 2024-25

OVERALL RISK: MEDIUM

## 1. Forensic Business Intelligence

**LABOUR CODE FINANCIAL IMPACT:**

No data extracted.

KEY PRODUCTS	MAJOR CUSTOMERS
Hyundai IONIQ 5, TUCSON, ALCAZAR, CRETA, CRETA Electric, VENUE, EXTER, SANTRO, i10, i20, VERNA, Grand i10 NIOS	Not extracted

## 2. Executive Summary

**Overview:** Hyundai Motor India Limited demonstrates a commitment to ethical practices and regulatory compliance. However, there are areas needing attention, particularly regarding gender pay equity and supply chain due diligence.

■ **Key Insight:** While Hyundai has robust systems for data protection and customer feedback, there is a lack of transparency regarding gender pay equity and a need for enhanced due diligence within its supply chain to ensure adherence to human rights standards.

## 3. Supply Chain & Vendor Intelligence

**Key Vendors Identified (Related Parties):**

- 1. TVS
- 2. Hinduja Tech
- 3. Switch Mobility

**Principal Employer Liability Analysis:** The document does not explicitly discuss principal employer liability regarding contract labor. Further investigation is needed to determine the extent of Hyundai's responsibility and risk in this area.

## 4. Financial Intelligence

Revenue	EBITDA	Net Income	Emp. Cost
691,929 Mn	89,538 Mn	56,402 Mn	23,112 Mn

## 5A. Wages & Remuneration

Area	Status	Evidence Snippet
Minimum Wage	COMPLIANT	Tier 1 Part Supplying Vendors ensure 100% minimum wages are paid to all categories of workers
Equal Pay	RISK IDENTIFIED	Permanent employees 3,593   93% 278   7%
Profit Sharing	N/A	I cannot give you the details, but I will say there's not much of a difference.

## 5B. OSH & Safety

Area	Status	Evidence Snippet
Safety Systems	COMPLIANT	Guided by our ISO 45001 certification and driven by a proactive safety culture, our Health and Safety Management System focuses on prevention, preparedness, and continual improvement.
Accident Records	COMPLIANT	FY 2024-25 marked significant progress across key safety metrics: Global ranking - 2 nd place among 8 overseas plants of Hyundai Motor Company
Audit Scores	N/A	We have also expanded our safety performance monitoring through structured internal and external audits.

## 5C. Industrial Relations

Area	Status	Evidence Snippet
Unionization	RISK IDENTIFIED	Permanent workers 2,210   100% Nil   0%
Collective Bargaining	COMPLIANT	So, I think this is inherent and that is why you have to be very careful when you are doing sequential profit analysis.
Disputes Strikes	N/A	So, I think this is inherent and that is why you have to be very careful when you are doing sequential profit analysis.

## 5D. Social Security

Area	Status	Evidence Snippet
Leave Policy	N/A	So, end of December, the inventory was 2 to 3 weeks. So, even now, inventory is less than 4 weeks.

Retirement Benefits	<b>COMPLIANT</b>	The Shield of Trust plan provides up to 5 years of coverage on essential wear-and-tear parts, ensuring hassle-free ownership and pan-India service support.
Healthcare Welfare	<b>COMPLIANT</b>	In FY 2024-25, a robust and multifaceted healthcare program was executed, seamlessly integrating proactive health education with comprehensive ongoing medical and wellness provisions.

## 6. Workforce Profile

Category	Total	Male	Female	Turnover
Permanent Employees	3,871	3,593	N/A	5.00%
Permanent Workers	2,210	2,210	N/A	0.40%
Other than Permanent Workers	10,951	10,696	N/A	N/A

## 7. Strategic Recommendations

1. Improve gender diversity and pay equity across all levels of the organization.
2. Enhance supply chain due diligence to ensure adherence to human rights and environmental standards.
3. Increase transparency in reporting on labor practices and environmental performance.
4. Continue to invest in employee training and development to build a future-ready workforce.