

**ALABAMA DEPARTMENT OF
ENVIRONMENTAL MANAGEMENT**

IN THE MATTER OF:

**Hyundai Motor Manufacturing Alabama, LLC
Montgomery, Montgomery County, Alabama
USEPA Identification Number ALR000025486**

Consent Order No. 26-XXX-CHW

PREAMBLE

This Consent Order is made and entered into by the Alabama Department of Environmental Management (“the Department” or “ADEM”) and Hyundai Motor Manufacturing Alabama, LLC (“HMMA”) pursuant to the provisions of the Alabama Environmental Management Act, Ala. Code §§ 22-22A-1 to 22-22A-17, as amended, and the Alabama Hazardous Wastes Management and Minimization Act (“AHWMMA”), Ala. Code §§ 22-30-1 to 22-30-24, as amended, and the regulations promulgated pursuant thereto.

STIPULATIONS

1. HMMA operates an automotive manufacturing facility with EPA Identification Number ALR000025486, located at 700 Hyundai Boulevard in Montgomery, Montgomery County, Alabama. HMMA, as a result of its operations at the facility, was a large quantity generator of hazardous waste, a small quantity handler of universal waste, and a used oil generator, as those terms are defined in ADEM Admin. Code Div. 14, at all times relevant to this action.

2. The Department is a duly constituted department of the State of Alabama pursuant to Ala. Code §§ 22-22A-1 to 22-22A-17, as amended.

3. Pursuant to Ala. Code § 22-22A-4(n), the Department is the state agency responsible for the promulgation and enforcement of solid and hazardous waste regulations in accordance with the federal Solid Waste Disposal Act §§ 1002 to 11012, 42 U.S.C. §§ 6901 to 6992k, as amended. In addition, the Department is authorized to administer and enforce the provisions of the AHWMMA, Ala. Code §§ 22-30-1 to 22-30-24, as amended.

DEPARTMENT'S CONTENTIONS

4. On September 23, 2025, the Department conducted a compliance evaluation inspection ("CEI") of HMMA. The CEI and a review of HMMA's compliance showed the following:

(a) Pursuant to ADEM Admin. Code r. 335-14-3-.01(1)(a)3., a generator of hazardous waste shall not transport, offer its hazardous waste for transport, or otherwise cause its hazardous waste to be sent to a facility that is not a designated facility, as defined in 335-14-1-.02, or is not otherwise authorized to receive the generator's hazardous waste.

HMMA sent hazardous waste (F005-contaminated PPE, rags, and filters) to a waste consolidation center that was not a designated facility or otherwise authorized to receive hazardous waste.

(b) Pursuant to ADEM Admin. Code r. 335-14-3-.01(2), a person who generates a solid waste, as identified in 335-14-2-.01(2), must make an accurate determination as to whether that waste is a hazardous waste in order to ensure wastes are properly managed according to applicable AHWMMMA regulations.

HMMA failed to make accurate waste determinations on the following wastes:

- Electronic waste located in the consolidation center building; and
- Electronic waste located in the engine shop 2 building.

(c) Pursuant to ADEM Admin. Code r. 335-14-3-.01(5)(a)4., a satellite accumulation container holding hazardous waste must be closed at all times during accumulation, except when adding, removing, or consolidating waste or temporary venting is necessary.

HMMA failed to keep closed four satellite accumulation containers (5-gallon buckets) of hazardous waste located in the waterborne paint mix room in the paint shop building.

(d) Pursuant to ADEM Admin. Code r. 335-14-3-.01(5)(a)5., a generator of hazardous waste must mark or label its satellite accumulation containers with the words "Hazardous Waste" and with an indication of the hazards of the contents.

HMMA failed to mark or label the following satellite accumulation containers with the words "Hazardous Waste" and an indication of the hazardous of the contents:

- Two 5-gallon fire bins of hazardous waste located in the waterborne paint mix room in the paint shop building; and

- Four 5-gallon buckets of hazardous waste located in the waterborne paint mix room in the paint shop building.

(e) Pursuant to ADEM Admin. Code r. 335-14-3-.01(7)(a)1.(iv), a large quantity generator of hazardous waste must keep containers holding hazardous waste closed during accumulation, except when it is necessary to add or remove waste.

HMMA failed to keep closed one 55-gallon drum of hazardous waste located in the central accumulation area of the solvent-based paint mix room in the paint shop building.

(f) Pursuant to ADEM Admin. Code r. 335-14-3-.01(7)(a)1.(vi)II., a large quantity generator of hazardous waste must conspicuously place “No Smoking” signs wherever there is a hazard from ignitable or reactive waste.

HMMA failed to place “No Smoking” signs at the consolidation center building where ignitable hazardous waste was being accumulated.

(g) Pursuant to ADEM Admin. Code r. 335-14-3-.01(7)(a)1.(viii)a., a large quantity generator’s hazardous waste accumulation area must meet containment requirements of 335-14-6-.09(6). ADEM Admin. Code r. 335-14-6-.09(6)(b)1. states that a base must underlie the containers that is free of cracks or gaps and is sufficiently impervious to contain leaks, spills, and accumulated precipitation until the collected material is detected and removed.

HMMA failed to provide a sufficiently impervious base under containers of liquid hazardous waste in the following areas (the concrete floors in these areas were not free of cracks or gaps):

- The central accumulation area in the solvent-based paint mix room in the paint shop; and

- The central accumulation area in the consolidation center building.

(h) Pursuant to ADEM Admin. Code r. 335-14-3-.01(7)(a)5.(i), a large quantity generator of hazardous waste must mark or label its hazardous waste accumulation containers

with the words “Hazardous Waste”, with an indication of the hazards of the contents, with the date upon which each period of accumulation begins, and with all appropriate EPA hazardous waste numbers associated with the hazardous waste as specified in 335-14-2-.03 and 335-14-2-.04.

HMMA failed to properly mark or label the following hazardous waste containers:

- One 55-gallon drum of hazardous waste located in the Pre Trim contractor hazardous waste storage area in the paint shop building; and
- Three 55-gallon drums of hazardous waste located in the waterborne paint mix room in the paint shop building.

(i) Pursuant to ADEM Admin. Code r. 335-14-3-.01(7)(a)10.(i)2., a large quantity generator of hazardous waste must prevent the unknowing entry, and minimize the possibility of the unauthorized entry, of persons or livestock into the central accumulation area. The large quantity generator must have an artificial or natural barrier, which completely surrounds the active portion of the facility, and a means to control entry, at all times, through the gates or other entrances to the central accumulation area.

HMMA failed to restrict access to the following hazardous waste central accumulation areas:

- The waterborne paint mix room in the paint shop building; and
- The heavy repair area in the general assembly building.

(j) Pursuant to pertinent parts of ADEM Admin. Code r. 335-14-3-.01(7)(a)10.(ii), a large quantity generator of hazardous waste must post a sign with the legend “Danger-Unauthorized Personnel Keep Out” at each entrance to the central accumulation area, in sufficient numbers to be seen from any approach.

HMMA failed to post signs bearing the words “Danger-Unauthorized Personnel Keep Out” at each entrance to the central accumulation area located in the consolidation center building

(k) Pursuant to ADEM Admin. Code r. 335-14-11-.02(4)(d)1., a small quantity handler of universal waste must contain any lamp in containers or packages that area structurally sound, adequate to prevent breakage, and compatible with the contents of the lamps. Such

containers and packages must remain closed and must lack evidence of leakage, spillage, or damage that could cause leakage under reasonably foreseeable conditions.

HMMA failed to close one box of universal waste lamps located in the consolidation center building.

(l) Pursuant to ADEM Admin. Code r. 335-14-11-.02(5)(a), a small quantity handler of universal waste must label or mark universal waste batteries (i.e., each battery) or a container in which the batteries are contained with any one of the following phrases: "Universal Waste – Battery(ies)", "Waste Battery(ies)", or "Used Battery(ies)".

HMMA failed to properly mark or label the following containers of universal waste batteries:

- Five containers of waste batteries located in the consolidation center building; and
- Nine containers of waste batteries located in the engine shop 2 building.

(m) Pursuant to ADEM Admin. Code r. 335-14-11-.02(5)(f), a small quantity handler of universal waste must label or mark universal waste aerosol cans (i.e., each aerosol can) or a container in which the aerosol cans are contained with any one of the following phrases: "Universal Waste – Aerosol Can(s)", "Waste Aerosol Can(s)", or "Used Aerosol Can(s)".

HMMA failed to properly mark or label the following universal waste aerosol cans:

- Three aerosol cans located in the consolidation center building; and
- Five aerosol cans located in the engine shop 2 building.

(n) Pursuant to ADEM Admin. Code r. 335-14-11-.02(6)(c), a small quantity handler of universal waste must be able to demonstrate the length of time that universal waste has been accumulated from the date it becomes a waste or is received.

HMMA failed to demonstrate the length of time that the following universal wastes had been accumulated:

- Three aerosol cans located in the consolidation center building;

- Five aerosol cans located in the engine shop 2 building;
- Six cardboard boxes of lamps located in the consolidation center building;
- Five containers of batteries located in the consolidation center building;
- Nine containers of batteries located in the engine shop 2 building;
- Electronic waste in the consolidation center building; and
- Electronic waste in the engine shop 2 building.

(o) Pursuant to ADEM Admin. Code r. 335-14-17-.03(4)(a)1., a container holding used oil must always be closed during storage, except when it is necessary to add or remove used oil

HMMA failed to keep closed one 5-gallon bucket of used oil located in the engine shop 2 building.

(p) Pursuant to ADEM Admin. Code r. 335-14-17-.03(4)(c)1., containers and used oil tanks, except underground tanks, used to store used oil at used oil generator locations must be labeled or marked clearly with the words "Used Oil".

HMMA failed to label or mark the following contains and tanks of used oil with the words "Used Oil":

- One 10,000-gallon tank located outside the wastewater treatment plant;
- Three 55-gallon drums located in the engine shop 2 building; and
- One 5-gallon bucket located in the engine shop 2 building.

(q) Pursuant to ADEM Admin. Code r. 335-14-3-.01(7)(a)7.(iv)II., a large quantity generator must maintain a written job description for each position related to hazardous waste management. This description must include the requisite skill, education, or other qualifications, and duties of facility personnel assigned to each position.

HMMA failed to document the hazardous waste duties for the position of “Process Engineer – Specialist (Paint Shop)”.

(r) Pursuant to ADEM Admin. Code r. 335-14-3-.14(10), a large quantity generator must submit a copy of the contingency plan and all revisions to all local emergency responders (i.e., law enforcement agencies, fire departments, hospitals, and State and local emergency response teams that may be called upon to provide emergency services), and submit a quick reference guide of the contingency plan to the local emergency responders or, as appropriate, the Local Emergency Planning Committee.

HMMA failed to provide for review documentation that the facility’s contingency plan had been sent to all required local emergency responders. Furthermore, HMMA failed to provide for review documentation that the facility had submitted a copy of the quick reference guide of the contingency plan to all required local emergency responders.

5. On January 9, 2026, the Department issued a Notice of Violation to HMMA, which cited the abovementioned violation(s).

6. On February 18, 2026, HMMA submitted to the Department a written response to the NOV, which stated that the violation(s) cited in the NOV had been corrected.

7. Pursuant to Ala. Code § 22-22A-5(18), as amended, in determining the amount of any penalty, the Department must give consideration to the seriousness of the violation(s), including any irreparable harm to the environment and any threat to the health or safety of the public; the standard of care manifested by such person; the economic benefit which delayed compliance may confer upon such person; the nature, extent, and degree of success of such person's efforts to minimize or mitigate the effects of such violation(s) upon the environment; such person's history of previous violations; and the ability of such person to pay such penalty. Any civil penalty assessed pursuant to this authority shall not exceed \$25,000.00 for each violation, provided however, that the total penalty assessed in an order issued by the department shall not exceed \$250,000.00. Each day such a violation continues shall constitute a separate violation. In arriving at this civil penalty, the Department has considered the following:

(a) SERIOUSNESS OF THE VIOLATION(S): In determining the seriousness of the violation(s), the Department considered the general nature and magnitude of the violation(s) along with the available evidence of irreparable harm to the environment and threat to the health or safety of the public.

(b) STANDARD OF CARE: In considering the standard of care manifested by HMMA, the Department noted that the violation(s) were non-technical and easily avoidable. Consequently, HMMA failed to exhibit a standard of care commensurate with the applicable regulatory standards.

(c) ECONOMIC BENEFIT WHICH DELAYED COMPLIANCE MAY HAVE CONFERRED: The Department has determined that no significant economic benefit was gained by HMMA as a result of the violation(s).

(d) EFFORTS TO MINIMIZE OR MITIGATE THE EFFECTS OF THE VIOLATION(S) UPON THE ENVIRONMENT: There are no known environmental effects to mitigate as a result of the violation(s).

(e) HISTORY OF PREVIOUS VIOLATIONS: Based on a review of Department records, HMMA does not have a history of similar violations.

(f) ABILITY TO PAY: The Department does not have any evidence indicating that HMMA is unable to pay the civil penalty.

(g) OTHER FACTORS: It should be noted that this Consent Order is a negotiated settlement and, therefore, the Department has compromised the amount of the penalty that is warranted in the spirit of cooperation and the desire to resolve this matter amicably without incurring the unwarranted expense of litigation (see Attachment A, which is made a part of the Department's Contentions).

8. The Department neither admits nor denies HMMA's Contentions, which are set forth below. The Department has agreed to the terms of this Consent Order in an effort to resolve the alleged violation(s) cited herein without the unwarranted expenditure of State resources in further prosecuting the alleged violation(s). The Department has determined that the terms contemplated in this Consent Order are in the best interest of the citizens of Alabama.

HMMA'S CONTENTIONS

9. HMMA neither admits nor denies the Department's Contentions. HMMA consents to abide by the terms of this Consent Order and to pay the civil penalty assessed herein.

10. Environmental stewardship is of the utmost importance to HMMA, as demonstrated by HMMA's lengthy compliance record. Our efforts and commitment in this regard have been recognized by HMMA proudly holding ISO-14001 certification, demonstrating HMMA's commitment to comply with legal requirements, achieve its environmental objectives and minimize its environmental footprint.

11. As noted in the February 18, 2026 NOV response, HMMA addressed all alleged violations as quickly as possible. In fact, HMMA addressed many of the alleged violations during the September 23-24, 2025 inspection or within the same day – items (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (n), (o), (p) listed in Attachment A – months before receiving the NOV. Items (b), (q), and (r) were addressed and corrected by February 16, 2026. Thus, by the time HMMA submitted its NOV response on February 18, 2026, and, as described in the NOV response, all alleged violations identified in the NOV (and herein) had been addressed.

12. Several of the alleged violations involved tasks that were under the purview of HMMA's previous third-party provider of waste management services – a provider experienced in waste disposal. Following receipt of the NOV and prior to receipt of the proposed Order, HMMA transitioned the performance of those tasks to a new, qualified third-party waste management services provider. HMMA also created and filled a new in-house position for a dedicated waste specialist to monitor solid waste compliance and drive improvements in processes and recycling efforts. HMMA is confident these long-term changes will produce measurable results in achieving its environmental objectives.

13. The Department's allegations regarding items (a), (c) and (d) in Attachment A involved the misidentification of a particular waste stream. HMMA recognizes that at the time of the Department's inspection, a liquid waste had been classified under a hazardous waste profile; however, the waste was in fact nonhazardous. Shortly after the inspection, HMMA conducted an

in-depth review and analysis of the waste using the services of an independent laboratory and determined that the waste should have originally been classified and managed as nonhazardous waste. Thus, the substantial evidence HMMA gathered following the Department's inspection supports the conclusion that the waste in question was not actually hazardous waste as defined under ADEM Admin. Code r. 335-14-2-.01(3). Accordingly, while HMMA had apparently overclassified the waste in an abundance of caution, HMMA did not in fact send hazardous waste to a facility that was not authorized to receive hazardous waste, in violation of r. 335-14-3-.01(1)(a)3., as alleged by the Department. Based on its subsequent review and analysis of the waste and the findings of the independent laboratory, HMMA promptly updated the waste stream classifications to reflect the correct designation as nonhazardous, and the waste has since been managed accordingly.

14. For the items involving operational matters – items (g), (i), and (o) in Attachment A – HMMA has reviewed and adjusted its internal procedures and will continue offering additional, more frequent training to facility team members.

15. For items involving administrative matters – items (q) and (r) in attachment A – HMMA implemented the following: For item (q), HMMA has adjusted all applicable job descriptions to include more specific language. Regarding item (r), HMMA updated its reporting process to include, in addition to and contemporaneously with the annual Tier 2 submissions, emailing the LEPC and local emergency responders a separate submittal including the Emergency Response Plan, Quick Response Guide, and Hazardous Waste Contingency Plan.

16. HMMA has exhibited an appropriate standard of care in having reasonably relied on an experienced third-party waste management services provider to operate in a manner that complies with applicable regulatory standards for hazardous waste. In recognition of the Department's concerns, HMMA has taken all appropriate corrective actions, including engaging a new, qualified third-party waste management services provider and establishing an in-house waste specialist position as an additional backstop. Importantly, there is no evidence of any irreparable harm to the environment or threat to the health or safety of the public as a result of any of the alleged violations.

ORDER

Therefore, without admitting that it has violated any statutes or regulations, HMMA, along with the Department, desires to resolve and settle the alleged violation(s). The Department has carefully considered the facts available to it and has considered the six penalty factors enumerated in Ala. Code § 22-22A-5(18)c., as amended, as well as the need for timely and effective enforcement. The Department believes that the following conditions are appropriate to address the alleged violation(s). Therefore, the Department and HMMA agree to enter into this Consent Order with the following terms and conditions:

A. HMMA agrees to pay to the Department a civil penalty in the amount of \$16,760 in settlement of the violation(s) alleged herein within forty-five (45) days of the Effective Date of this Consent Order. Failure to pay the civil penalty within forty-five (45) days from the Effective Date may result in the Department's filing a civil action in the Circuit Court of Montgomery County to recover the civil penalty.

B. HMMA agrees that all penalties due pursuant to this Consent Order shall be made payable to the Alabama Department of Environmental Management by certified or cashier's check or other payment methods acceptable to the Department and shall be remitted to:

Office of General Counsel
Alabama Department of Environmental Management
P.O. Box 301463
Montgomery, Alabama 36130-1463

Any payment submitted to the Department pursuant to this Consent Order shall reference HMMA's name and address, and the ADEM Consent Order Number of this action.

C. HMMA agrees to comply with all applicable terms, conditions, and limitations of the AHWMMA, Ala. Code §§ 22-30-1 to 22-30-24, as amended and the regulations promulgated pursuant thereto immediately upon the effective date of this Order and continuing every day thereafter.

D. The Department and HMMA ("Parties") agree that this Consent Order shall apply to and be binding upon both parties, and both parties shall direct their directors, officers, and employees implementing this Consent Order to comply with its provisions. Each signatory to this

Consent Order certifies that he or she is fully authorized by the party he or she represents to enter into the terms and conditions of this Consent Order, to execute the Consent Order on behalf of the party represented, and to legally bind such party.

E. The Parties agree that, subject to the terms of these provisions and subject to provisions otherwise provided by statute, this Consent Order is intended to operate as a full resolution of the alleged violation(s) cited herein.

F. HMMA agrees that it is not relieved from any liability if it fails to comply with any provision of this Consent Order.

G. For purposes of this Consent Order only, HMMA agrees that the Department may properly bring an action to compel compliance with the terms and conditions contained herein in the Circuit Court of Montgomery County.

H. The Parties agree that the sole purpose of this Consent Order is to resolve and dispose of all allegations and contentions stated herein concerning the factual circumstances referenced herein. Should additional facts and circumstances be discovered in the future which would constitute possible violations not addressed in this Consent Order, then such future violations may be addressed in orders as may be issued by the Director, litigation initiated by the Department, or such other enforcement actions as may be appropriate. HMMA agrees not to object to such future orders, litigation, or enforcement actions based on the issuance of this Consent Order if future orders, litigation, or other enforcement actions address new matters not raised in this Consent Order.

I. The Parties agree that this Consent Order shall be considered final and effective immediately upon signature of all parties. This Consent Order shall not be appealable, and HMMA does hereby waive any hearing on the terms and conditions of this Consent Order.

J. The Parties agree that this Consent Order shall not affect HMMA's obligation to comply with any federal, State, or local laws or regulations.

K. The Parties agree that final approval and entry into this Consent Order are subject to the requirements that the Department give notice of proposed orders to the public, and that the public have at least thirty days within which to comment on the Order.

L. The Parties agree that, should any provision of this Consent Order be declared by a court of competent jurisdiction or the Environmental Management Commission to be inconsistent with federal or State law and therefore unenforceable, the remaining provisions hereof shall remain in full force and effect.

M. The Parties agree that any modifications of this Consent Order must be agreed to in writing signed by both parties.

N. The Parties agree that, except as otherwise set forth herein, this Consent Order is not and shall not be interpreted to be a permit or modification of an existing permit under federal, State, or local law, and shall not be construed to waive or relieve HMMA of its obligations to comply in the future with any permit.

Executed in duplicate, with each part being an original.

HYUNDAI MOTOR MANUFACTURING
ALABAMA, LLC



(Signature of Authorized Representative)

Thomas Treadwell

(Printed Name)

Vice President & Chief Administrative Officer

(Printed Title)

7-31-2026

(Date Signed)

ALABAMA DEPARTMENT OF
ENVIRONMENTAL MANAGEMENT

Edward Poolos
Director

(Date Executed)

Attachment A

Hyundai Motor Manufacturing Alabama, LLC
Montgomery, Montgomery County
Facility ID No. ALR000025486

Violation	Number of Violations*	Seriousness of Violation*	Standard of Care*	History of Previous Violation*
(a) Sending hazardous waste to a facility that is not authorized to receive hazardous waste	1	\$10,000	\$1,000	\$0
(b) Failure to perform adequate waste determinations	1	\$3,500	\$350	\$0
(c) Failure to keep satellite accumulation containers closed	1	\$150	\$50	\$0
(d) Failure to properly label satellite accumulation containers	1	\$150	\$50	\$0
(e) Failure to keep containers of hazardous waste closed	1	\$150	\$50	\$0
(f) Failure to post "No Smoking" signs wherever there is a hazard from ignitable or reactive waste	1	\$150	\$50	\$0
(g) Failure to provide central accumulation areas with sufficiently impervious bases	1	\$1,500	\$150	\$0
(h) Failure to properly label containers of hazardous waste	1	\$150	\$50	\$0
(i) Failure to restrict unauthorized access to central accumulation areas	1	\$1,500	\$150	\$0
(j) Failure to post warning signs at each entrance to central accumulation areas	1	\$150	\$50	\$0

(k) Failure to keep containers of universal waste lamps closed	1	\$150	\$50	\$0	
(l) Failure to properly label universal waste batteries	1	\$150	\$50	\$0	
(m) Failure to properly label universal waste aerosol cans	1	\$150	\$50	\$0	
(n) Failure to demonstrate the length of time universal wastes have been accumulated	1	\$150	\$50	\$0	
(o) Failure to keep containers of used oil closed	1	\$150	\$50	\$0	
(p) Failure to properly label containers and tanks of used oil	1	\$150	\$50	\$0	
(q) Failure to maintain written job descriptions for each position related to hazardous waste management	1	\$150	\$50	\$0	
(r) Failure to provide documentation that copies of the contingency plan and quick reference guide have been submitted to local emergency responders	1	\$150	\$50	\$0	Total of Three Factors
TOTAL PER FACTOR		\$18,600	\$2,350	\$0	\$20,950

Adjustments to Amount of Initial Penalty

Economic Benefit (+)	\$0	Amount of Initial Penalty	\$20,950
Mitigating Factors (-)	\$0	Total Adjustments (+/-)	-\$4,190
Ability to Pay (-)	\$0	FINAL PENALTY	\$16,760
Other Factors (+/-)	-\$4,190		

Footnotes

** See the "FINDINGS" portion of the Order for a detailed description of each violation and the penalty factors.*