



Last Edited	2025. 05.
Managed by	Supply Chain Sustainability Management Team

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## Supply Chain Sustainability Management Policy

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## 1. Purpose

Kia has established this policy to create an ethical and sustainable supply chain. This policy mandates that both domestic and international suppliers (hereinafter referred to as "Suppliers") providing goods and services to Kia, or entering into contractual agreements, rigorously comply with applicable laws and regulations (including, but not limited to, those related to anti-corruption, economic sanctions, forced labor, health and safety, and fair trade). Furthermore, Suppliers are required to adopt best practices in ethics, environmental stewardship, labor/human rights, and health and safety. To promote a sustainable supply chain, Kia assesses and manages ESG risks across its supply chain and actively engages in educational and supportive activities to prevent potential risks. This commitment aims to cultivate a sustainable supply chain and foster mutually beneficial growth opportunities.

## 2. Scope and Principles

This policy applies to all Suppliers within Kia's supply chain. It mandates adherence to the provisions of this policy to ensure a sustainable supply chain. During ESG risk management, the rights of women, indigenous peoples, minorities, and other marginalized or disadvantaged communities must be respected and protected. Additionally, collaboration with indigenous peoples and local communities during raw materials extraction and processing is essential, including respecting their right to Free, Prior, and Informed Consent (FPIC).

## C. Supply Chain ESG Due Diligence Process

Kia's Procurement Division identifies and manages high-risk Suppliers whose ESG due diligence results do not meet standards or pose ethical, environmental, labor/human rights, or health and safety concerns. Due diligence is conducted in accordance with internal procedures, and the results are reflected in purchasing policies integrated into Kia's strategy for enhancing supply chain ESG.

### ① Risk Assessment

Kia evaluates ESG-related risks, business relevance, and specific risks relating to each Supplier's country, industry, and products. This assessment uses data from external supply chain organizations and media.

### ② Desktop Review

A desktop review verifies Supplier compliance with the Supplier Code of Conduct and relevant laws. This involves examining pertinent business records, transaction documents, and relevant information. Suppliers are requested to provide only information necessary to confirm compliance, excluding technical or pricing data unrelated to compliance. Kia will not use any information provided by Suppliers for purposes other than compliance verification.



### ③ On-Site Audit

Following the desktop review, on-site audits or inspections may be conducted if necessary to confirm compliance. These audits involve ESG consulting and due diligence experts and are performed in close collaboration with Kia's purchasing department. Kia or authorized third parties will inspect and audit Suppliers, as permitted by law, to ensure compliance with Kia's Code of Conduct and applicable regulations.

### ④ Risk Mitigation and Monitoring

Following inspections and audits, Kia recommends corrective actions for identified risks. The outcomes of these assessments will inform supplier selection, and insufficient improvement efforts may impact the business relationship with Kia. Action plans must be developed to cease, prevent, and mitigate identified risks' negative impacts. Kia continually monitors the effectiveness of these measures.

## 4. Performance Management

Kia provides various support activities, such as education, consulting, and supply chain management, to enhance Suppliers' ESG management capabilities, fostering the establishment of a sustainable supply chain.

## 5. Grievance Mechanism

Kia maintains channels for communication with key stakeholders (including employees, consumers, and local communities) regarding supply chain grievances arising from operations, from raw material procurement to sales. Stakeholder feedback received through these channels is reviewed by relevant internal departments, and appropriate actions are taken. If necessary, this feedback is incorporated into the supply chain management policy. Serious issues, including significant legal or regulatory violations or anticipated risks to stakeholders, will be addressed by high-level decision-making bodies, such as management meetings.



### Reporting Channels

- Supply Chain Sustainability Management Team
  - Grievances (Win-Win Cooperation Center → Supply Chain ESG Center → Grievances)  
(<https://winwin23.hyundai.com>)
- Procurement Planning Team (only Korean available)
  - Transparent Procurement Report Center  
(<http://winwin.hyundai.com/coportal/system/clean.html>)
- Audit Planning Team
  - Cyber Audit Office  
(<https://audit.hyundai.com>)