



## Lead the Charge Automaker Supply Chain Scorecard - 2026 Edition

*The aim of this scorecard is to establish a new expectation – and competitive advantage – for what a clean car really is. Not just an EV, but an EV that is manufactured:*

- **Equitably** – respecting and advancing the rights of Indigenous Peoples, workers, and local communities throughout the supply chain.
- **Sustainably** – preserving and restoring environmental health and biodiversity across supply chains, whilst reducing primary resource demand through efficient resource use and increased recycled content.
- **Fossil free** – 100% electric and made with a fossil fuel-free supply chain.

*The research and indicator development for the scorecard was led by Pensions & Investment Research Consultants (PIRC), Europe's largest independent corporate governance and shareholder advisory firm, whose work was guided by members of the Lead the Charge coalition. Please refer to the accompanying methodology document for more information on the indicator development and research process.*

*This document contains the scores obtained by each automaker for each indicator of the scorecard, as well as explanations for why they were awarded these scores and information on the thresholds and benchmarks used for each indicator. Note that the final version of this scorecard will be published as an interactive web page online.*

### Navigating this document

This document has several worksheets which present the data from the scorecard with differing levels of detail:

[2. Summary | Overall - - this worksheet presents the total scores the automakers received for each of the two main categories \(climate & environment, and human rights\), as well as the total scores for each of their four sub-categories.](#)

[3. Summary | Climate & Environment - this worksheets presents the scores for each indicator of the climate and environment category, which looks at automakers' efforts to ensure fossil-free and environmentally responsible supply chains.](#)

[4. Summary | Respect for Human Rights - this worksheet presents the scores for each indicator of the human rights categories, which looks at efforts by automakers to ensure responsible sourcing and respect for human rights throughout their supply chain](#)

[5. Auto Review | Climate & Environment - this worksheet also presents automakers' scores for each indicator in the climate & environment category but additionally includes the explanation and references for each score they received, as well as information on the respective benchmarks and thresholds applied to each indicator.](#)

[6. Auto Review | Respect for Human Rights - this worksheet also presents automakers' scores for each indicator in the human rights category but additionally includes the explanation and references for each score they received, as well as information on the respective benchmarks and thresholds applied to each indicator.](#)

[8. Weightings - this worksheet provides an overview of the weighting methodology applied to the groups of indicators used for each sub-category. Please see the accompanying methodology document for more information on this weighting methodology](#)

[9. 3rd Party Schemes Assessment - this worksheet shows the results of the assessment of third party auditing and accreditation schemes, which results in point modifiers being applied to some indicators. Please see the accompanying methodology document for more information on this assessment.](#)

## Overall scores

Auto	Total score	Fossil Free and Environmentally Sustainable Supply Chains						Human rights and Responsible Sourcing					BEV % of total vehicle sales <sup>^</sup>
		General	Steel	Aluminium	Batteries	Total	Total x IM <sup>~</sup>	General	Transition mineral sourcing	Indigenous Peoples' rights	Workers' rights in the supply chain	Total	
BMW	34%	67%	16%	9%	16%	27%	30%	73%	32%	12%	39%	39%	19%
BYD	14%	18%	0%	8%	20%	12%	13%	38%	12%	0%	13%	16%	53%
Ford	45%	58%	23%	37%	29%	37%	40%	73%	70%	26%	28%	49%	6%
GAC	4%	11%	0%	0%	9%	5%	5%	4%	2%	0%	3%	2%	48%
Geely*	27%	38%	19%	21%	26%	26%	31%	51%	17%	2%	26%	24%	36%
GM	22%	29%	18%	19%	7%	18%	20%	46%	23%	11%	19%	25%	19%
Honda	12%	32%	0%	1%	2%	9%	8%	37%	20%	0%	8%	16%	2%
Hyundai	23%	41%	12%	8%	15%	19%	21%	47%	26%	3%	22%	25%	9%
Kia	21%	51%	7%	4%	10%	18%	20%	44%	25%	6%	19%	23%	12%
Mercedes	41%	51%	28%	26%	36%	35%	39%	62%	35%	26%	48%	42%	11%
Nissan	15%	35%	1%	15%	7%	15%	13%	40%	14%	0%	12%	17%	4%
Renault	31%	49%	5%	10%	39%	26%	28%	52%	34%	17%	36%	35%	12%
SAIC	3%	10%	0%	0%	6%	4%	4%	0%	0%	0%	3%	1%	22%
Stellantis	21%	37%	1%	1%	22%	15%	14%	64%	26%	3%	21%	29%	7%
Tesla	49%	45%	22%	45%	56%	42%	50%	60%	69%	25%	40%	48%	100%
Toyota	9%	20%	0%	0%	12%	8%	7%	18%	19%	0%	3%	10%	2%
Volkswagen	39%	54%	13%	16%	31%	28%	31%	68%	48%	23%	46%	46%	11%
Volvo	44%	53%	58%	55%	17%	46%	55%	64%	37%	8%	20%	32%	23%

<sup>^</sup> Automotive sales data from Marklines. All figures are cumulative annual values for the year 2025. The data covers passenger vehicles only.  
<sup>\*</sup> Geely Auto Group data includes Marklines sales data from the Geely, Galaxy, Zeekr and Lynk&Co brands only.

<sup>~</sup>InfluenceMap scores were applied as a multiplier on the C&E section. Autos with a C or above received positive multiplier; below received negative, and autos not evaluated by InfluenceMap received no change. See the Climate & Environment review sheet for details. <https://automotive.influencemap.org/>

LINKED DATA

Summary of fossil-free and environmentally sustainable supply chains scores				
Theme	Indicator Category	Indicators	Total Number of Points	Kia Points
1. Fossil Free and Environmentally Sustainable Supply Chains (General)	1.1. Disclosure of emissions, water and deforestation management	1.1.1. The company discloses total scope 3 GHG emissions due to purchased goods and services.	2	2
		1.1.2. The company discloses "significant emissions" in its supply chain.	1	0
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	0
		1.1.4. The company discloses deforestation and conversion-free commodity volumes from its supply chain	1	0
		<b>DISCLOSE TOTAL</b>	<b>5</b>	<b>2</b>
		<b>DISCLOSE %</b>		<b>40%</b>
	1.2. Target-setting and progress towards fossil free and environmentally sustainable supply chains	1.2.1. The company has set and disclosed a scope 3 SBT (must include reference to upstream/ purchased goods & not only 'Well to Wheel')	2	0.5
		1.2.2. The company commits to having suppliers provide science-based targets for GHG emissions.	1	0.25
		1.2.3. The company discloses the current percentage of suppliers providing science-based targets.	1	0.25
		1.2.4. The company requires all significant suppliers to set water reduction targets and disclose their water usage.	1	0
		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	1
		1.2.6. The company commits to eliminate deforestation and the conversion of all natural ecosystems from their supply chains.	1	0.25
		<b>TARGET-SETTING &amp; PROGRESS TOTAL</b>	<b>7</b>	<b>2.25</b>
		<b>TARGET-SETTING &amp; PROGRESS %</b>		<b>32%</b>
	1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains	1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.	1	0.5
		1.3.2. The company implements incentives and control systems to improve water management by suppliers	1	0.6
		1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain	1	1
		<b>SUPPLY CHAIN LEVERS TOTAL</b>	<b>3</b>	<b>2.1</b>
		<b>SUPPLY CHAIN LEVERS %</b>		<b>70%</b>
	<b>GENERAL CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)</b>			
2. Fossil Free and Environmentally Sustainable Steel	2.1. Disclosure of scope 3 GHG emissions due to steel supply chains	2.1.1. The company discloses disaggregated GHG emissions for their steel supply chains.	1	0
		<b>DISCLOSE TOTAL</b>	<b>1</b>	<b>0</b>
		<b>DISCLOSE %</b>		<b>0%</b>
	2.2. Target setting and progress towards fossil free and environmentally sustainable steel supply chains	2.2.1. The company has set targets for the use of fossil free and environmentally sustainable steel.	2	0
		2.2.2. The company publishes progress towards their target by disclosing the current percentage of fossil-free and/or lower emission steel in their annual production cycle.	1	0
		2.2.3. The company has a target for the use of recycled steel by 2030.	2	0
		2.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled steel used in its annual production cycle.	1	0
		<b>TARGET-SETTING &amp; PROGRESS TOTAL</b>	<b>6</b>	<b>0</b>
		<b>TARGET-SETTING &amp; PROGRESS %</b>		<b>0%</b>
	2.3. Use of supply chain levers to achieve fossil free and environmentally sustainable steel supply chains	2.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free steel at scale.	1	0
		2.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable steel at scale.	1	0
		2.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free steel.	2	0
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacturing.	2	1
		<b>SUPPLY CHAIN LEVERS TOTAL</b>	<b>6</b>	<b>1</b>
		<b>SUPPLY CHAIN LEVERS %</b>		<b>17%</b>
<b>STEEL - TOTAL % SCORE (WEIGHTED)</b>				<b>7%</b>
3.1. Disclosure of scope 3 GHG emissions due to aluminium	3.1.1. The company discloses disaggregated GHG emissions for their aluminium supply chains.	1	0	
	<b>DISCLOSE TOTAL</b>	<b>1</b>	<b>0</b>	
	<b>DISCLOSE %</b>		<b>0%</b>	

Summary of fossil-free and environmentally sustainable supply chains scores				
Theme	Indicator Category	Indicators	Total Number of Points	Kia Points
	3.1. Disclosure of scope 3 GHG emissions due to aluminium	3.2.1 The company has set targets for the use of fossil free and environmentally sustainable aluminium	2	0
		3.2.2. The company publishes progress towards their target by disclosing the current percentage of fossil-free and/or lower emission aluminium in their annual production cycle	1	0
		3.2.3. The company has a target to increase use of recycled aluminium by 2030.	2	0
		3.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled aluminium used in its annual production cycle	1	0
		<b>TARGET-SETTING &amp; PROGRESS TOTAL</b>	<b>6</b>	<b>0</b>
		<b>TARGET-SETTING &amp; PROGRESS %</b>		<b>0%</b>
	3.3. Use of supply chain levers to achieve fossil free and environmentally sustainable aluminium supply chains	3.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free aluminium at scale.	1	0
		3.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable aluminium	1	0
		3.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free aluminium	2	0
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing.	2	0.5
		<b>SUPPLY CHAIN LEVERS TOTAL</b>	<b>6</b>	<b>0.5</b>
		<b>SUPPLY CHAIN LEVERS %</b>		<b>8%</b>
	<b>ALUMINIUM - TOTAL % SCORE (WEIGHTED)</b>			
4. Fossil Free and Environmentally Sustainable Batteries	4.1. Disclosure of scope 3 GHG emissions due to battery supply chains	4.1.1. The company discloses disaggregated scope 3 emissions for their battery supply chains, including a total for the whole battery and disaggregated emissions for key battery minerals (cathode / anode active materials)	1	0
		<b>DISCLOSE TOTAL</b>	<b>1</b>	<b>0</b>
		<b>DISCLOSE %</b>		<b>0%</b>
	4.2. Target setting and progress towards fossil free and environmentally sustainable battery supply chains	4.2.1. The company has set a target to produce fossil free and environmentally sustainable batteries.	1	0
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	0
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	0
		<b>TARGET-SETTING &amp; PROGRESS TOTAL</b>	<b>3</b>	<b>0</b>
		<b>TARGET-SETTING &amp; PROGRESS %</b>		<b>0%</b>
	4.3. Use of supply chain levers to achieve fossil free and environmentally sustainable battery supply chains	4.3.1. The company requires all battery manufacturers to use 100% renewable electricity	2	0
		4.3.2. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of lithium sourcing.	1	0
		4.3.3. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of nickel sourcing.	1	0
		4.3.4. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of cobalt sourcing.	1	0
		4.3.5. The company participates in multi-stakeholder initiatives to collaborate with other buyers to incentivise investment in and production of fossil free and environmentally sustainable batteries at scale.	1	1
		4.3.6. The company invests in the development of new battery chemistries & technologies that minimize their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials	2	0
		4.3.7. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the safe and effective recycling of EV batteries	1	0.25
		4.3.8. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespan of its EV batteries.	1	1
		4.3.9. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	0.25
		<b>SUPPLY CHAIN LEVERS TOTAL</b>	<b>11</b>	<b>2.5</b>

**Summary of fossil-free and environmentally sustainable supply chains scores**

Theme	Indicator Category	Indicators	Total Number of Points	Kia Points
		SUPPLY CHAIN LEVERS %		23%
	<b>BATTERIES - TOTAL % SCORE (WEIGHTED)</b>			<b>10%</b>
Climate Influence	<a href="#">Influence Map Performance Band: https:</a>	Multiplier applied:		1.1
<b>CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED</b>			18.0	<b>3.2</b>
<b>CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)</b>				<b>18%</b>
<b>CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED + IM MULTIPLIER</b>				<b>3.6</b>
<b>CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED) + IM MULTIPLIER</b>				<b>20%</b>

## Summary of human rights & responsible sourcing scores

Sub-section	Indicator Category	Indicators	Total Number of Points	Kia points
1. Responsible Sourcing: General HR indicators	1.1. Commit	1.1.1. The company has a public commitment to human rights.	1	1
		1.1.2. The company extends their human rights commitments to their Tier 1 suppliers and beyond.	2	1
		<b>COMMIT TOTAL</b>	<b>3</b>	<b>2</b>
		<b>COMMIT %</b>		<b>67%</b>
	1.2. Identify	1.2.1. The company has a process in place to assess salient human rights risks in their supply chain.	1	0.5
		1.2.2. The company discloses the salient human rights risks in their supply chain and where they are located.	1	0
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1	1
		<b>IDENTIFY TOTAL</b>	<b>3</b>	<b>1.5</b>
		<b>IDENTIFY %</b>		<b>50%</b>
	1.3. Prevent, Mitigate and Account	1.3.1. The company assesses the risk of adverse human rights impacts with suppliers prior to entering into any contracts.	2	0.5
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2	1.6
		1.3.3. The company reports on how it is prepared to respond if it finds non-conformances with the SCoC	1.5	1.5
		1.3.5. The company discloses how they verify the implementation of corrective actions.	1	1
		<b>PREVENT, MITIGATE &amp; ACCOUNT TOTAL</b>	<b>6.5</b>	<b>4.6</b>
		<b>PREVENT, MITIGATE &amp; ACCOUNT %</b>		<b>71%</b>
	1.4. Remedy	1.4.1. The company has put in place a formal mechanism whereby workers, suppliers, suppliers' workers (in any tier) and other external stakeholders can raise grievances regarding adverse human rights impacts in their supply chain to an impartial entity.	2	0
		1.4.3. The company discloses data about the practical operation of their grievance mechanism, such as the number of grievances filed, addressed, and resolved, their type, severity and outcome.	1	0
		1.4.4. The company has put in place a remedy process for its supply chain.	2	0
		<b>REMEDY TOTAL</b>	<b>5</b>	<b>0</b>
		<b>REMEDY %</b>		<b>0%</b>
<b>GENERAL HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)</b>			<b>44%</b>	
2. Responsible Sourcing of Transition Minerals	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1	1
		2.1.2. The company requires its suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (CAHRAs)	2	0.5
		<b>COMMIT TOTAL</b>	<b>3</b>	<b>1.5</b>
		<b>COMMIT %</b>		<b>50%</b>
	2.2. Identify	2.2.1. The company has a process in place to map transition minerals (e.g. nickel, lithium, cobalt, copper, manganese, zinc) in their supply chains to the point of extraction.	2	1
		2.2.2. The company discloses conflict minerals risks in their supply chain and where they are located.	1	0.25
		2.2.3. The company discloses broader transition minerals risks in their supply chain and where they are located.	1	0
		2.2.4. The company publishes a list of smelters or refiners (SoR) in its supply chain	1	0
		2.2.5. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	0

## Summary of human rights & responsible sourcing scores

Sub-section	Indicator Category	Indicators	Total Number of Points	Kia points		
		<b>IDENTIFY TOTAL</b>	<b>6</b>	<b>1.25</b>		
		<b>IDENTIFY %</b>		<b>21%</b>		
	<b>2.3. Prevent, Mitigate and Account</b>	2.3.1. The company discloses how it monitors suppliers for compliance with the transition minerals due diligence requirements.		2	1.6	
		2.3.2. The company formally engages SoRs to build their capacity to conduct due diligence of their own supply chains.		2	0	
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.		2	0	
		2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits.		2	0	
		Note: IRMA does not excuse companies from doing their own supply chain due diligence				
		2.3.5. The company reports on how it is prepared to respond if it finds non-conformances associated with its responsible minerals sourcing policy occurring in its operations or supply chains.		1.5	1.5	
		2.3.6. The company discloses how they verify the implementation of corrective actions.		1	1	
		<b>PREVENT, MITIGATE &amp; ACCOUNT TOTAL</b>	<b>10.5</b>	<b>4.1</b>		
		<b>PREVENT, MITIGATE &amp; ACCOUNT %</b>		<b>39%</b>		
	<b>2.4. Remedy</b>	2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.		1	0	
			<b>REMEDY TOTAL</b>	<b>1</b>	<b>0</b>	
			<b>REMEDY %</b>		<b>0%</b>	
<b>TRANSITION MINERALS - TOTAL % SCORE (WEIGHTED)</b>				<b>25%</b>		
<b>3. Indigenous Peoples' Rights and Free Prior and Informed Consent (FPIC)</b>	<b>3.1. Commit</b>	3.1.1. The company explicitly commits to respecting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).	1	0		
		3.1.2. The company has a public commitment to FPIC.	1	0		
		3.1.3. The company requires its tier 1 suppliers to respect Indigenous Peoples' rights	2	0		
		3.1.5. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1	0		
			<b>COMMIT TOTAL</b>	<b>5</b>	<b>0</b>	
		<b>COMMIT %</b>		<b>0%</b>		
	<b>3.2. Identify</b>	3.2.1. The company has a process in place to assess risks to Indigenous Peoples' rights in their supply chain to the point of extraction.		1	0.25	
			<b>IDENTIFY TOTAL</b>	<b>1</b>	<b>0.25</b>	
			<b>IDENTIFY %</b>		<b>25%</b>	
	<b>3.3. Prevent, Mitigate and Account</b>	3.3.1. The company provides additional discussion regarding the practices by which suppliers must obtain FPIC		1	0	
		3.3.2. The company is a member of a multi-stakeholder group (e.g. IRMA) that includes the participation of Indigenous Peoples to ensure respect of Indigenous Peoples' rights at the point of extraction.		2	0	
		3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e.g. extractives companies)		2	0	
		3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.		1	0	
			<b>PREVENT, MITIGATE &amp; ACCOUNT TOTAL</b>	<b>6</b>	<b>0</b>	
			<b>PREVENT, MITIGATE &amp; ACCOUNT %</b>		<b>0%</b>	
	<b>3.4. Remedy</b>	3.4.1. The company's grievance mechanism has a process for investigating and remedying breaches of FPIC that includes a formal role for impacted Indigenous Peoples.		1	0	
			<b>REMEDY TOTAL</b>	<b>1</b>	<b>0</b>	
		<b>REMEDY %</b>		<b>0%</b>		

<b>Summary of human rights &amp; responsible sourcing scores</b>					
<b>Sub-section</b>	<b>Indicator Category</b>	<b>Indicators</b>	<b>Total Number of Points</b>	<b>Kia points</b>	
<b>INDIGENOUS RIGHTS - TOTAL % SCORE (WEIGHTED)</b>				<b>6%</b>	
<b>4. Respect for Workers' Rights</b>	<b>4.1. Commit</b>	4.1.1. The company has a commitment to workers' rights	1	0	
		4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond.	2	1.5	
		Note: only the specific worker rights commitments are evaluated here. Whether or not these commitments are extended beyond tier 1 suppliers is evaluated in the "General" human rights section.			
		<b>COMMIT TOTAL</b>		<b>3</b>	<b>1.5</b>
		<b>COMMIT %</b>			<b>50%</b>
	<b>4.2. Identify</b>	4.2.1. The company consults trade unions and/or workers' representatives in their assessment of salient workers' rights risks in their supply chain.	1	0	
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1	0	
		<b>IDENTIFY TOTAL</b>		<b>2</b>	<b>0</b>
		<b>IDENTIFY %</b>			<b>0%</b>
	<b>4.3. Prevent, Mitigate and Account</b>	4.3.1. The company actively collaborates with workers and the representative organisation(s) of workers' own choosing to promote respect for workers' rights in its supply chain.	2	0.5	
		4.3.2. The company reports on how it is prepared to respond if it finds non-conformances associated with its workers' rights policy occurring in its operations or supply chains.	1.5	1.5	
		4.3.3. The company works with the relevant trade union and/or worker representative organisation to verify the implementation of corrective actions pertaining to workers' rights.	2	0	
		<b>PREVENT, MITIGATE &amp; ACCOUNT TOTAL</b>		<b>5.5</b>	<b>2</b>
		<b>PREVENT, MITIGATE &amp; ACCOUNT %</b>			<b>36%</b>
	<b>4.4. Remedy</b>	4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1	0	
<b>REMEDY TOTAL</b>		<b>1</b>	<b>0</b>		
<b>REMEDY %</b>			<b>0%</b>		
<b>WORKERS' RIGHTS - TOTAL % SCORE (WEIGHTED)</b>				<b>19%</b>	
<b>HUMAN RIGHTS - TOTAL NORMALIZED</b>			26.0	<b>6.0</b>	
<b>HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)</b>				<b>23%</b>	

**Company analysis - fossil-free and environmentally sustainable supply chains**

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
1. Fossil Free and Environmentally Sustainable Supply Chains (General)	1.1. Disclosure of emissions, water and deforestation management	1.1.1. The company discloses total scope 3 GHG emissions due to purchased goods and services.	2	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> The company discloses scope 3 GHG emissions due to purchased goods and services.</p> <p><b>25%:</b> The company includes scope 3 GHG emissions including purchased goods and services in overall disclosure, but does not disaggregate.</p> <p>Note: the company may achieve additional points under each of the supply chain areas below, if they provide disaggregated emissions against each supply chain.</p>	<p>Kia discloses Scope 3 emissions for purchased goods and services (2025 Sustainability Report, p. 35, p. 106). However, the company noted that "Emission factors for key raw materials (e.g., steel, aluminum, plastic) are applied based on the global LCI database, including Scope 1 &amp; 2 emissions from major domestic emitting partners". This indicates that the scope of suppliers taken into consideration is limited .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	2
		1.1.2. The company discloses "significant emissions" in its supply chain.	1	<p>Based on GRI 305-7, significant emissions include:</p> <ul style="list-style-type: none"> <li>i. NOx</li> <li>ii. SOx</li> <li>iii. Persistent organic pollutants (POP)</li> <li>iv. Volatile organic compounds (VOC)</li> <li>v. Hazardous air pollutants (HAP)</li> <li>vi. Particulate matter (PM)</li> <li>vii. Other standard categories of air emissions identified in relevant regulations</li> </ul> <p>The following scores are absolute not cumulative:</p> <p><b>100%:</b> the company discloses significant emissions against all of the above categories <b>by key suppliers</b> in its supply chain. The company will need to define its key suppliers if it does not disclose this information for the whole supply chain.</p> <p><b>50%:</b> the company discloses significant emissions against some of the above categories <b>for part</b> of its supply chain.</p>	<p>Only disclosed for its own domestic operations (2025 Sustainability Report, p. 107), not disclosed for its supply chain .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	<p>According to GRI 303, water usage includes:</p> <ul style="list-style-type: none"> <li>- water withdrawn</li> <li>- water consumed</li> <li>- water discharged</li> </ul> <p>The following scores are absolute not cumulative:</p> <p><b>100%:</b> the company provides data against all of the above indicators for key suppliers in its supply chain. The company will need to define key suppliers if they do not disclose this information for their whole supply chain.</p> <p><b>50%:</b> the company provides data against some of the above indicators <b>for part of</b> its supply chain.</p>	<p>Only disclosed for its own domestic operations (2025 Sustainability Report, p. 109), not disclosed for its supply chain .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0

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		1.1.4. The company discloses deforestation and conversion-free commodity volumes from its supply chain	1	<p><b>50%:</b> The company discloses the percentage of high-risk hard commodity volumes sourced that are compliant with the company's requirements or policies on deforestation and conversion.</p> <p><b>OR</b></p> <p><b>25%:</b> The company discloses deforestation and conversion-free commodity volumes from at least one of its key high-risk hard commodities</p> <p><b>50%:</b> The company discloses the percentage of high-risk soft commodity volumes sourced that are compliant with the company's requirements or policies on deforestation and conversion.</p> <p><b>OR</b></p> <p><b>25%:</b> The company discloses deforestation and conversion-free commodity volumes from at least one of its key high-risk soft commodities</p> <p><b>MODIFIER:</b> Half points will be awarded if a company discloses information that meets any of the above criteria but only for part of its supply chain</p> <p>High-risk commodities are identified with the SBTN's High Impact Commodities List. Relevant commodities for automotive supply chains include Copper, Iron, Lithium, Nickel, Bauxite/Aluminum, Zinc and Manganese (hard commodities), and Leather and Rubber (soft commodities).</p>	<p>Kia requires suppliers of leather and rubber components to submit the place of origin of their goods during the bidding process (2025 Sustainability Report, p. 53). Kia also states that it collects and manages geolocation data for the origin of seven commodities, including for rubber (p. 76). However, the company does not disclose deforestation and conversion-free commodity volumes from its supply chain .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0
	<b>1.2. Target-setting and progress towards fossil free and environmentally sustainable supply chains</b>	1.2.1. The company has set and disclosed a scope 3 SBT (must include reference to upstream/purchased goods & not only 'Well to Wheel')	2	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> the company has disclosed <b>verified science-based</b> targets that include scope 3, including 2050 (or sooner) and interim year target(s), and <b>has also disclosed a disaggregated interim target for upstream/purchased goods (scope 3 category 1)</b></p> <p><b>50%:</b> the company discloses a lifecycle target that includes upstream/purchased goods, including 2050 (or sooner) and interim year target(s), and/or does not indicate <b>if its target(s) has been</b> verified as science-based.</p> <p><b>25%:</b> the company only discloses a 2050 zero emissions target with no interim target and/or does not specify upstream/purchased goods.</p>	<p><a href="#">Kia announced its 2045 carbon neutrality target in 2021, including Scope 3 emissions, and disclosed a roadmap with interim and long-term targets, mainly for its RE100/100% electrification commitment for its business sites (2025 Sustainability Report, p. 23-24). For Scope 3 emissions, Kia indicates that it plans to "intensify reduction activities at the component and material level, such as applying carbon-reduced steel to mass-produced vehicles for the first time before 2030" (p. 24). However, the company has not set a quantitative interim target that includes upstream / purchased goods (Scope 3 Category 1). As a result, it does not get points for the second sub-indicator .</a></p> <p><a href="#">Regarding SBTi verification, Kia discloses in its 2024 CDP Questionnaire (Q 7.53.1) that "we consider this [Scope 1, 2 and Scope 3 Category 11 target] a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years". We conclude based on the disclosure that the target has not yet been verified as science-based.</a></p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0.5

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		1.2.2. The company commits to having suppliers provide science-based targets for GHG emissions.	1	<p>The following scores are absolute not cumulative.</p> <p><b>100%:</b> the company requires all its tier 1 suppliers to set science-based targets. They also require tier 2 suppliers to set science-based targets.</p> <p><b>75%:</b> the company requires all its tier 1 suppliers set science-based targets.</p> <p><b>50%:</b> the company commits to having at least 70% of its key suppliers by emissions setting science-based targets within 2 years.</p> <p><b>25%:</b> company commits to having suppliers setting science-based emissions targets, but does not provide a target date or target date is more than 2 years away.</p> <p><b>0%:</b> Company does not have a commitment.</p>	<p>Kia states that it “is requesting major carbon-emitting Tier 1 suppliers to obtain third-party verification of their site-level emissions and establish carbon reduction roadmaps” (2025 Sustainability Report, p. 29). Besides, it indicates that it requires suppliers to improve in the area of “setting and implementing greenhouse gas emissions reduction targets”, which has been identified in the supply chain risk assessment (2024) among the necessary improvements by suppliers (p. 73). In its latest Responsible Raw Materials Sourcing Policy, Kia further specifies that “To address climate change in compliance with the Paris Agreement, greenhouse gas reduction targets aligned with international initiatives such as Science-Based Targets (SBTi) are established across the supply chain. Furthermore, these reduction targets are met by improving energy efficiency and expanding the use of renewable energy”. This indicates a commitment to having suppliers setting SBT, but Kia does not provide a target date .</p> <p><a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">2025 Sustainability Report</a>  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a>  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">Responsible Raw Materials Sourcing Policy (September 2025)</a>  <a href="https://worldwide.kia.com/int/files/company/sr/about/how-it-works/Kia_Responsible_Raw_Materials_Sourcing_Policy_(2509)_ENG.pdf">https://worldwide.kia.com/int/files/company/sr/about/how-it-works/Kia_Responsible_Raw_Materials_Sourcing_Policy_(2509)_ENG.pdf</a></p>	0.25
		1.2.3. The company discloses the current percentage of suppliers providing science-based targets.	1	<p><b>25%:</b> the company discloses the current percentage of tier 1 suppliers providing science-based targets.</p> <p><b>25%:</b> the company discloses the current number and/or percentage of tier 2 suppliers providing science-based targets.</p> <p><b>25%:</b> additional points for over 50% of tier 1 suppliers providing science-based targets</p> <p><b>25%:</b> additional points for all tier 1 suppliers providing science-based targets.</p>	<p>Kia discloses, for the first time, the percentage of Tier 1 suppliers with GHG emissions targets (19%) in its 2025 Sustainability Report (p. 77) .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0.25
		1.2.4. The company requires all significant suppliers to set water reduction targets and disclose their water usage.	1	<p><b>50%:</b> the company requires tier 1 suppliers to set water reduction targets</p> <p><b>50%:</b> the company requires tier 1 suppliers to disclose their water usage. According to GRI 303, water usage includes:</p> <ul style="list-style-type: none"> <li>- water withdrawn</li> <li>- water consumed</li> <li>- water discharged</li> </ul>	<p>Kia includes water resource management in its supplier ESG evaluation criteria, including whether suppliers have policies/plans for managing water and whether they are monitoring water withdrawal volumes and working to reduce water consumption (2025 Sustainability Report, p. 77). Kia’s Supplier Code of Conduct indicates that “suppliers should establish a system with which they can calculate their water use and wastewater discharge” (p. 8). But there are no requirements to disclose this information or to set targets .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a>            Kia Supplier Code of Conduct (January 2024 version)  <a href="https://worldwide.kia.com/int/files/company/sr/about/how-it-works/kia_supplier_code_of_conduct_eng.pdf">https://worldwide.kia.com/int/files/company/sr/about/how-it-works/kia_supplier_code_of_conduct_eng.pdf</a></p>	0

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		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	<p><b>50%:</b> The company has a process that includes reducing GHGs and other environmental impacts, and includes targets as a basis for compliance.</p> <p><b>OR</b></p> <p><b>25%:</b> The company has a process that includes reducing GHGs and other environmental impacts, but lacks targets as a basis for compliance.</p> <p><b>PLUS</b></p> <p><b>25%:</b> the company provides quantitative information of the number of suppliers audited and the tiers that are audited.</p> <p><b>25%:</b> the company provides qualitative case studies of how they have engaged suppliers on their targets.</p>	<p>Kia has established a supply chain sustainability risk assessment process that includes desk-based assessment, on-site audit, corrective action, and ongoing monitoring of the implementation of improvement plans. Kia indicates that it requires suppliers to improve in the area of “setting and implementing greenhouse gas emissions reduction targets”, among the necessary improvements identified in the supply chain risk assessment (2025 Sustainability Report, p. 73). This implies that targets are included as part of the compliance assessment, although specific indicators of the assessment metrics are not disclosed .</p> <p>Kia provides qualitative case studies, such as the “Third-Party Certification Support Program for Supplier Carbon Emissions”, which started in 2025 and supports small and medium sized enterprises in the supply chain in quantifying emissions and developing reduction plans (p. 77). Kia also discloses the number of suppliers that were involved in different forms of risk assessment, including on-site ESG risk due diligence (p. 77) .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	1
		1.2.6. The company commits to eliminate deforestation and the conversion of all natural ecosystems from their supply chains.	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> The company has time-bound targets to eliminate deforestation and the conversion of natural ecosystems from their supply chain.</p> <p><b>OR</b></p> <p><b>100%:</b> The company has time-bound targets to eliminate sourcing of high-risk commodities from areas of High Carbon Stock (HCS) and High Conservation Value (HCV).</p> <p><b>75%:</b> The company has time-bound targets to eliminate deforestation and conversion of natural ecosystems in the supply chain of at least one of its high-risk hard commodities, and at least one soft-commodity.</p> <p><b>OR</b></p> <p><b>75%:</b> The company has time-bound targets to eliminate sourcing from areas of High Carbon Stock (HCS) and High Conservation Value (HCV) for at least one of its high-risk hard commodities, and at least one soft-commodity.</p> <p><b>50%:</b> The company has time-bound targets to eliminate deforestation and conversion of natural ecosystems in the supply chain of at least one of its high-risk commodities.</p> <p><b>OR</b></p> <p><b>50%:</b> The company has time-bound targets to eliminate sourcing from areas of High Carbon Stock (HCS) and High Conservation Value (HCV) for at least one of its high-risk commodities.</p> <p><b>25%:</b> The company has a general commitment or policy to halt deforestation and the conversion of natural ecosystems in its supply chains, which extends beyond illegal deforestation or conversion.</p>	<p>Kia states that it “shall strive to complete a value chain structure that operates a business without deforestation in the mid-to-long term by 2050” (No Deforestation Policy, p. 3). Although it is time-bound, the policy remains general without specifying any high-risk hard or soft commodity. In addition, Kia states that its “ultimate goal” is to eliminate the use of natural leather, but without a time-bound target (2025 Sustainability Report, p. 38). Kia discloses that the EV9 model released in 2023 was the first model without using leather (p.38) .</p> <p>No Deforestation Policy (January 2023)  <a href="https://worldwide.kia.com/int/files/company/sr/about/how-it-works/kia_no_deforestation_policy_eng.pdf">https://worldwide.kia.com/int/files/company/sr/about/how-it-works/kia_no_deforestation_policy_eng.pdf</a></p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0.25

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	<p><b>1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains</b></p>	<p>1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.</p>	1	<p><b>50%:</b> the company specifies that sustainability and/or ESG are included as factors for choosing a preferred supplier.</p> <p><b>25%:</b> the company specifies that GHG emissions are included in the tender and contracting process.</p> <p><b>25%:</b> the company specifies that "other significant air emissions" targets are included in the tender and contracting process.</p> <p>As companies are unlikely to publish their contract information, references may be found in sustainability reports, procurement policies, etc.</p>	<p>Kia states that it has integrated sustainability criteria in its supplier selection and contracting processes, with an ESG evaluation that covers ethics, environment, labor and human rights, and health and safety (2025 Sustainability Report, p. 74). However, there is no indication of whether GHG targets or other significant air emissions are included in the contracting process .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0.5
		<p>1.3.2. The company implements incentives and control systems to improve water management by suppliers</p>	1	<p><b>20%:</b> The company’s Supplier Code of Conduct and / or Responsible Sourcing Policy includes specific requirements for suppliers with regards to water management and conservation (e.g. having in place a water management plan).</p> <p><b>40%:</b> The company has established purchase control systems to incentivize improved water management by (potential) new suppliers (e.g. water management is explicitly taken into account in the tender process and is a factor in selecting suppliers).</p> <p><b>40%:</b> The company has operationalized policies, systems and/or processes to manage risks and address impacts of water depletion/pollution by (existing) suppliers (e.g. the company discloses specific water risks it has identified as part of its supply chain risk assessment process; the company provides evidence of how they have engaged with, or suspended, noncompliant suppliers on water management, etc.). Note: generic claims (e.g. simply stating that the company assesses / manages water-related risks) are insufficient — companies must explain the specific mechanisms used and/or provide concrete examples or data to illustrate implementation.</p>	<p>Kia states in its Supplier Code of Conduct (p. 10) that “suppliers should establish procedures to inspect the potential risks of deforestation due to their business operations in order to protect the local forests and exert their best efforts to prepare a response system to take appropriate measures in the event that actual or potential deforestation is recognized” .</p> <p>Kia includes “water resource management” in the supply chain sustainability risk assessment metrics (2025 Sustainability Report, p. 77). The company states that it conducts ESG evaluations as part of the risk assessment of new suppliers (p. 74), which according to the risk assessment metrics would cover the water resource management aspect .</p> <p>Kia also discloses that water resource management is covered in the supply chain due diligence in its latest Supply Chain Sustainability Management Policy (p. 6) . However, the company has not provided evidence of how specific water risks have been addressed in practice .</p> <p>Kia Supplier Code of Conduct  <a href="https://worldwide.kia.com/int/files/company/sr/about/how-it-works/kia_supplier_code_of_conduct_eng.pdf">https://worldwide.kia.com/int/files/company/sr/about/how-it-works/kia_supplier_code_of_conduct_eng.pdf</a>                      2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a>                      Supply Chain Sustainability Policy (September 2025)  <a href="https://worldwide.kia.com/int/files/company/sr/about/how-it-works/Kia_Supply_Chain_Sustainability_Management_Policy_(2509)_ENG.pdf">https://worldwide.kia.com/int/files/company/sr/about/how-it-works/Kia_Supply_Chain_Sustainability_Management_Policy_(2509)_ENG.pdf</a></p>	0.6

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		1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain	1	<p><b>20%:</b> The company's Supplier Code of Conduct and / or Responsible Sourcing Policy includes specific requirements for suppliers with regards to deforestation and land conversion.</p> <p><b>40%:</b> The company has established purchase control systems to incentivize compliance on deforestation and land conversion by (potential) new suppliers (e.g. deforestation is explicitly taken into account in the tender process and is a factor in choosing a preferred supplier).</p> <p><b>40%:</b> The company has operationalized policies, systems and/or processes to manage risks and address impacts of deforestation and land conversion by existing suppliers (e.g. the company discloses specific deforestation risks it has identified as part of its supply chain risk assessment process; the company provides evidence of how they have engaged with, or suspended, noncompliant suppliers on deforestation, etc.). Note: generic claims (e.g. simply stating that the company assesses / manages deforestation risks) are insufficient — companies must explain the specific mechanisms used and/or provide concrete examples or data to illustrate implementation.</p>	<p>Kia states in its Supplier Code of Conduct (p. 10) that "Suppliers should establish procedures to inspect the potential risks of deforestation due to their business operations in order to protect the local forests and exert their best efforts to prepare a response system to take appropriate measures in the event that actual or potential deforestation is recognized". Kia also has a No Deforestation Policy that outlines its policies and procedures to address related risks, and covers the suppliers (p. 2) .</p> <p>Kia requires suppliers of leather and rubber components to submit the place of origin of their goods during the bidding process, which "enables Kia to identify the origin of goods from high-risk countries based on EUDR." Kia also states that the company is providing trainings for procurement teams to pre-emptively manage deforestation-related risks (2025 Sustainability Report, p. 53).</p> <p>In order to manage deforestation risks from existing suppliers, Kia states that it is collecting and managing geolocation data for the origin of seven commodities, including cattle, wood, rubber, and palm oil. The collected coordinates are then mapped to identify source regions and, based on this information, "Kia conducts risk assessments in alignment with EUDR requirements—covering deforestation, land-use changes, Indigenous rights violations, and breaches of local laws" (p. 76). This is considered sufficient for the last sub-indicator, although it is noted that Kia does not provide any examples of specific risks that it has identified through the implementation of this process or explain how it uses this information to mitigate deforestation risks by existing suppliers, beyond simply stating that "if issues related to deforestation or land use arise, Kia will consider alternative sourcing options" (p. 76).</p> <p>Kia Supplier Code of Conduct  <a href="https://worldwide.kia.com/int/files/company/sr/about/how-it-works/kia_supplier_code_of_conduct_eng.pdf">https://worldwide.kia.com/int/files/company/sr/about/how-it-works/kia_supplier_code_of_conduct_eng.pdf</a></p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p> <p>No Deforestation Policy  <a href="https://worldwide.kia.com/int/files/company/sr/about/how-it-works/kia_no_deforestation_policy_eng.pdf">https://worldwide.kia.com/int/files/company/sr/about/how-it-works/kia_no_deforestation_policy_eng.pdf</a></p>	1
2. Fossil Free and Environmentally Sustainable Steel	2.1. Disclosure of scope 3 GHG emissions due to steel supply chains	2.1.1. The company discloses disaggregated GHG emissions for their steel supply chains.	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their steel supply chains</p> <p><b>50%:</b> The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the steel used in that vehicle.</p>	<p>Kia discloses the LCA comparison between model EV4 (EV) and Seltos (ICE), including the emissions from raw material extraction. However, it is not further disaggregated by the type of raw material. (2025 Sustainability Report, p. 31) .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
	<p><b>2.2. Target setting and progress towards fossil free and environmentally sustainable steel supply chains</b></p>	<p>2.2.1. The company has set targets for the use of fossil free and environmentally sustainable steel.</p>	2	<p>The scores below are absolute, not cumulative:</p> <p><b>100%:</b> the company has a commitment to source 100% fossil-free steel by 2040, and has set interim targets to source at least 10% fossil-free steel AND 50% lower emission steel by 2030.</p> <p><b>80%:</b> the company has a commitment to source 100% fossil-free steel by 2050, and has set interim targets to source at least 10% fossil-free steel AND 50% lower emission steel by 2030.</p> <p><b>60%:</b> the company has set a target to source at least 10% fossil-free steel OR 50% lower emission steel by 2030.</p> <p><b>40%:</b> the company has set an emissions reduction target for its steel supply chain that is aligned with the IEA Net Zero Roadmap (2023 version), specifically a 27% reduction by 2030 and 90% by 2050.</p> <p><b>20%:</b> the company has a commitment to net zero steel by 2050 and/or a 2030 steel supply chain emissions reduction target that falls short of the above-mentioned thresholds.</p> <p><b>Note:</b> For definitions of fossil-free steel and lower emission steel used in this indicator and those below, as well as comparisons with definitions from other standards and schemes, please refer to the methodology document.</p>	<p><a href="#">Kia states that it plans to apply carbon-reduced steel (e.g., produced with electric arc furnaces) to mass-produced vehicles for the first time before 2030, “which can reduce carbon emissions by approximately 20% compared to conventional blast furnace methods” (2025 Sustainability Report, p.24, p. 45). Kia also plans to further reduce emissions from steel by adopting hydrogen-based steelmaking technologies in the long term (p. 45). However, the company does not disclose a concrete target or commitment.</a></p> <p><a href="#">2025 Sustainability Report</a>  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0
		<p>2.2.2. The company publishes progress towards their target by disclosing the current percentage of fossil-free and/or lower emission steel in their annual production cycle.</p>	1	<p>The scores below are absolute, not cumulative:</p> <p><b>100%:</b> The company discloses the current percentage of lower emission and/or fossil-free steel in its production cycle</p> <p><b>50%:</b> The company partially discloses the quantity of fossil-free and/or lower emission steel used in its annual production cycle, e.g., in the form of an absolute amount instead of a percentage or only for some elements within its annual production cycle.</p>	Not disclosed.	0

**Company analysis - fossil-free and environmentally sustainable supply chains**

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
		2.2.3. The company has a target for the use of recycled steel by 2030.	2	<p>The scores below are absolute, not cumulative:</p> <p><b>100%:</b> the company discloses a target to use at least 38% recycled steel by 2030, aligned with the <a href="#">IEA Net Zero Roadmap (2023 version)</a>. The target includes a specific commitment or target for increasing the use of post-consumer scrap.</p> <p><b>75%:</b> the company discloses a target to use at least 38% of recycled steel by 2030, but does not specify a target for post-consumer scrap.</p> <p><b>50%:</b> the company discloses a target for the use of recycled steel below the 38% threshold and lacks detail on scrap type.</p>	Not disclosed.	0
		2.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled steel used in its annual production cycle.	1	<p>The scores below are absolute, not cumulative:</p> <p><b>100%:</b> the company discloses the percentage of recycled steel in their annual production cycle including volumes of both pre- and post-consumer steel. NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.</p> <p><b>75%:</b> the company discloses the percentage of recycled steel in their annual production cycle.</p> <p><b>50%:</b> The company partially discloses the quantity of recycled steel used in its annual production cycle, e.g., in the form of an absolute amount instead of a percentage or only for some elements within its annual production cycle.</p>	<p>Kia discloses that, in 2024, it recycled 103,000 tons of steel scrap that was generated in its press shops, of which 80% was sent to manufacturers (steel companies) and 20% was used by partner companies in foundries to produce automotive parts. The company also discloses that it “used approximately 204,000 tons of steel” in 2024 (2025 Sustainability Report, p. 41). However, it is not clear what proportion of these 204,000 tons used came from scrap / recycled steel specifically. Percentages of scrap steel used for part(s) of the company’s supply chain are also not provided.</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0
	<b>2.3. Use of supply chain levers to achieve fossil free and environmentally sustainable steel supply chains</b>	2.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free steel at scale.	1	<p><b>50%:</b> the company is a member of SteelZero.</p> <p><b>50%:</b> the company is a member of the First Movers Coalition's sector group on steel</p>	<p>Kia (and Hyundai) is not a member of SteelZero or the First Movers Coalition's sector group on steel .</p> <p><a href="https://www.theclimategroup.org/steelzero-members">https://www.theclimategroup.org/steelzero-members</a>  <a href="https://initiatives.weforum.org/first-movers-coalition/community">https://initiatives.weforum.org/first-movers-coalition/community</a></p>	0

**Company analysis - fossil-free and environmentally sustainable supply chains**

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
		2.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable steel at scale.	1	<p><b>25%:</b> the company is a member of ResponsibleSteel.</p> <p><b>50%:</b> the company actively engages their steel suppliers regarding ResponsibleSteel certification.</p> <p><b>25%:</b> the company has disclosed purchasing agreements for ResponsibleSteel certified steel.</p> <p>Note: 0.6 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	<p>Kia (and Hyundai) is not a member of ResponsibleSteel .</p> <p><a href="https://www.responsiblesteel.org/members-and-associates">https://www.responsiblesteel.org/members-and-associates</a></p>	0
		2.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free steel.	2	<p><b>50%:</b> the company states that it has entered into a formal arrangement with at least one steel supplier to invest in and scale-up production of <b>lower emission or fossil-free</b> steel.</p> <p><b>25%:</b> at least one purchase agreement signed by the company with a steel supplier for the provision of <b>lower emission or fossil-free</b> steel is a binding contract for which timelines and scale of supply (e.g. volume of steel to be purchased per year) are publicly disclosed.</p> <p><b>25%:</b> at least one purchase agreement signed by the company is for the provision of steel produced with breakthrough technologies for fossil-free steelmaking.</p>	<p>Kia discloses its general intention to apply “carbon-reduced steel”. The company discloses that it has signed MoUs with Hyundai Steel and POSCO in 2023, and with Voestalpine and ThyssenKrupp in 2024. However, Kia only discloses that these MoUs have been signed with the aim of “laying the foundation for expanding the use of low-carbon steel”. It is not clear whether these MoUs are for the supply of low-carbon steel specifically. As a result, it does not get points for this indicator .</p> <p>Kia also plans to “articulate its global supply strategy by sourcing low-carbon steel for global vehicle models from Hyundai Steel’s new electric arc furnace facility, which is scheduled for completion in Louisiana, the U.S., by 2029” (p. 45). However, the company does not disclose a purchase agreement or formal arrangement for low-carbon steel from this facility .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacturing.	2	<p><b>25%:</b> the company <b>discloses that it is implementing</b> a closed-loop process for steel recycling (must include reference to post-consumer scrap).</p> <p><b>OR</b></p> <p><b>10%:</b> the company discloses that it is implementing a closed-loop process for steel recycling (no reference to post-consumer scrap).</p> <p><b>PLUS</b></p> <p><b>25%:</b> the company <b>provides a qualitative description of the closed-loop process(es) it is implementing for steel recycling.</b></p> <p><b>25%:</b> the company <b>discloses that it improves the recyclability of steel through automotive and/or component design.</b></p> <p><b>25%:</b> the company <b>explains how</b> it has used automotive and/or component design to improve the recyclability of steel (e.g. by <b>minimizing copper contamination</b>).</p>	<p>Kia provides details on a process it is implementing to recycle 100% of the steel scrap generated in its press shops. Kia provides quantitative data and qualitative description to illustrate the implementation of this process (2025 Sustainability Report, p. 41).</p> <p>Kia also states that it is implementing a “Car-to-Car” project that “applies recycled parts from end-of-life vehicles to new vehicle production” and focuses on five key materials including steel (p. 39). The reference to end-of-life vehicles indicates that this project is focused on post-consumer steel. However, insufficient details are provided to understand how the project is actually recycling post-consumer steel and what the role Kia specifically plays in the project.</p> <p>The company does not specifically refer to designing steel-based components for recyclability.</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	1

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
3.Fossil Free and Environmentally Sustainable Aluminium	3.1. Disclosure of scope 3 GHG emissions due to aluminium	3.1.1. The company discloses disaggregated GHG emissions for their aluminium supply chains.	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their aluminium supply chains</p> <p><b>50%:</b> The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the aluminum used in that vehicle.</p>	<p>Kia discloses the LCA comparison between model EV4 (EV) and Seltos (ICE), including the emissions from raw material extraction. However, it is not further disaggregated by the type of raw material (2025 Sustainability Report, p. 31) .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0
	3.2. Target setting and progress towards fossil free and environmentally sustainable aluminium supply chains	3.2.1 The company has set targets for the use of fossil free and environmentally sustainable aluminium	2	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:</p> <p><b>100%:</b> the company has a commitment to source <b>100% fossil-free aluminium by 2040, with interim targets for all procured primary aluminium to be produced with low-carbon power by 2035 and to source at least 10% fossil-free aluminium by 2030</b></p> <p><b>80%:</b> the company has set a target that is aligned with Mission Possible 1.5 scenario: to ensure all primary aluminium is produced with low-carbon power by 2035</p> <p><b>60%:</b> the company has set a target of <b>procuring at least 10% fossil-free aluminium by 2030</b></p> <p><b>40%:</b> the company has set an emissions reduction target for its aluminium supply chain that is aligned with <b>the IEA Net Zero Roadmap (2023 version), specifically a 27% reduction by 2030 and by 95% by 2050</b></p> <p><b>20%:</b> the company has a commitment to net zero aluminium by 2050 and/or a 2030 emissions reduction target for its aluminium supply chain <b>that falls short of the above-mentioned thresholds</b></p> <p>Note: For definitions of fossil-free aluminium and lower emission aluminium used in this indicator and those below, as well as comparisons with definitions from other standards and schemes, please refer to the methodology document.</p>	Not disclosed.	0

**Company analysis - fossil-free and environmentally sustainable supply chains**

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
		3.2.2. The company publishes progress towards their target by disclosing the current percentage of fossil-free and/or lower emission aluminium in their annual production cycle	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> The company discloses the current percentage of fossil-free and/or lower emission aluminium in its supply chain</p> <p><b>50%:</b> The company partially discloses the quantity of fossil-free and/or lower emission aluminium used in its annual production cycle, e.g., in the form of an absolute amount instead of a percentage or only for some elements within its annual production cycle.</p>	Not disclosed.	0
		3.2.3. The company has a target to increase use of recycled aluminium by 2030.	2	<p>These scores are not cumulative, they are thresholds for achieving a particular score.</p> <p><b>100%:</b> the company discloses a target to use at least 42% recycled aluminium by 2030, aligned with the IEA Net Zero Roadmap (2023 version). The target includes a specific commitment or target for increasing the use of post-consumer aluminium scrap.</p> <p><b>75%:</b> the company discloses a target to use at least 42% of recycled aluminium by 2030, but does not specify a target for post-consumer scrap</p> <p><b>50%:</b> the company discloses a target for the use of recycled steel below the 42% threshold and lacks detail on scrap type</p>	<p>Kia states that it is engaging in material research and parts development to expand the use of recycled aluminium (2025 Sustainability Report, p. 29). However, the company does not disclose any specific target .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0
		3.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled aluminium used in its annual production cycle	1	<p>These scores are not cumulative, they are thresholds for achieving a particular score:</p> <p><b>100%:</b> the company discloses the percentage of recycled aluminium in their annual production cycle including volumes of both pre- and post-consumer aluminium. NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.</p> <p><b>75%:</b> the company discloses the percentage of recycled aluminium in their annual production cycle.</p> <p><b>50%:</b> The company partially discloses the quantity of recycled aluminium used in its annual production cycle, e.g., in the form of an absolute amount instead of a percentage or only for some elements within its annual production cycle.</p>	Not disclosed.	0

**Company analysis - fossil-free and environmentally sustainable supply chains**

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
	<b>3.3. Use of supply chain levers to achieve fossil free and environmentally sustainable aluminium supply chains</b>	3.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free aluminium at scale.	1	<b>100%:</b> the company is a member of First Movers Coalition sector group on aluminium	Kia (and Hyundai) is not a member of the First Movers Coalition sector group on aluminium . <a href="https://initiatives.weforum.org/first-movers-coalition/community">https://initiatives.weforum.org/first-movers-coalition/community</a>	0
3.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable aluminium		1	<b>25%:</b> the company is a member of the Aluminum Stewardship Initiative (ASI). <b>50%:</b> the company actively engages their aluminum suppliers regarding ASI certification. <b>25%:</b> the company has disclosed purchasing commitments for ASI certified aluminum. Note: 0.4 points modifier applied due to multistakeholder initiative assessment. See sheet 8.	Kia is not a member of ASI and does not actively engage their suppliers regarding ASI certification . <a href="https://aluminium-stewardship.org/about-asi/members">https://aluminium-stewardship.org/about-asi/members</a>	0	
3.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free aluminium		2	<b>50%:</b> the company states that it has entered into a formal arrangement with at least one aluminium supplier to invest in and scale-up production of <b>lower emission or fossil-free</b> aluminium. <b>25%:</b> at least one purchase agreement signed by the company with an aluminium supplier for the provision of <b>lower emission or fossil-free</b> aluminium is a binding contract for which timelines and scale of supply (e.g. volume of aluminium to be purchased per year) are publicly disclosed. <b>25%:</b> at least one purchase agreement signed by the company is for the provision of aluminium produced with new technologies for fossil-free aluminum production.	Not disclosed.	0	

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing.	2	<p><b>25%:</b> the company <b>discloses that it is implementing</b> a closed-loop process for aluminium recycling (must include reference to post-consumer scrap).</p> <p><b>OR</b></p> <p><b>10%:</b> the company discloses that it is implementing a closed-loop process for aluminium recycling (no reference to post-consumer scrap).</p> <p><b>PLUS</b></p> <p><b>25%:</b> the company <b>provides a qualitative description of the closed-loop process(es) it is implementing for aluminium recycling.</b></p> <p><b>25%:</b> the company <b>discloses that it improves the recyclability of aluminium through automotive and/or component design.</b></p> <p><b>25%:</b> the company <b>explains how</b> it has used automotive and/or component design to improve the recyclability of aluminium (e.g. through the development of new alloys).</p>	<p>Kia's 2025 Sustainability Report (p. 39) mentions a "Car-to-Car" project that "applies recycled parts from end-of-life vehicles to new vehicle production" and focuses on five key materials including aluminium. The reference to end-of-life vehicles indicates that this project includes on post-consumer aluminium. However, insufficient details are provided to understand how the project is actually recycling post-consumer aluminium specifically.</p> <p>The company does not specifically refer to designing aluminium components for recyclability .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0.5
<b>4. Fossil Free and Environmentally Sustainable Batteries</b>	<b>4.1. Disclosure of scope 3 GHG emissions due to battery supply chains</b>	4.1.1. The company discloses disaggregated scope 3 emissions for their battery supply chains, including a total for the whole battery and disaggregated emissions for key battery minerals (cathode / anode active materials)	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> the company provides scope 3 GHG emissions their battery supply chain, disaggregated for cell production / manufacturing and key cathode / anode active materials (i.e. individual minerals) used in the battery</p> <p><b>75%:</b> the company provides scope 3 GHG emissions their battery supply chain, disaggregated for cell production / manufacturing and cathode and anode active materials (as a total)</p> <p><b>50%:</b> The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their battery supply chain.</p> <p><b>25%:</b> The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the battery used in that vehicle.</p>	<p>Kia discloses Scope 3 GHG emissions for purchased goods and services, but not disaggregated for the battery supply chain (2025 Sustainability Report, p. 35). Kia also discloses the LCA comparison between model EV4 (EV) and Seltos (ICE), including the emissions from raw material extraction and parts manufacturing (2025 Sustainability Report, p. 31). However, it is not further disaggregated .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
	<p><b>4.2. Target setting and progress towards fossil free and environmentally sustainable battery supply chains</b></p>	<p>4.2.1. The company has set a target to produce fossil free and environmentally sustainable batteries.</p>	1	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:</p> <p><b>100%:</b> the company has a commitment to produce 100% fossil free batteries by 2040 and a target to reduce their battery supply chain emissions by 50% by 2030.</p> <p><b>75%:</b> the company has a commitment to produce 100% fossil free batteries by 2050 and a target to reduce their battery supply chain emissions by 50% by 2030.</p> <p><b>50%:</b> the company has set an emissions reduction target for its battery supply chain that is aligned with the IEA Heavy Industry Guidance, specifically a 27% emissions reduction by 2030 and 95% by 2050.</p> <p><b>25%:</b> the company has a commitment to net zero batteries by 2050 and/or a 2030 emissions reduction target for its battery supply chain that falls short of the above-mentioned thresholds.</p>	Not disclosed.	0
<p>4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.</p>		1	<p><b>25%:</b> statement of intent to reduce high intensity minerals in battery production (which may include a commitment to producing smaller batteries).</p> <p><b>25%:</b> the company has set a disaggregated target for the reduction of primary sources of <b>nickel</b> in their supply chain.</p> <p><b>25%:</b> the company has set a disaggregated target for the reduction of primary sources of <b>lithium</b> in their supply chain.</p> <p><b>25%:</b> the company has set a disaggregated target for the reduction of primary sources of <b>cobalt</b> in their supply chain.</p> <p>Note: The final three scoring criteria can also be met by setting targets for increasing the % recycled nickel/lithium/cobalt used in new batteries.</p>	Not disclosed.	0	
<p>4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.</p>		1	<p><b>100%:</b> the company has a medium term target of 95% recovery for cobalt &amp; nickel with 70% lithium by 2030 (equal to that proposed by the EU) and a short term target of 90% recovery rate for cobalt &amp; nickel and 35% lithium by 2025.</p> <p><b>25%:</b> the company has set collection and/or recovery targets for high intensity battery metals that are lower and/or not disaggregated.</p> <p>Note: companies that disclose recovery rates already achieved at commercial scale and/or with existing supplier requirements on recovery rates may score points for this indicator if the disclosed recovery rates match the 2025 thresholds (25% of points) or the 2030 thresholds (100% of points).</p>	Not disclosed.	0	

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
	4.3. Use of supply chain levers to achieve fossil free and environmentally sustainable battery supply chains	4.3.1. The company requires all battery manufacturers to use 100% renewable electricity	2	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> the company discloses a requirement that all battery manufacturers are required to use 100% renewable electricity.</p> <p><b>50%:</b> the company discloses agreements/requirements for 100% renewable energy with some battery manufacturers</p> <p><b>25%:</b> the company discloses agreements/requirements for reduced emissions with some battery manufacturers</p> <p>or</p> <p><b>50%:</b> the company discloses a requirement that all battery manufacturers are required to be "carbon neutral", "net zero" or similar but does not define how they are using the term.</p>	Not disclosed.	0
		4.3.2. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of lithium sourcing.	1	<p><b>25%:</b> the company has identified and disclosed specific environmental risks of lithium sourcing (e.g. air pollution, water, biodiversity etc.).</p> <p><b>25%:</b> the company describes its overall approach or strategy to prevent/mitigate environmental risks and adverse impacts within its lithium supply chain (e.g. incorporating environmental conditions into contracts with suppliers, participating in multi-stakeholder initiative(s) to address environmental impacts of lithium sourcing etc.).</p> <p><b>25%:</b> the company has entered into contractual agreements for the purchase of low-carbon lithium. These agreements may include joint ventures, purchasing commitments, and/or other forms of investment, including R&amp;D.</p> <p><b>25%:</b> the company provides examples or case studies of contractual agreements and/or direct engagement with specific lithium mining or refining companies to address environmental risks and adverse impacts. Note: examples of direct engagement can be with direct or indirect suppliers. In order to score points here, the company must provide the name of the lithium supplier and the location of the mine or project in question, and it must be clear the engagement / agreement addresses environmental impacts specifically.</p>	<p>Kia states that its responsible minerals management plan for battery materials includes the plan to use certified smelter verification and on-site due diligence based on OECD guidelines (2025 Sustainability Report, p. 72). However, no detail is provided regarding lithium mining/refining specifically .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
		4.3.3. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of nickel sourcing.	1	<p><b>25%:</b> the company has identified and disclosed specific environmental risks of nickel sourcing (e.g. air pollution, water, biodiversity etc.).</p> <p><b>25%:</b> the company describes its overall approach or strategy to prevent/mitigate environmental risks and adverse impacts within its nickel supply chain (e.g. incorporating environmental conditions into contracts with suppliers, participating in multi-stakeholder initiative(s) to address environmental impacts of nickel sourcing etc.).</p> <p><b>25%:</b> the company has entered into contractual agreements for the purchase of low-carbon nickel. These agreements may include joint ventures, purchasing commitments, and/or other forms of investment, including R&amp;D.</p> <p><b>25%:</b> the company provides examples or case studies of contractual agreements and/or direct engagement with specific nickel mining or refining companies to address environmental risks and adverse impacts. Note: examples of direct engagement can be with direct or indirect suppliers. In order to score points here, the company must provide the name of the nickel supplier and the location of the mine or project in question, and it must be clear the engagement / agreement addresses environmental impacts specifically.</p>	<p>Kia states that its responsible minerals management plan for battery materials includes the plan to use certified smelter verification and on-site due diligence based on OECD guidelines (2025 Sustainability Report, p. 72). However, Kia does not provide further detail regarding nickel mining/refining specifically .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0
		4.3.4. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of cobalt sourcing.	1	<p><b>25%:</b> the company has identified and disclosed specific environmental risks of cobalt sourcing (e.g. air pollution, water, biodiversity etc.).</p> <p><b>25%:</b> the company describes its overall approach or strategy to prevent/mitigate environmental risks and adverse impacts within its cobalt supply chain (e.g. incorporating environmental conditions into contracts with suppliers, participating in multi-stakeholder initiative(s) to address environmental impacts of lithium sourcing etc.).</p> <p><b>25%:</b> the company has entered into contractual agreements for the purchase of low-carbon cobalt. These agreements may include joint ventures, purchasing commitments, and/or other forms of investment, including R&amp;D.</p> <p><b>25%:</b> the company provides examples or case studies of contractual agreements and/or direct engagement with specific cobalt mining or refining companies to address environmental risks and adverse impacts. Note: examples of direct engagement can be with direct or indirect suppliers. In order to score points here, the company must provide the name of the cobalt supplier and the location of the mine or project in question, and it must be clear the engagement / agreement addresses environmental impacts specifically.</p>	<p>Kia states that its responsible minerals management plan for battery materials includes the plan to use certified smelter verification and on-site due diligence based on OECD guidelines (2025 Sustainability Report, p. 72). However, Kia does not provide further detail regarding cobalt mining/refining specifically .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0

**Company analysis - fossil-free and environmentally sustainable supply chains**

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
		4.3.5. The company participates in multi-stakeholder initiatives to collaborate with other buyers to incentivise investment in and production of fossil free and environmentally sustainable batteries at scale.	1	<b>100%:</b> the company is a member of the Global Battery Alliance.	In its 2025 Sustainability Report (p. 42), Kia states that it “is collaborating with the Global Battery Alliance (GBA) to establish a digital disclosure system covering battery carbon footprint.”  <a href="https://www.globalbattery.org/about/members/">https://www.globalbattery.org/about/members/</a> 2025 Sustainability Report <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a>	1
		4.3.6. The company invests in the development of new battery chemistries & technologies that minimize their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials	2	<b>25%:</b> the company provides examples of R&D that they are conducting in-house or in partnership with value chain partners to develop new battery chemistries / technologies that reduce the use of emissions-intensive minerals (such as nickel and cobalt). Note: this could include R&D into the development of smaller batteries.  <b>25%:</b> the company provides examples of the systems and processes it is developing to scale this R&D to commercial production.  <b>50%:</b> the company has brought to market electric vehicles that utilize battery chemistries / technologies that meet the above criteria.	Not disclosed.	0
		4.3.7. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the safe and effective recycling of EV batteries	1	<b>25%:</b> the company provides examples of R&D that they are conducting in-house or in partnership with value chain partners to improve the recyclability of batteries (i.e. recovery rates). <b>Note this could include R&amp;D into battery design and/or recycling methods.</b>  <b>25%:</b> the company provides examples of the systems and processes it is developing to scale this R&D to commercial production.  <b>50%:</b> the company provides examples of battery recycling processes it has developed in-house or in partnership with value chain partners that have achieved recovery rates of at least 95% cobalt/nickel & 70% lithium. Note disclosed recovery rates achieved at the pilot / R&D stage are valid for points here. Disclosure of recovery rates achieved at commercial scale is evaluated in indicator 4.3.10.	Kia discloses that it has a strategy for end-of-life battery circulation and that it is “focused on securing eco-friendly and safe large-scale battery recycling technologies” (2025 Sustainability Report, p. 43). Kia also states that it “supports part of the dismantling and recovery process to ensure that recyclable materials are not simply incinerated or landfilled” (2025 Sustainability Report, p. 42). In the company’s 2023 Sustainability Report (p. 19), Kia also disclosed that the company has launched a task force team to develop a “sustainable and eco-friendly battery circulation system”, including through “developing prior technologies.” However, it is unclear to what extent this applies to batteries .  2025 Sustainability Report <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a>  2024 Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a>  2023 Sustainability Report <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2023-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2023-int.pdf</a>	0.25

**Company analysis - fossil-free and environmentally sustainable supply chains**

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Kia Analysis	Kia Points
		4.3.8. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespan of its EV batteries.	1	<p><b>25%:</b> the company indicates that there are processes in place (such as inspection, design, access to battery information, collection and transportation, etc.) for repairing, reusing and/or repurposing batteries.</p> <p><b>25%:</b> the company provides qualitative information about processes (including the establishment and operation of collection points) to increase the % of batteries being collected for reuse, repurposing and/or recycling</p> <p><b>50%:</b> the company provides quantitative information about the collection of batteries (i.e total numbers and / or percentages of batteries collected).</p>	<p>Kia discloses that it is working with Hyundai GLOVIS to establish a global battery collection network and transport control system for the collection and transportation of used batteries from various locations, including end-of-life vehicle centers and dealerships worldwide. (2025 Sustainability Report, p. 43) . Kia also discloses that “Through collaboration with Hyundai GLOVIS, the company is implementing a process to evaluate and classify the remaining performance of EV batteries and reuse high-performing units as second-life battery energy storage systems (UBESS, Used Battery Energy Storage System)”. This process can potentially increase the % of batteries being collected for repurposing and qualifies for the first and second sub-indicators .</p> <p>Kia disclosed an example of partnership with Encore, a subsidiary of Deutsche Bahn AG that specializes in used batteries disassembling and analysis, where Kia supplies used batteries to Encore for a second-life battery energy storage system (BESS) in Germany (2024 Sustainability Report, p. 48). However, there is no update regarding whether this partnership has continued or expanded after 2024. In 2024, Kia launched a pilot program in the UK for battery remanufacturing for targeted models (2025 Sustainability Report, p. 43) .</p> <p>Kia also disclosed the total number of batteries collected for repair, reuse, or remanufacturing in 2024 (p. 43).</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a>                      2024 Sustainability Report  <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a></p>	1
		4.3.9. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	<p><b>25%:</b> the company indicates that there is a closed-loop process in place for recycling batteries (that involves recovering raw materials).</p> <p><b>25%:</b> the company provides detail on the battery recycling process / method(s) used and discloses that they do not use incineration / high-temperature combustion processes.</p> <p><b>50%:</b> the company provides quantitative information about the % of batteries currently being recycled (at commercial scale). Note: this could be mineral recovery rates and/or the total percentage of batteries recycled (out of all batteries collected for end-of-life treatment).</p>	<p>Kia indicates that it has an end-of-life battery circulation strategy that includes recycling for batteries that are deemed unsuitable for remanufacturing or reuse and this process includes extraction of metals such as lithium, cobalt, and nickel. However, there is no further disclosure on the methods implemented, the percentage of batteries currently being recycled at commercial scale, or the locations that such initiatives have been operational .</p> <p>2025 Sustainability Report  <a href="https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf">https://worldwide.kia.com/int/files/company/sr/sustainability-report/sustainability-report-2025-int.pdf</a></p>	0.25
5. Climate Lobbying		Performance Band (A+ to F) is a full measures of a company's climate policy engagement, accounting for both its own engagement and that of its industry associations.	Multiplier of total category score	A=1.3 B=1.2 C=1.1 N/D = 1 D=0.9 E= 0.8 F=0.7	Kia Motors has a C- rating <a href="https://lobbymap.org/company/Hyundai-Motor">https://lobbymap.org/company/Hyundai-Motor</a>	1.1

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
1. Responsible Sourcing: General HR indicators	1.1. Commit	1.1.1. The company has a public commitment to human rights.	1	100%: the company has a standalone human rights policy or other formal commitment that it will respect the Universal Declaration of Human Rights and the International Bill of Rights, or commit to the UN Guiding Principles on Business and Human Rights (UNGPs) and/or the OECD Guidelines for Multinational Enterprises.	<p><a href="#">Kia has a standalone Human Rights Charter in which the company states that it “respects and supports a wide range of recognized human rights/labor-related international standards”, including the Universal Declaration of Human Rights, the UNGPs, the ILO Constitution, and the OECD Guidelines for Multinational Enterprises (Section 1.A).</a></p> <p><a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">Kia Human Rights Charter https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	1
		1.1.2. The company extends their human rights commitments to their Tier 1 suppliers and beyond.	2	<p>50%: the company has a Supplier Code of Conduct (SCoC) or equivalent. The SCoC explicitly references the company's human rights policy or states that suppliers are required to respect and/or uphold all human rights.</p> <p><b>OR</b></p> <p>25%: the company has a Supplier Code of Conduct (SCoC) or equivalent that explicitly requires suppliers to comply with the company's human rights policy that is limited in scope, or to respect a limited selection of human rights listed by the company.</p> <p><b>PLUS</b></p> <p>50%: the company "requires" or otherwise mandates their suppliers to apply the requirements of the SCoC to their own suppliers.</p> <p><b>OR</b></p> <p>25%: the company "expects" or "encourages" their suppliers to apply these standards to their own suppliers.</p>	<p>Kia's Supplier Code of Conduct (SCoC) does not explicitly reference the company's Human Rights Charter (except in relation to workplace discrimination), and does not appear to require suppliers to respect and/or uphold human rights across the board.</p> <p>While the SCoC appears to be mandatory for suppliers (“all suppliers that provide goods and services to Kia, or enter into a contract for any other transactions, shall comply with the Supplier Code of Conduct.”), it only requires respect for the human rights it explicitly lists. Regarding human rights in general, it only expects suppliers to “adopt the best practices” (Section 1.A).</p> <p>The SCoC does not require suppliers to cascade requirements to their own suppliers, stating instead that “all suppliers should recommend other business entities in the supply chain, including upstream suppliers and subcontractors, to comply with the provisions contained within this Code of Conduct” (Section 1.B).</p> <p>Kia Supplier Code of Conduct <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	1
	1.2. Identify	1.2.1. The company has a process in place to assess salient human rights risks in their supply chain.	1	<p>25%: the company states that there is a process in place for identifying salient human rights risks.</p> <p>25%: the company explains its methodology for identifying risks (e. g. desktop review) and prioritising them.</p> <p>25%: the company specifies how often they repeat this risk assessment.</p> <p>25%: the company specifies if and how they engage with external human rights experts. Note: this engagement must be specific to the company and its supply chains to be scored here. Simply participating in a multistakeholder initiative that includes human rights experts is not sufficient, unless the company has articulated how it applies the information gained via these initiatives to their own supply chain.</p> <p>Finally, effective risk identification involves consultation with potentially impacted stakeholders. We have included additional indicators under each section below to reflect this.</p>	<p>Kia describes a “double materiality” assessment process based on the EU’s ESRS framework in their Sustainability Report (SR). The company briefly outlines the methodology followed to identify material ESG issues. This is performed annually (p. 16-17). Kia’s Human Rights Charter (Section 4) as well as its newer Supply Chain Sustainability Management Policy both describe the company’s human rights due diligence and risk identification processes. The Supply Chain Sustainability Management Policy states that “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”. Desktop reviews may be followed by on-site audits (“Supply Chain ESG Due Diligence Process”).</p> <p>Kia also describes their human rights risk identification process for its own domestic and international operations (SR, p. 57), and the supply chain (SR, p. 68-77), and clarifies that the supply chain risk assessment is conducted annually (p. 73). While a broad description of the risk identification process is provided, the company does not explain their criteria for prioritising risks. The company does not disclose whether human rights experts are consulted as part of their risk identification process.</p> <p>Kia Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a>  Kia Human Rights Charter <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a>  Kia Supply Chain Sustainability Management Policy <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	0.5

**Company analysis - human rights & responsible sourcing**

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
		1.2.2. The company discloses the salient human rights risks in their supply chain and where they are located.	1	<p>The following scores are absolute not cumulative:</p> <p><b>25%:</b> the company names the generic, salient risks in their supply chain (e.g. conflict minerals, forced labour, water security, etc.).</p> <p><b>50%:</b> the company discloses where in their supply chain these risks occur, by reference to geographical location, material type, and/or tier. Note: greater level of specificity on all these elements is expected under indicator 2.2.2 on transition minerals risks.</p> <p><b>100%:</b> the company provides additional description of these risks. Note: to score here, the description must be based on findings from the company's due diligence measures, and not constitute a generic description.</p>	<p><a href="#">Kia discloses 10 material issues identified through their impact materiality assessment, but these are broad sustainability issues such as "labour related rights" (SR, p. 17). They are not specific enough to be considered for the first sub-indicator. Elsewhere in the report, the company names child labour and Indigenous Peoples as areas requiring improvement (p. 73) but this is not meant to be a description of the company's identified supply chain risks, and is a very incomplete list in any case. The company includes a list of human rights risks in the company's own domestic and international operations in the SR (p. 57), but there is no equivalent for the supply chain. Kia lists a number of human rights issues in its Human Rights Charter, such as the prohibition of child labor, forced labor, workplace discrimination, etc. (Section 2), but it is not clear whether the company considers these to be its "salient" human rights risks, and whether this list is a result of the company's risk identification process.</a></p> <p><a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">Kia Sustainability Report https://worldwide.kia.com/int/company/sustainability/sustainability-report</a>  <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">Kia Human Rights Charter https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	0
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1	<p><b>50%:</b> the company outlines the process for how they identify high risk supplier categories in Tier 1 in order to prioritise differential preventive/mitigating action. This may include taking into account the leverage that the automotive company has to affect change (e.g. their annual spend, whether they are a primary or majority buyer, etc.), the geography of suppliers, and the severity of the risks that have been identified.</p> <p><b>25%:</b> the company outlines how this process extends beyond tier 1. Note: this does not necessarily have to involve a process that extends to the point of extraction, as this is covered below in the transition minerals section.</p> <p><b>25%:</b> the company outlines the types of preventive/mitigating actions it uses to manage those risks. Note: to score here, it must do more than indicate that there are differential assurance actions, it must specify what those are.</p>	<p><a href="#">Kia explains that "suppliers that score below the threshold" in their ESG risk assessment, or "present significant risks related to safety, information security, labor, or human rights are categorized as high-risk suppliers" (SR, p. 73). The company explains that they "evaluates suppliers across various dimensions, including overall ESG performance, business relevance, country-specific and industry-specific risk levels, and the type of products supplied. Based on this screening, suppliers are classified into categories such as key management targets or high-risk suppliers and managed accordingly" (SR, p. 75). "These classifications are reflected in the development of supply chain risk mitigation strategies and the revision of assessment metrics" (p. 75).</a></p> <p><a href="#">High-risk suppliers are required to undergo on-site inspections and to adopt corrective actions or develop a remediation plan (SR, p. 73-74). The Human Rights Chapter also mentions a requirement for improvement plans when risks are identified (Section 4.A2), which must be consulted with the department in charge of human rights management (Section 4.B). Kia extends their monitoring to some Tier 2 suppliers. "In addition to Tier 1 suppliers, Kia also monitors Tier 2 suppliers that have a significant impact on its business operations, with 48 of them designated as key suppliers." (SR, p. 69).</a></p> <p><a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">Kia Sustainability Report https://worldwide.kia.com/int/company/sustainability/sustainability-report</a></p>	1
1.3. Prevent, Mitigate and Account		1.3.1. The company assesses the risk of adverse human rights impacts with suppliers prior to entering into any contracts.	2	<p><b>25%:</b> the company outlines the process to assess risks at individual suppliers. This may include supplier questionnaires, audits, etc. Note: it is not enough for companies to state that they assess suppliers prior to entering into any contracts, they must outline how this assessment occurs. Secondly, a requirement that suppliers sign a statement confirming their compliance is not sufficient risk assessment. Similarly, companies must outline how they verify information provided in supplier self-assessment questionnaires.</p> <p><b>25%:</b> the company provides quantitative information of the number of potential new suppliers assessed, and the tier that they belong to.</p> <p><b>25%:</b> the company provides quantitative information on the number of potential new suppliers where non-conformances were found. Note: the action taken to respond to these findings is addressed by indicators below.</p> <p><b>25%:</b> this process extends beyond tier 1 to tier 2 at a minimum.</p>	<p>Kia states that they assess potential new suppliers through their ESG evaluations. They must reach a minimum threshold before they can do business with Kia (SR, p. 74). Kia does not provide information about the number of potential new suppliers assessed. It is not clear whether this process extends to potential Tier 2 suppliers. While Kia discloses that 48 Tier 2 suppliers have been designated as key suppliers because of their significant impact on its business operations (SR, p. 69), and that they are therefore subject to priority management, it is not clear whether these suppliers are assessed for risks prior to entering the supply chain.</p> <p>Note: Kia and Hyundai share their suppliers, and disclose the same statistical numbers for prioritised, assessed, and audited suppliers. Hyundai explains in its own report that they will only begin to systematically assess certain key Tier 2 part suppliers ahead of signing contracts in 2025. This information is taken to apply to Kia too, which leads to the conclusion that Kia's process for identifying risks ahead of signing contracts with new suppliers does not yet extend to Tier 2 suppliers.</p> <p>Note: This score represents a backslide. Last year, the company got points for the last sub-indicator, based on information that was not fully conclusive or clear, but that appeared to indicate that they were performing risk assessments on Tier 2 suppliers prior to signing contracts. While the company was at the time given the benefit of the doubt, it is now clear that this was not a process that was yet in place. The information provided by Hyundai this year makes it clear that a process to systematically assess certain Tier 2 suppliers ahead of signing contracts was only meant to start in 2025.</p> <p><a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">Kia Sustainability Report https://worldwide.kia.com/int/company/sustainability/sustainability-report</a></p>	0.5

**Company analysis - human rights & responsible sourcing**

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2	<p><b>20%:</b> the company indicates that there is a process in place to monitor compliance.</p> <p><b>20%:</b> the company provides details on the process (e.g. tools, technologies and sources of information they use).</p> <p><b>20%:</b> the company provides quantitative information on the number of suppliers assessed for compliance and the tiers that are assessed. Note: this indicator refers to quantitative assessment tools (e.g. surveys).</p> <p><b>20%:</b> the company provides quantitative information of the number of suppliers audited and the tiers that are audited. Note: this indicator refers to on-site audits.</p> <p><b>20%:</b> the company provides quantitative information on non-conformances found, <b>their type and severity. Note: it is insufficient just to provide a number, additional information (for example, on the type, location, and/or severity of the non-conformances) must also be provided.</b></p> <p><b>OR</b></p> <p><b>10%:</b> the company provides quantitative information on non-conformances found</p> <p>Note: Quantitative information on assessments and audits can be provided as a percentage of suppliers assessed / audited or as a number. If the company provides a number of suppliers assessed / audited, they must also provide the total number of suppliers (<b>this can refer to the company as a whole, or to the total number of suppliers within a relevant category</b>). The action taken to respond to these findings is addressed by indicators below.</p> <p>For due diligence to be effective, it must involve potentially impacted stakeholders and/or their representatives. This is scored under each of the sections listed below.</p>	<p>Kia monitors compliance through internal assessments, “document review”, on-site audits of high-risk suppliers, and additional verification of Korean Tier 1 suppliers by sustainability rating agency EcoVadis (SR, p. 74). Kia’s SCoC also specifies that compliance monitoring will be done through “regular written assessments” or “on-site visits” (Section 6.1). Kia discloses that 1,494 Tier 1 suppliers, and 48 key Tier 2 suppliers, were assessed through ESG risk assessments (SR, p. 77). Kia also discloses that all Korea Tier 1 suppliers (374) were evaluated by EcoVadis (p. 74). Kia also discloses that 195 Tier 1 suppliers, and 40 key Tier 2 suppliers were audited (p. 77).</p> <p>Kia does not disclose the number of non-conformities found. While the company discloses that 19 suppliers were found to be “high risk” (later referring to “negative impact”), it is not clear whether “high risks” or “negative impact” amount to non-conformities, and in any case the company does not specify what these risks or negative impacts are, or their severity. The company states that the EcoVadis “the evaluation results showed an overall excellent performance, although ethics and sustainable procurement received relatively lower scores” (SR, p. 74). Again, the company does not elaborate on these results, whether they amount to non-conformities, or provide additional information about their nature and severity.</p> <p>Kia Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a>            Kia Supplier Code of Conduct <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	1.6

**Company analysis - human rights & responsible sourcing**

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
		1.3.3. The company reports on how it is prepared to respond if it finds non-conformances with the SCoC	1.5	<p>This indicator relates to the contractual relationship, <b>or potential contractual relationship</b>, between suppliers and the auto-manufacturer. It applies to all tiers to the point of extraction where there is, <b>or there might be</b>, a direct relationship between the auto manufacturer and the supplier.</p> <p><b>33%: the company discloses the actions it will take in response to findings of non-conformance by potential new suppliers (for example, time-bound action plans before contracts go ahead, policy revision, targeted training, onsite audits, refraining from contracting, etc.).</b></p> <p><b>33%: the company discloses specific actions it will take in response to findings of non-conformance by existing suppliers.</b></p> <p><b>33%: the company discloses the number of corrective action plans or equivalent issued during the reporting year. Note: this is distinct from providing remedy to impacted stakeholders.</b></p> <p>Note: this is distinct from providing remedy to impacted stakeholders.</p>	<p>Kia explains that prospective suppliers that do not meet the required threshold in the ESG assessment must submit an improvement plan and undergo a reassessment. "If the supplier still does not meet the threshold in the reassessment, they are disqualified from doing business with Kia" (SR, p. 74).</p> <p>For existing suppliers, assessment results are reflected in the bidding process, and participation in new bids is permitted only if the required threshold is met (SR, p. 74). Kia states that, following document reviews, they "conduct on-site audits to immediately correct issues that can be addressed on the spot. For other identified risks, the company issues evaluation reports outlining necessary improvements, expected issues, and timelines. Kia then works with suppliers to develop improvement plans and agree on action steps and schedules" (SR, p. 75).</p> <p>Kia discloses that 19 improvement plans were issued during the reporting year (SR, p. 77).</p> <p>Kia Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a></p>	1.5
		1.3.5. The company discloses how they verify the implementation of corrective actions.	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%: the company discloses the types of actions that it undertakes across its whole supply chain to verify whether corrective actions have occurred.</b></p> <p><b>25%: the company only a subset of the types of actions that it undertakes to verify whether correction actions have occurred (e.g. audits) and/or only discloses the types of actions that it undertakes for certain supply chains and/or materials to verify whether corrective actions have occurred.</b></p> <p>Note: successful corrective measures involve impacted stakeholders and/or their representatives. Their involvement is scored under each section below.</p>	<p>Kia states that they "perform ongoing monitoring of the implementation of improvement plans" (SR, p. 75). This includes on-site inspections "to ensure improvements can be achieved in practice" (p. 74). The company's Human Rights Charter states that the company will continuously monitor whether improvement plans are being "diligently and effectively" implemented. This includes checking that the implementation of tasks is carried out on schedule, expected outputs are communicated on a regular basis, and necessary measures are taken if the improvement plans are not expected to be implemented (Section 4.B2). Kia's SCoC also instructs suppliers to share progress in implementation plans (Section 6.D.2).</p> <p>Kia Human Rights Charter <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a>            Kia Supplier Code of Conduct <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a>            Kia Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a></p>	1

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
	1.4. Remedy	1.4.1. The company has put in place a formal mechanism whereby workers, suppliers, suppliers' workers (in any tier) and other external stakeholders can raise grievances regarding adverse human rights impacts in their supply chain to an impartial entity.	2	<p><b>10%:</b> if the company only has an in-house mechanism</p> <p><b>20%:</b> the company has put in place an independent, formal mechanism to report a grievance to an impartial entity regarding human rights in the company's supply chains.</p> <p><b>20%:</b> The mechanism is available to its workers, suppliers, suppliers' workers (in any tier) and other external stakeholders (e.g. whistleblower hotline).</p> <p><b>50%:</b> the company communicates how the existence of the mechanism is communicated to its suppliers' workers and other impacted stakeholders. Note: simply posting it on the website is not enough.</p> <p>The involvement of impacted stakeholders and their legitimate representatives (e.g. workers, indigenous communities, etc.) in the design, review, operation and ongoing improvement of grievance mechanisms is central to their efficacy. As such, additional indicators have been included under each focus area regarding the specific integration of feedback from different stakeholder groups.</p>	<p><a href="#">Kia does not have a grievance mechanism for supply chain grievances. The company has put in place an in-house human rights complaints mechanism (SR, p. 56), but this is focused on workplace grievances. The company's Human Rights Charter describes this as "a channel to receive reports of human rights violations or human rights risks in the local language from officers, employees and other persons or organizations (reporters) who are victims of such violations or are aware of such violations." (Section 3.B). However, the mechanism focuses on workplace grievances only. Kia's SR describes the mechanism as "a year-round human rights complaints handling system, both online and offline, to prevent human rights risks for employees" (p. 56). Separately, Kia also maintains complaints systems for suppliers to raise unfair trade practices issues (p. 76).</a></p> <p><a href="#">Kia's new Supply Chain Sustainability Management Policy refers to reporting channels regarding supply chain grievances which are theoretically available to "key stakeholders (including employees, consumers, and local communities)." The company provides three links within Hyundai's Sustainability Management Team, Procurement Planning Team, and Audit Planning Team, all of which take to websites entirely in Korean language (section "E: Grievance Mechanism"). These cannot be said to be grievance mechanisms "available to its workers, suppliers, suppliers' workers (in any tier) and other external stakeholders" (certainly not to potentially affected supply chain workers and local communities that do not speak Korean). For these reasons, these cannot be considered appropriate grievance channels for supply chain concerns. In conclusion, the company does not currently operate any specialised grievance mechanism for supply chain grievances. For this reason, these indicators cannot be assessed and scored.</a></p> <p><a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">Kia Sustainability Report https://worldwide.kia.com/int/company/sustainability/sustainability-report</a>  <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">Kia Human Rights Charter https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a>  <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">Kia Supply Chain Sustainability Management Policy https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	0
		1.4.3. The company discloses data about the practical operation of their grievance mechanism, such as the number of grievances filed, addressed, and resolved, their type, severity and outcome.	1	<p><b>25%:</b> The company provides quantitative information about the total number of grievances raised during the reporting year.</p> <p><b>25%:</b> The company provides quantitative information about the total number of supply chain grievances, with detail as to their type, severity, tier, and geographical location.</p> <p><b>25%:</b> the company provides information about the number of supply chain grievances resolved, and an indication of how they were resolved. Note: simply stating that the grievance was resolved is not enough - the company must disclose the substantive outcome (e.g. rejected and reasons for rejection, confirmed and compensation provided, and/or agreement with the complainant reached, and/or rectification of wrongful practices requested, etc.). The indicator below seeks greater detail as to the concrete measures of reparation offered.</p> <p><b>25%:</b> The company provides information about the total number of ongoing supply chain grievances.</p>	Not disclosed	0

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
		1.4.4. The company has put in place a remedy process for its supply chain.	2	<p><b>25%:</b> the company describes how they investigate an issue that is raised and escalate the issue within the company</p> <p><b>25%:</b> the company indicates how they determine appropriate remedy</p> <p><b>25%:</b> the company indicates whether the affected rightsholders are involved in the determination of remedy and how</p> <p><b>25%:</b> the company discloses information about the number of confirmed human rights grievances in its supply chain that resulted in measures of reparation to those affected</p> <p><b>Note:</b> the UNGPs specify that impacted stakeholders should be involved in the determination of remedy. As such, additional indicators have been included under each of the focus areas to provide a score regarding the company's engagement with specific stakeholder groups.</p>	Not disclosed	0
<b>2. Responsible Sourcing of Transition Minerals</b>	<b>2.1. Commit</b>	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1	<p>The following scores are not cumulative, they are absolute:</p> <p><b>100%:</b> the company has a standalone responsible minerals sourcing policy or their human rights policy includes a section on the responsible sourcing of minerals and metals that applies to all minerals and metals.</p> <p><b>75%:</b> the company has a standalone responsible minerals sourcing policy or their human rights policy includes a section on the responsible sourcing of minerals and metals that goes beyond "conflict minerals" to include some other minerals or metals (e.g. includes cobalt).</p> <p><b>50%:</b> the company has a standalone responsible minerals sourcing policy or their human rights policy includes a commitment to the responsible sourcing of "conflict minerals" only.</p>	<p>Kia has a Responsible Raw Materials Procurement Policy that applies to all raw materials. The company has also established jointly with Hyundai, a Conflict Minerals Policy that applies to conflict minerals, cobalt, and, "minerals that pose human rights violations or environmental destruction issues in the mining process." (p. 3).</p> <p>Responsible Raw Materials Procurement Policy <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p> <p>Kia Conflict Minerals Policy <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	1

**Company analysis - human rights & responsible sourcing**

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
		2.1.2. The company requires its suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (CAHRAs)	2	<p><b>50%: Implementation of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs:</b></p> <ul style="list-style-type: none"> <li>- <b>50%:</b> the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to all salient metals and minerals from anywhere.</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>- <b>25%:</b> the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to all metals and minerals from CAHRAs.</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>- <b>10%:</b> the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to tin, tungsten, tantalum, and gold (3TGs) from CAHRAs.</li> </ul> <p><b>50%: Implementation of Due Diligence:</b></p> <ul style="list-style-type: none"> <li>- <b>25%:</b> the company requires suppliers to have a due diligence process in place to identify raw materials sources, specifically, conducting due diligence on Smelter or Refiners (SoRs) in their supply chain (this may include the use of third party certification, etc).</li> <li>- <b>25%:</b> the company requires suppliers to disclose smelter/refiner information.</li> </ul>	<p>Kia's SCoC does not require suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs. It does expect implementation of due diligence, including a requirement on suppliers to "establish a process to identify the country and region from which raw materials, parts and components used at any point in their supply chain, directly or indirectly, in the manufacture of items supplied to Kia are sourced", and to "establish a process to confirm the point of origin and smelters relating to all minerals and raw materials including conflict minerals..." It also expects suppliers to exert their best efforts to inspect whether human rights abuses are occurring at the point of origin/smelter from which minerals and other raw materials are sourced, and to independently confirm or seek external certification that minerals and raw materials sourced by them are free from such abuses (Section 2.H). There is no specific requirement on suppliers to disclose smelter/refiner information.</p> <p>Kia Supplier Code of Conduct <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	0.5
	<b>2.2. Identify</b>	2.2.1. The company has a process in place to map transition minerals (e.g. nickel, lithium, cobalt, copper, manganese, zinc) in their supply chains to the point of extraction.	2	<ul style="list-style-type: none"> <li>- <b>25%:</b> the company discloses that they have a process in place to map transition minerals supply chains back to the point of extraction.</li> <li>- <b>25%:</b> the company provides detail on the processes that they have put in place to map their transition minerals supply chains to the point of extraction.</li> <li>- <b>25%:</b> the company discloses the portion of the transition minerals supply chain that they have mapped to the point of extraction. Note: this could be by specifying which supply chains they have mapped, a percentage of total suppliers mapped, etc.</li> <li>- <b>25%:</b> the company discloses concrete information from their mapping including, at minimum, primary countries of origin</li> </ul> <p>MODIFIER: In order to achieve full credit the mapping must cover at least the three focus minerals that are of significant industry and stakeholder focus given outsized volume and/or impacts: cobalt, nickel &amp; lithium. Companies that map two of fewer minerals will receive half scores.</p>	<p>Kia discloses a supply chain mapping process through "visualization system", "to map the supply chain status from Tier 1 to Tier N suppliers". The company describes a cascading process to request supplier information along the supply chain to Tier N suppliers. The company goes further depending on a risk ranking criteria (SR, p. 75). Kia does not specify if they have completed their mapping for any part of their supply chain, and does not disclose any concrete information about the results of their mapping.</p> <p>Kia Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a></p>	1

**Company analysis - human rights & responsible sourcing**

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
		2.2.2. The company discloses conflict minerals risks in their supply chain and where they are located.	1	<p>Note: Conflict minerals refers to tin, tungsten, tantalum and gold or "3TG".</p> <p>25%: the company discloses the risks of sourcing conflict minerals from CAHRAs in their supply chains, specifying the minerals and countries of origin potentially involved.</p> <p>25%: the company discloses whether they source conflict minerals from CAHRAs, as well as the relevant transition minerals and countries of origin involved.</p> <p>50%: the company describes the human rights risks associated with the CAHRA countries they source conflict minerals from in some level of detail. Note: to score here, the description must be based on findings from the company's due diligence measures, and not constitute a generic description.</p>	<p>Kia has a Conflict Minerals Policy in which the company recognises the risk of sourcing conflict minerals from "high-risk areas", and mentions "10 African countries (Democratic Republic of Congo and adjacent countries)" as high-risk areas (Sections 1 and 2)" Kia explains that minerals mined from high-risk areas "prioritized for management" and the company "continuously monitors the use of conflict minerals and cobalt that are mined or distributed illegally or unethically in these areas" (SR, p. 72). Despite flagging the risks, Kia does not confirm whether they actually source conflict minerals from CAHRAs. The company states that they issue "a 'Conflict Minerals (Responsible Minerals) Report' annually to demonstrate its commitment to responsible mineral management" (SR, p. 127). Elsewhere in the report, the company repeats that they publish "an annual responsible minerals management report to transparently disclose its practices and build stakeholder trust" (p. 72). However, these reports do not appear to be available on the company's website.</p> <p>Kia Conflict Minerals Policy <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a> Kia Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a></p>	0.25
		2.2.3. The company discloses broader transition minerals risks in their supply chain and where they are located.	1	<p>The following scores are absolute and not cumulative:</p> <p>100%: the company discloses broader risks from transition minerals in their supply chains and where these are located, by reference to tier, and geographical location for lithium, nickel, cobalt and at least one other mineral.</p> <p>50%: the company discloses broader risks from transition minerals in their supply chains and where these are located, by reference to tier and geographical location for lithium, nickel and cobalt.</p> <p>25%: the company discloses broader risks from sourcing at least one transition mineral, with reference to tier and geographical location and/or the company discloses human rights risks of sourcing transition minerals in general, including countries of origin, without disaggregating this information for individual minerals</p>	<p>Not disclosed. While Kia states that they manage "22 types of responsible minerals, expanding from the initial five conflict minerals to battery-related raw materials". The company explains that "this expansion is based on a comprehensive assessment of global regulatory trends, high-risk region data, stakeholder concerns, and potential impacts on human rights and the environment" (SR, p. 72). These minerals include nickel, lithium, and cobalt, but the company does not disclose the actual risks identified.</p> <p>Kia Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a></p>	0
		2.2.4. The company publishes a list of smelters or refiners (SoR) in its supply chain	1	<p>100%: the company publishes a complete list of smelters/refiners in their supply chain for at least 3TG minerals.</p> <p>50%: the company publishes a partial list of smelters/refiners in their supply chain. Note: to score here, the company must disclose a significant number of SoRs.</p>	Not disclosed	0

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
		2.2.5. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	<p><b>100%:</b> the company discloses information on RMI conformance for all of the SoRs identified in their supply chain.</p> <p><b>50%:</b> the company only discloses information on RMI conformance for some of the SoRs in its supply chain or only discloses information on RMI conformance on an aggregate / percentage basis-</p> <p>Note: 0.4 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	<p>Not disclosed. Kia states that they demand suppliers “to transact with Responsible Minerals Assurance Process (RMAP)-conformant smelters” (SR, p. 72), but does not disclose information regarding RMI conformance of the SoR in its supply chain.</p> <p>Kia Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a></p>	0
	2.3. Prevent, Mitigate and Account	2.3.1. The company discloses how it monitors suppliers for compliance with the transition minerals due diligence requirements.	2	See general HR indicators	See general HR indicators	1.6
		2.3.2. The company formally engages SoRs to build their capacity to conduct due diligence of their own supply chains.	2	<p><b>25%:</b> the company discloses that it participates in industry wide schemes that engage with smelters/refiners on their compliance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs.</p> <p><b>25%:</b> the company specifies that it engages directly with SoRs to build their capacity to conduct due diligence.</p> <p><b>50%:</b> the company provides detail on how it engages with SoRs to build their capacity</p>	<p>Kia states that the company is in the process of joining the Responsible Minerals Initiative (RMI) (SR, p. 74), so it is not yet a member. The company does not specify whether it engages with SoR directly.</p> <p>Kia Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a></p>	0
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2	<p><b>50%:</b> the company discloses that it has entered into direct agreements with extractives companies for the sourcing of transition minerals and that these companies are subject to human rights requirements</p> <p><b>50%:</b> the company discloses the name of extractive companies it has entered into direct agreement with, the relevant transition minerals, and the location of the relevant mine or mines. Note: to score here, the company must provide this level of detail for a meaningful number of contracts (one or two is not enough).</p>	Not disclosed	0

**Company analysis - human rights & responsible sourcing**

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
		<p>2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits.</p> <p>Note: IRMA does not excuse companies from doing their own supply chain due diligence</p>	2	<p>25%: The company is a member of IRMA.</p> <p>50%: The company actively engages extractive companies within its supply chain regarding auditing by IRMA.</p> <p>25%: the company has established requirements for minerals / metals within its supply chain to be sourced from IRMA audited mines. Note: such requirements do not need to be effective immediately, but the requirement must at least refer to a pathway towards sourcing from mines that have undergone independent IRMA audits within a period of time. Requirements can apply to extractive companies and/or downstream suppliers (e.g. battery manufacturers).</p> <p>Note: 0.8 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	<p>Kia is not a member of IRMA. The company does not state whether they engage with extractive companies or other downstream suppliers directly regarding IRMA auditing.</p>	0
		<p>2.3.5. The company reports on how it is prepared to respond if it finds non-conformances associated with its responsible minerals sourcing policy occurring in its operations or supply chains.</p>	1.5	<p>See general HR indicators</p>	<p>See general HR indicators</p>	1.5
		<p>2.3.6. The company discloses how they verify the implementation of corrective actions.</p>	1	<p>See general HR indicators</p>	<p>See general HR indicators.</p>	1

**Company analysis - human rights & responsible sourcing**

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
	2.4. Remedy	2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.	1	<p><b>50%:</b> the company has put in place an independent, formal grievance mechanism that applies specifically to SoRs. This mechanism may be run in conjunction with other auto manufacturers. Note: this is in addition to any generic grievance mechanism that can be accessed by external stakeholders.</p> <p><b>50%:</b> the company discloses how they review and investigate grievances raised through this mechanism.</p>	Not disclosed	0
3. Indigenous Peoples' Rights and Free Prior and Informed Consent (FPIC)	3.1. Commit	3.1.1. The company explicitly commits to respecting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).	1	<b>100%:</b> the company has an explicit commitment to the UNDRIP in their human rights policy and/or in a standalone Indigenous Peoples' rights policy.	<p>Kia's Human Rights Charter does not mention UNDRIP, and the company does not have a standalone Indigenous Peoples' rights policy. Kia's new Community Engagement Policy does mention UNDRIP (Section 3.1), but only as a reference document for its own policies and programs. It does not articulate an express commitment to it.</p> <p>Kia Community Engagement Policy <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	0
		3.1.2. The company has a public commitment to FPIC.	1	<p><b>100%:</b> the company has an explicit commitment to FPIC in their human rights policy and/or in a standalone Indigenous Peoples' rights policy. Note: to score full points, the commitment must be unqualified.</p> <p><b>50%:</b> the company has an explicit commitment to FPIC in their human rights policy and/or in a standalone Indigenous Peoples' rights policy, but it is qualified (e.g. it allows for only consultation in practice, it is expected only in certain circumstances, it applies only to certain parts of the supply chain, etc.)</p>	<p>Kia's Human Rights Charter does not mention FPIC, and the company does not have a standalone Indigenous Peoples' rights policy.</p> <p>Kia Supply Chain Sustainability Management Policy <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	0
		3.1.3. The company requires its tier 1 suppliers to respect Indigenous Peoples' rights	2	<p>The SCoC, responsible sourcing policy or equivalent explicitly requires suppliers to respect the UNDRIP (<b>50%</b>) and FPIC (<b>50%</b>).</p> <p>MODIFIER: Points will be halved if the policy is qualified.</p>	<p>Kia's SCoC does not mention UNDRIP or FPIC. The company's new Supply Chain Sustainability expresses an expectation that suppliers collaborate with indigenous peoples and local communities during raw materials extraction and processing, "including respecting their right to Free, Prior, and Informed Consent (FPIC)" (page 2). However, this is an expectation and not a requirement.</p> <p>Kia Supply Chain Sustainability Management Policy <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	0
		3.1.5. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1	<p><b>50%:</b> the company requires suppliers to translate these commitments to the languages of the impacted Indigenous Peoples.</p> <p><b>50%:</b> the company requires that these translations are actively made available to the Indigenous Peoples concerned.</p>	Not disclosed	0

**Company analysis - human rights & responsible sourcing**

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
	3.2. Identify	3.2.1. The company has a process in place to assess risks to Indigenous Peoples' rights in their supply chain to the point of extraction.	1	<p><b>25%:</b> The company discloses that their supply chain risk identification process explicitly includes FPIC and other Indigenous Peoples' rights issues through to the point of extraction.</p> <p><b>25%:</b> the company discloses where in the supply chain these risks occur (e.g. materials, tiers, and geographical location).</p> <p><b>25%:</b> the company explains how Indigenous Peoples are involved in the risk identification process.</p> <p><b>25%:</b> the company provides case studies of this process in practice. Case studies should include information on the location, supplier/s involved, the potential impacts on Indigenous Peoples' rights, the Indigenous Peoples concerned and their objections or concerns, and the way the company went about or is ensuring that the specific rights in question are respected.</p>	<p>Kia includes risks to Indigenous Peoples' rights as part of their risk identification process (SR, p. 74), and explains that it is "integrating the FPIC principle into its supply chain policies to ensure that decisions reflect stakeholder interests and contribute to more sustainable sourcing" (p. 76). The company adds that they "conduct risk assessments to protect the rights of workers and Indigenous populations within the supply chain" (p. 76). This suggests that the company is now explicitly including FPIC and other Indigenous Peoples' rights in their risk identification process through to the point of extraction. Kia does not specify where in the supply chain risks to Indigenous Peoples' Rights manifest, and does not provide any information or case studies relating to Indigenous Peoples' participation in risk assessments.</p> <p>Kia Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a></p>	0.25
	3.3. Prevent, Mitigate and Account	3.3.1. The company provides additional discussion regarding the practices by which suppliers must obtain FPIC	1	<p><b>100%:</b> the company describes in detail the process that suppliers must follow (for example, guidance put in place by the company for suppliers to follow, or other practical means of operationalising the company's FPIC commitments throughout the supply chain).</p> <p><b>25%:</b> the company states a minimum expectation for suppliers and/or the process it describes is limited in its application.</p>	Not disclosed	0
		3.3.2. The company is a member of a multi-stakeholder group (e.g. IRMA) that includes the participation of Indigenous Peoples to ensure respect of Indigenous Peoples' rights at the point of extraction.	2	Refer to Responsible Sourcing of Transition Minerals indicators.	Refer to Responsible Sourcing of Transition Minerals indicators.	0

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Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
		3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e.g. extractives companies)	2	<p>This score relates to direct engagement by the company with extractives companies. Note: It is in addition to their membership of IRMA, and it applies whether the extractive companies are direct or indirect suppliers.</p> <p><b>25%:</b> the company formally engages extractive companies regarding FPIC.</p> <p><b>25%:</b> the company states that they formally review company documents (e.g. meeting minutes) to ensure that Indigenous Peoples' FPIC has been provided.</p> <p><b>50%:</b> the company engages directly with representatives of Indigenous Peoples affected by mining operations to review that regular engagement and consultation take place, community needs are responded to, and there continues to be FPIC.</p>	Not disclosed	0
		3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.	1	<p>The general HR indicators provide a baseline for this. In addition:</p> <p><b>25%:</b> the company discloses the action it will take if disagreements or disputes with Indigenous Peoples arise in its supply chain.</p> <p><b>25%:</b> the company discloses the action it will take if it finds FPIC breaches in its supply chain.</p> <p><b>50%:</b> the company explains how the Indigenous Peoples affected by FPIC breaches are involved in decisions about how to respond (including, but not limited to, whether the company should suspend or cease its relationship with a supplier).</p>	Not disclosed	0
	<b>3.4. Remedy</b>	3.4.1. The company's grievance mechanism has a process for investigating and remedying breaches of FPIC that includes a formal role for impacted Indigenous Peoples.	1	<p>FPIC is a continuous process – not a single decision at a single moment in time. Grievance mechanisms should be able to address FPIC concerns throughout the lifetime of a project.</p> <p><b>25%:</b> the company explains how it involves Indigenous Peoples in the design of its grievance mechanisms and/or processes to address their complaints.</p> <p><b>25%:</b> the company explains how it involves Indigenous Peoples in the investigation of grievances and determination of remedy.</p> <p><b>50%:</b> the company provides examples or case studies of remedy provided to Indigenous Peoples for confirmed breaches of FPIC in the supply chain.</p>	Not disclosed	0

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Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
4. Respect for Workers' Rights	4.1. Commit	4.1.1. The company has a commitment to workers' rights	1	<p><b>25%:</b> The company's human rights policy (or similar) includes a specific commitment to the ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO Fundamental Conventions.</p> <p><b>OR</b></p> <p><b>50%:</b> The company identifies and commits to respecting each of the five Fundamental Principles and Rights at Work as established in the ILO Declaration (companies who do not make explicit and unqualified commitments to all five ILO principles will not be scored):</p> <ol style="list-style-type: none"> <li>1. freedom of association and the effective recognition of the right to collective bargaining;</li> <li>2. the elimination of all forms of forced or compulsory labour;</li> <li>3. the effective abolition of child labour;</li> <li>4. the elimination of discrimination in respect of employment and occupation; and</li> <li>5. a safe and healthy working environment.</li> </ol> <p><b>PLUS</b></p> <p><b>25%:</b> the company has a commitment to a living wage in their human rights policy or in another formal policy document.</p> <p><b>25%:</b> the company outlines how it calculates a living wage.</p>	<p>Kia's Human Rights Charter does not include an express commitment towards the ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO fundamental Conventions. The Charter expresses a commitment to the "International Labor Organization Constitution" (Section 1.A), but this is not equivalent to the ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO fundamental Conventions (especially since the company does mention the ILO Core Conventions in its SR, e.g. p. 68).</p> <p>Note: last year, the company was awarded points under the first sub-indicator on the assumption that the reference to the ILO Constitution instead of the ILO Declaration had been a mistake. However, the company was also warned that the text should be corrected to avoid a downgrade in the future. Since the ILO Declaration (or ILO Fundamental Conventions) continue not to be referenced in relevant policy documents, points can no longer be given. The company explicitly identifies the five fundamental principles and rights at work. However, in its description of what some of these commitments actually amount to, the company falls far short of what some of these rights entail. For example, in relation to the right to Freedom of Association and Collective Bargaining, the company states: "Kia respects the labor relations laws of the country where this Human Rights Charter is applied to, and provides sufficient opportunity for communication to all officers and employees." (Section 2.E). For this reason, the second indicator is equally not met. Kia does not commit to a living wage, committing instead to "reasonable remuneration" (Section 2.C).</p> <p>Kia Human Rights Charter <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	0
		4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond.	2	<p><b>25%:</b> The SCoC includes a specific commitment to the ILO Declaration on Fundamental Principles and Rights at work and/or the ILO Fundamental Conventions.</p> <p><b>OR</b></p> <p><b>50%:</b> The SCoC includes specific requirements on each of the five Fundamental Principles and Rights at Work as established in the ILO Declaration (companies whose SCoCs do not include explicit and unqualified requirements on all five ILO principles will not be scored):</p> <ol style="list-style-type: none"> <li>1. freedom of association and the effective recognition of the right to collective bargaining;</li> <li>2. the elimination of all forms of forced or compulsory labour;</li> <li>3. the effective abolition of child labour;</li> <li>4. the elimination of discrimination in respect of employment and occupation; and</li> <li>5. a safe and healthy working environment.</li> </ol> <p><b>PLUS</b></p> <p><b>25%:</b> the SCoC requires suppliers to pay a living wage.</p> <p><b>25%:</b> the SCoC prohibits the payment of recruitment fees.</p>	<p>Kia's SCoC does not include a commitment to the ILO Declaration on Fundamental Principles and Rights at work and/or the ILO Fundamental Conventions. However, it does require suppliers to respect each of the five fundamental principles and rights at work. The SCoC makes no reference to a living wage. It only requires suppliers "compensate workers in accordance with the applicable laws and regulations of the countries where they maintain business operations." (Section 4.D). However, it does prohibit recruitment fees: "Suppliers should not demand any kind of fees or payment whatsoever in exchange for employment." (Section 4.H).</p> <p>Kia Supplier Code of Conduct <a href="https://worldwide.kia.com/int/company/sustainability/about/how-it-works">https://worldwide.kia.com/int/company/sustainability/about/how-it-works</a></p>	1.5
		Note: only the specific worker rights commitments are evaluated here. Whether or not these commitments are extended beyond tier 1 suppliers is evaluated in the "General" human rights section.				

**Company analysis - human rights & responsible sourcing**

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
	<b>4.2. Identify</b>	4.2.1. The company consults trade unions and/or workers' representatives in their assessment of salient workers' rights risks in their supply chain.	1	Generic supply chain indicators provide a baseline score for this. To get additional points here, companies must specify that they consult with labour unions and/or workers' representatives regarding salient workers' rights in the supply chain. This must expressly include labour unions and/or workers' representatives in the supply chain and/or global union federations (GUFs)  Note: workers' representatives are not a substitute for trade unions where trade unions are allowed to operate and not limited in their activities.	Not disclosed. Kia discusses a number of ways in which they interact with their own workforce and their labour unions, but provides no information regarding consultation with labour unions and/or workers' representatives in the supply chain regarding supply chain risk assessments.	0
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1	The following scores are absolute not cumulative: <b>100%: the company's risk assessment explicitly identifies the salient risks to workers' rights and describes where in the supply chain these are located.</b>  <b>25%: the company's risk assessment explicitly identifies workers' rights risks for at least one material / supply chain and the location/s.</b>	Kia does not disclose the salient risks to workers' rights in the supply chain. The company names child labour as an area requiring improvement (SR, p. 73) but provides not details as to where in the supply chain this risk arises. The company also mentions forced labour, but this is discussed as a general problem (e.g. p. 72, 75). Some specific labor rights risks such as workplace discrimination and harassment are disclosed (p. 57), but these relate to the company's own operations, and not the supply chain.  Kia Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a>	0
	<b>4.3. Prevent, Mitigate and Account</b>	4.3.1. The company actively collaborates with workers and the representative organisation(s) of workers' own choosing to promote respect for workers' rights in its supply chain.	2	<b>25%: the company has a collective agreement with the relevant trade union in the headquartered country.</b>  <b>25%: the company has a global framework agreement with IndustriALL for neutrality across all its operations.</b>  <b>25%: the company describes the formal mechanisms it has put in place to consult trade unions and/or workers' representatives on the company's workers' rights principles and/or policies.</b>  <b>25%: IndustriAll was actively involved in the formulation of the company's workers' rights principles and/or policies.</b>	Kia discusses a collective agreement with the labour union (SR, p. 62), and discloses that 75.1% of employees participated in collective bargaining (p. 115). Kia does not have a global framework agreement with IndustriALL, and does not disclose whether IndustriAll was involved in the formulation of the company's workers' rights principles. Kia mentions collective bargaining processes, as well as engagement with employees through labor-management councils and committees (SR, p. 62). However, the company does not state whether these bodies are used to consult the labor union about the company's workers' rights principles or policies.  Kia Sustainability Report <a href="https://worldwide.kia.com/int/company/sustainability/sustainability-report">https://worldwide.kia.com/int/company/sustainability/sustainability-report</a>	0.5

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Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Kia analysis	Kia points
		4.3.2. The company reports on how it is prepared to respond if it finds non-conformances associated with its workers' rights policy occurring in its operations or supply chains.	1.5	Refer to general HR indicators.	Refer to general HR indicators.	1.5
		4.3.3. The company works with the relevant trade union and/or worker representative organisation to verify the implementation of corrective actions pertaining to workers' rights.	2	<p>50%: the company specifies that it works with the relevant trade union and/or workers' representatives in the elaboration of corrective action plans.</p> <p>50%: the company specifies that it works with the relevant trade union and/or workers' representatives in the verification of corrective action plan implementation.</p>	Not disclosed	0
	4.4. Remedy	4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1	<p>50%: the company specifies that trade unions and/or workers' representatives are formally involved in any remedy process concerning breaches of workers' rights in the supply chain.</p> <p>50%: the company provides examples or case studies of remedy provided to workers for confirmed breaches of workers' rights in the supply chain.</p>	Not disclosed	0

<b>Indicator category</b>	<b>% weighting</b>	<b>Normalized weighting</b>
<b>Climate &amp; Environment</b>		
Disclose	100%	1.0
Target setting & progress	150%	1.5
Supply chain levers	200%	2.0
		<b>4.5</b>
<b>Human rights</b>		
Commit	100%	1.0
Identify	150%	1.5
Prevent, Mitigate and Account	200%	2.0
Remedy	200%	2.0
		<b>6.5</b>

Note: Total scores across both categories were taken as an average of the two percentages scored for each one