

# Modern Slavery Statement

Kia Australia Pty Ltd (ABN 97 110 483 353)



1 January 2024 - 31 December 2024



Movement that inspires

## Foreword from our CEO

Kia Australia Pty Ltd (ABN 97 110 483 353) (referred to as “we”, “us”, “our”, or **KAU** in this modern slavery statement for the FY24 Reporting Period (**Statement**)) is a distributor of motor vehicles in Australia. KAU forms part of the global Kia Group (**Kia Group**), which is an international manufacturer of motor vehicles and related parts and accessories.

This is KAU’s fifth modern slavery statement for the purposes of the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**).

The Kia Group takes a global approach to the issue of human rights management, including to prevent, assess, address and mitigate human rights violations such as modern slavery risks.

Globally, our approach to addressing modern slavery risks forms part of our broader ESG strategy. The KIA Group set “Sustainable Movement for an Inspiring Future” as our ESG vision, which envisages our determination to continuously move toward an inspiring future with various stakeholders, including our people and our supply chain.

Critically, one of our core values is “Safe and Satisfying”, where we aim to create a safe and satisfying society for all, which includes protecting human rights.

This Statement outlines key global initiatives in respect of supply chain management and governance relevant to identifying, assessing and addressing modern slavery risks, including:

- our established supply chain ESG management system, oversee by the Supplier Sustainable Management and Safety Promotion Team
- Supplier Code of Conduct
- Kia Human Rights Charter

This Statement also covers the steps KAU takes at the local level to supplement the global approach.

We are aware that there have been a number of developments at the local level, including the recent review of the Modern Slavery Act and the Government’s published response in relation to that review. We are also aware of the appointment of Australian’s first Anti-Slavery Commissioner Chris Evans late in the FY24 reporting period.

In light of these developments and the increased maturity of the Modern Slavery Act, this Statement also covers the next steps that KAU is considering.

We look forward to reporting on the development and progress of our anti-modern slavery program in future modern slavery statements.

## Principal Governing Body Approval

This modern slavery statement was approved by the Board of Kia Australia Pty Ltd (ABN 97 110 483 353) (KAU) in its capacity as principal governing body of KAU (in accordance with section 13 of the *Modern Slavery Act 2018* (Cth)) on 30 June 2025.

### Signature of Responsible Member

This modern slavery statement is signed by Damien Meredith in his role as Director of the Board of KAU (in accordance with section 13 of the *Modern Slavery Act 2018* (Cth)) on 30 June 2025.



Damien Meredith  
Director and CEO  
30 June 2025

## Criterion 1: Identify the reporting entity

- 1.1 The reporting entity is Kia Australia Pty Ltd (ABN 97 110 483 353) (**KAU**), 67 Epping Rd, Macquarie Park NSW 2113.
- 1.2 This is a single entity statement made on behalf of KAU for the FY24 Reporting Period.
- 1.3 Our Statement covers all of the 7 mandatory criteria for reporting as set out in section 16 of the Modern Slavery Act. In preparing this Statement, we have used the Commonwealth Guidance for Reporting Entities (**Commonwealth Guidance**) and the Modern Slavery Act Supplementary Guidance (**Supplementary Guidance**) to help inform and guide our approach.

## Criterion 2: Describe the reporting entity's structure, operations and supply chains

### 2.1 Our structure

- 2.1.1 Kia Motors Corporation (**Kia**) is an international motor vehicle manufacturer, headquartered in Seoul, South Korea.
- 2.1.2 KAU is a subsidiary of Kia, and forms part of the global Kia Group.
- 2.1.3 KAU head office is based in Macquarie Park in Sydney, Australia. KAU also has offices in Victoria, Queensland and Western Australia.
- 2.1.4 As of 31 December 2024, KAU had 138 employees. These employees' roles are across the managerial, finance, sales, technical and after-sales, marketing, administration, legal and IT departments.
- 2.1.5 KAU does not own or control any other entities.

### 2.2 Our operations

- 2.2.1 KAU is a distributor (via a dealership network) of motor vehicles in Australia.
- 2.2.2 Our operations involve:
- a. **Distribution and marketing:** we distribute Kia-branded vehicles and related parts and accessories to our dealership network across Australia, and market these products including:
    - i. via the KAU website and other channels; and
    - ii. by providing marketing materials to our dealership network.

- b. **After-Sales Services:** we provide after-sales services to dealership customers, including warranty claim services via our dealership network, and roadside assistance via a third party provider;
- c. **Customer Care:** We provide telephone customer care services to current and potential Kia customers via post, telephone and online channels;
- d. **Direct employment of workers:** we directly employ workers at our offices; and
- e. **Logistics:** we manage relationships with our suppliers, delivery partners and dealership network across Australia.
- f. **Franchised dealership network:** KAU distributes its vehicle and related parts and accessories products to a network of 140 independent, franchisee Kia dealerships across Australia.

## 2.3 Our supply chains

2.3.1 We procure goods and services in the following key categories, which are detailed in the table below:

- a. motor vehicles;
- b. vehicle parts and accessories; and
- c. logistics and distribution.

2.3.2 KAU has over 500 suppliers.

- a. The motor vehicles that we distribute are acquired from the Kia Group.
- b. The vehicle-related parts and accessories that we distribute are sourced and supplied primarily by our key supplier Mobis Australia (a Kia-Group related entity), which provides approximately 75% of the parts and accessories that we distribute, as well as by other third party suppliers.

2.3.3 We have mapped out our supply chains at a high level in the table below.

No.	Product/Service Category	Key Themes
<i>Key direct suppliers</i>		
1.	Procurement of vehicles and parts and accessories	<ul style="list-style-type: none"> <li>The Kia Group manufactures the motor vehicles that we distribute. KAU acquires these from the relevant KIA Group members.</li> <li>We engage directly with key suppliers including Mobis Australia (a Kia Group related entity), which source the parts and accessories that we distribute.</li> </ul>
2.	Logistics and distribution	<ul style="list-style-type: none"> <li>We use delivery companies to assist with the distribution of motor vehicles and parts and accessories across Australia.</li> </ul>
3.	Marketing	<ul style="list-style-type: none"> <li>We engage related entity and third party service providers to assist with marketing campaigns and analytics.</li> </ul>
4.	After-sales vehicle services	<ul style="list-style-type: none"> <li>We coordinate roadside assistance to Kia customers, which is provided by our third party supplier, Digicall.</li> </ul>
<i>Indirect suppliers - vehicles, parts and accessories</i>		
5.	Procurement of manufacturing inputs, including raw materials (such as metals) for manufacture of vehicles and parts and accessories	<ul style="list-style-type: none"> <li>Our parent company Kia engages indirect suppliers to procure manufacturing inputs and raw materials to manufacture vehicles.</li> <li>Some of our suppliers, namely Mobis Australia, engage indirect suppliers to manufacture parts and accessories which are then on-sold to KAU.</li> </ul>
6.	Manufacture of parts and accessories	

No.	Product/Service Category	Key Themes
<i>Other suppliers engaged by KAU</i>		
7.	Office supplies	<ul style="list-style-type: none"> <li>To support our core product offerings, KAU engages a range of other suppliers who supply goods or services that are not integrated or used in the products we distribute.</li> <li>These are suppliers from whom we purchase goods and services relating to, for example, cleaning services, office supplies and professional services and more.</li> <li>We also use a range of shared services procured by our parent company Kia.</li> </ul>
8.	Merchandise and uniforms	
9.	Property management and security	
10.	IT equipment / suppliers	
11.	Cleaning services	
12.	Professional services	
13.	Hospitality	

**Criterion 3: Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls**

3.1.1 In this section we identify the ‘risks of modern slavery practices’, meaning the potential for KAU to cause, contribute to, or be directly linked to modern slavery through our operations and supply chains.

3.1.2 In this context, ‘risk’ means risks to people, rather than the risks to KAU (such as reputational or financial damage).

3.1.3 We have identified the following modern slavery risks in our supply chains.

3.1.4 Section 4 outlines the actions we are taking to assess and address these risks.

Category of modern slavery risk indicators	Summary of explanation from Modern Slavery Act Guidance	Risks identified
Sector and Industry Risks	<p>Certain sectors and industries may have high modern slavery risks because of their characteristics, products and processes.</p>	<p>We acknowledge that electronics (used in the vehicles that we distribute) are recognised as having a higher risk than some other product types globally.</p> <p>We also recognise:</p> <ul style="list-style-type: none"> <li>• the potential for modern slavery risks in respect of conflict minerals for inputs within our global supply chain;</li> <li>• the risks of labour exploitation in various sectors that our supply chain is associated with, such as the resources sector; and</li> <li>• that domestically, cleaning services are considered a higher risk service industry that is vulnerable to modern slavery, especially as they are recognised as a</li> </ul>



Category of modern slavery risk indicators	Summary of explanation from Modern Slavery Act Guidance	Risks identified
		<p>low-skilled and low-paid workforce.</p>
<p><b>Product and service risks</b></p>	<p>Some products and services are considered higher risk because of the way they are produced, provided or used.</p> <p>The development of a product or delivery of a service may have been reported as involving labour exploitation by international organisations or non-governmental organisations.</p>	<p>We are conscious of the risk of modern slavery in logistics and distribution, such as within shipping, IT and telecommunications, merchandise, uniforms, cleaning, maintenance and hospitality.</p> <p>We are also aware of the higher risks of modern slavery involved in the production of raw materials deep within our supply chain, which are used for the manufacture of vehicles, electric batteries and parts and accessories. The production of these raw materials by way of mining and smelting has a higher risk of modern slavery.</p> <p>Raw materials used within our supply chain include:</p>

Category of modern slavery risk indicators	Summary of explanation from Modern Slavery Act Guidance	Risks identified
		<ul style="list-style-type: none"> <li>• conflict minerals - tungsten, tin, tantalum and gold (3TG);</li> <li>• cobalt;</li> <li>• mica;</li> <li>• rubber; and</li> <li>• lithium.</li> </ul>
<b>Geographic risks</b>	<p>Some countries may have higher risks of modern slavery, including due to poor governance, weak rule of law, conflict, migration flows and socio-economic factors like poverty.</p>	<p><b>Australia:</b></p> <p>KAU’s employees are employed in Australia, which is identified in the Global Slavery Index 2023 as being one of the countries with the least prevalence of modern slavery globally.</p> <p>In addition, all our staff are paid in excess of the minimum wage, and receive a written contract of employment.</p> <p><b>Globally:</b></p> <p>We acknowledge the potential for geographic-based modern</p>

Category of modern slavery risk indicators	Summary of explanation from Modern Slavery Act Guidance	Risks identified
		<p>slavery risks, given our long and complex supply chains.</p> <p>The production of minerals used in the manufacture of the products we distribute may be undertaken in countries that are reported to have a higher prevalence of modern slavery.</p>
Entity risks	Some entities may have particular modern slavery risks because they have poor governance structures, a record of treating workers poorly or a track record of human rights violations.	<p>We have good visibility over Mobis Australia, our key supplier who provides the majority of our vehicle-related parts and accessories.</p> <p>KAU is in the process of assessing the risks in other areas of our operations and supply chains.</p>

**Criterion 4: Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes**

Set out below in this section is an overview of the anti-modern slavery policies, processes and governance structures that were in place during the FY24 Reporting Period to assess and address the risks in our operations and supply chains.

**Global approach:** The Kia Group aims to take a global, Group-wide approach where possible, including by way of the global Group policies set out below.

**Domestic approach:** KAU supplements global Group policies and processes, including by implementing its own domestic policies (such as the Workplace Grievance Policy) to address local laws and regulations. We are also considering undertaking anti-modern slavery activities in relation to suppliers over which we have leverage, as further set out in the table below.

No.	Action	Description
<i>Global Governance, Policies and Procedures</i>		
1.	<b>Our ESG Strategy</b>	Globally, our approach to addressing modern slavery risks forms part of our broader ESG strategy. The KIA Group set "Sustainable Movement for an Inspiring Future" as our ESG vision, which envisages our determination to continuously move toward an inspiring future with various stakeholders, including our people and our supply chain.
2.	<b>Global Human Rights Charter</b>	<p>The Kia Human Rights Charter applies globally to the Kia Group, including KAU. It adheres to international norms on human rights and labour. The Charter conveys commitment to human rights in all workplaces, and specifically prohibits child and forced labour.</p> <p>The Charter applies to all staff across the Kia Group, including KAU.</p> <p>In future reporting years, we will consider whether the Global Human Rights Charter should be supplemented by a local policy, to address Modern Slavery Act obligations.</p>

No.	Action	Description
3.	Global Supplier Code of Conduct	<p>The Kia Supplier Code of Conduct applies globally to the Kia Group, including KAU. It refers to the Responsible Business Alliance’s Code of Conduct, and the EU Corporate Sustainability Due Diligence Directive. It directs all suppliers that provide goods and services to Kia to comply with the Supplier Code of Conduct, and recommends that suppliers should take steps to ensure that entities within their supply chain do so as well.</p> <p>The Code of Conduct sets forth the standards that must be upheld with respect to the main areas subject to supply chain risks, including labour/human rights and safety/welfare. The Code of Conduct:</p> <ul style="list-style-type: none"> <li>• states that suppliers shall not be supplied with raw materials, parts, and/or components that were directly/indirectly produced using forced labour at any stage of their own supply chains;</li> <li>• requires suppliers to conduct their own supply chain due diligence; and</li> <li>• requires suppliers to enact and implement codes of conduct that prohibit the use of forced labour, thereby allowing for stronger management of the supply chain.</li> </ul> <p>In future reporting years, we will consider whether the Global Supplier Code of Conduct should be</p>

No.	Action	Description
		supplemented by a local code of conduct, to address Modern Slavery Act obligations.
4.		There is a global Kia grievance channel that is available both internally, for all officers and employees of Kia Group, as well as externally for any third party persons or organisations, to confidentially report human rights violations or risks.
5.		<p>A global supply chain compliance program is operated by Kia. Key aspects of this supply chain management program include:</p> <ul style="list-style-type: none"> <li> <b>Supplier Status:</b> Kia selects and manages suppliers that supply core parts (hydrogen fuel cell parts, battery parts, control parts, electrification parts), suppliers with low substitutability to other suppliers, and suppliers with large transaction volumes as priority management (core) suppliers.         </li> <li> <b>Configuration of Risk Diagnostic Metrics:</b> Kia has established supply chain sustainability risk diagnostic metrics using laws and regulations related to fair trade, environment, labor, health and safety, and supply chain due diligence, as well as indicators and standards such as the OECD Guidelines for Multinational Enterprises, EcoVadis, the Responsible Business Alliance (RBA), and initiatives related to the automotive parts supply chain including Drive Sustainability. Specifically, we         </li> </ul>

No.	Action	Description
		<p>assess the risk of forced labor based on the types and indicators of risks such as forced labor in prisons, vocational training centers, and similar institutions.</p> <ul style="list-style-type: none"> <li>• <b>Risk Diagnosis-Due Diligence Process:</b> Kia's supply chain sustainability risk assessment management consists of written diagnosis, on-site due diligence, and remedial measures.</li> </ul>
<i>Local Governance, Policies and Procedures</i>		
6.	<b>Whistleblowing Policy</b>	<p>Our Whistleblowing Policy promotes an open and transparent culture within KAU, and assists in ensuring that matters of misconduct or unethical behaviour are identified and dealt with appropriately.</p> <p>The Policy applies to all employees and contractors of KAU, whether permanent, temporary or part-time.</p> <p>Matters that can be reported under the Policy include conduct that breaches any Australian legislation (such as the Modern Slavery Act), a breach of the Code of Conduct, and any conduct endangering the health and safety of any person's. The Policy enables confidential whistleblowing reporting, and does not tolerate retaliation against whistleblowers.</p>
7.	<b>Workplace Grievance Policy</b>	<p>KAU encourages employees to voice their concerns, ensuring an open dialogue with management. Our Workplace Grievance Policy enables employees to report issues confidentially, and sets out a process for</p>

No.	Action	Description
		responding to and escalating grievances. The Policy also prohibits retaliation against any employee that raises a grievance.
8.	<b>Modern slavery compliance governance</b>	KAU's Legal function is responsible for monitoring our compliance with Australian laws and regulations, including modern slavery.

We appreciate the continuous improvement nature of the Modern Slavery Act and in light of the steps we have taken at the Global and local level, we are considering the next actions to take to build on the above.

**Criterion 5: Describe how the reporting entity assesses the effectiveness of these actions**

5.1 Globally we assess the effectiveness of the steps we are taking via a number of measures, such as:

- a. **Tracking:** For workplaces where potential risks were identified, we conducted on-site due diligence based on the results of written inspections to confirm substantial deficiencies and required improvement plans for those that required action. Kia is continuously tracking the progress of the improvements.
- b. **Working with suppliers to check how they are progressing any actions that have been put in place** to address modern slavery risks as part of our global supply chain management program.

In addition, we are in the process of considering specific KPIs to measure our effectiveness in respect of local steps we are taking.

**Criterion 6: Describe the process of consultation with any entities the reporting entity own or controls (a joint statement must also describe consultation with the entity giving the statement)**

This criterion is not applicable, as KAU does not own or control any other entity.



## Criterion 7: Provide any other relevant information

### Looking ahead

7.1 KAU appreciates the continuous improvement nature of the Modern Slavery Act.

7.2 We also acknowledge the evolving landscape which includes the development of our Global approach and regulatory developments in Australia.

7.3 We are currently in the process of undertaking an analysis of our global and local approach and identifying our next steps which will continue to be informed by the Government Guidance and our Global approach and values.

7.4 Based on the progress of that analysis and review, possible next steps we are considering are:

7.4.1 supplementing our global policies with local policies, if required such as a local Anti-Modern Slavery Policy; and

7.4.2 training and education to continue to raise awareness and to cover key developments.

We are aware that there have been a number of developments at the local level including the recent review of the Modern Slavery Act and the Government's published response in relation to that review as well as the appointment of Australian's first Anti-Slavery Commissioner Chris Evans late in FY24 reporting period. We intend to monitor these developments so that they may inform the approach we take.

## MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE

### 1. Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	4
b) Describe the reporting entity’s structure, operations and supply chains.	4
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	7
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	11
e) Describe how the reporting entity assesses the effectiveness of these actions.	16
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).*	16
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.	17