

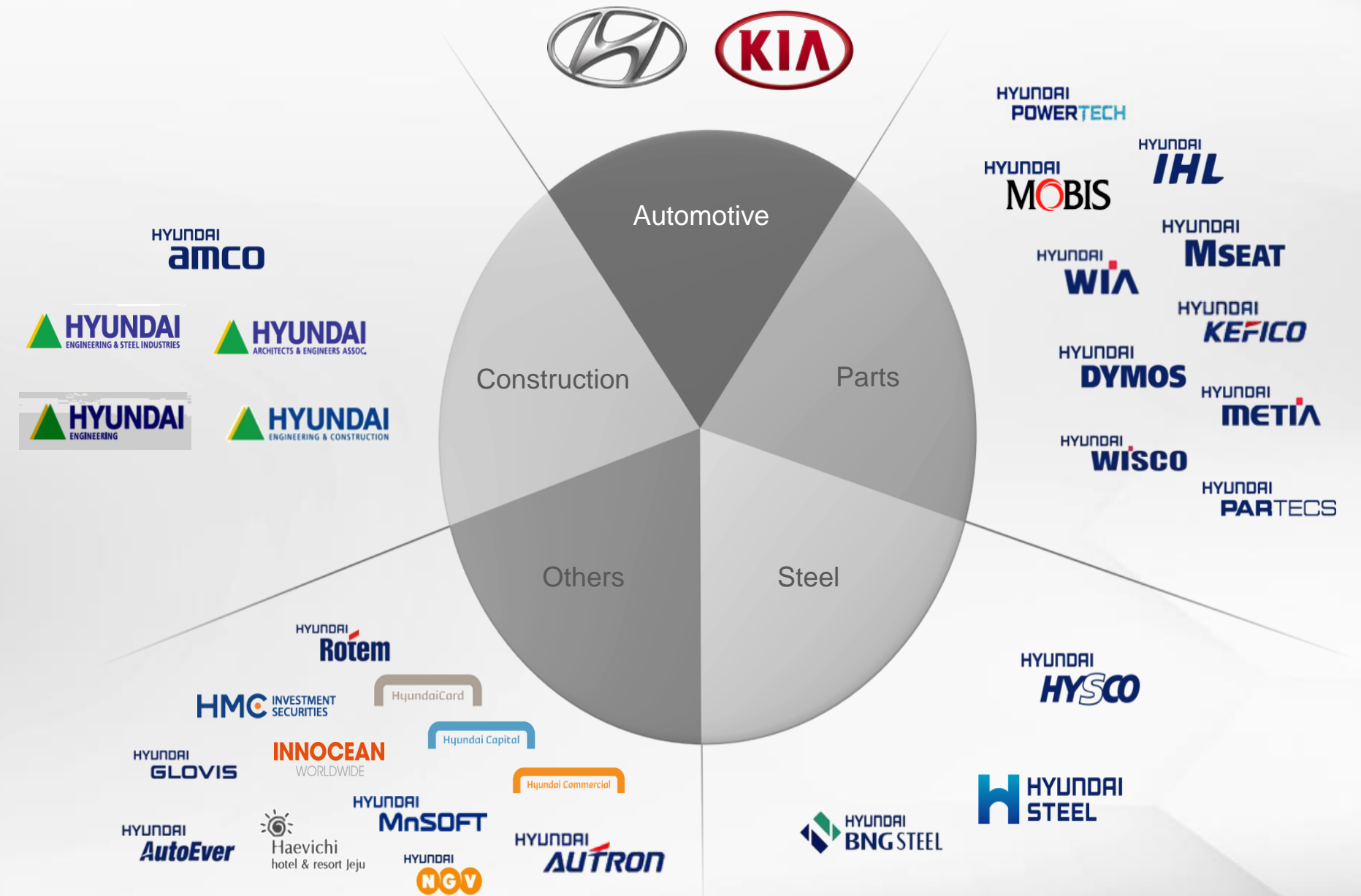
Kia Motors Slovakia Corporate Social Responsibility





Basic information

- Established in 1998
- 63 companies
- 220,000 employees
- Annual revenues of 53 billion USD





- **Investment:** 1,7 bil. eur
- **Capacity:** 350,000
- **Products:** 3 models

- **Engines:** 7 types
- **Employees:** 3,800
- **Sale:** 95 countries



Kia Motors Slovakia Products



Kia cee'd



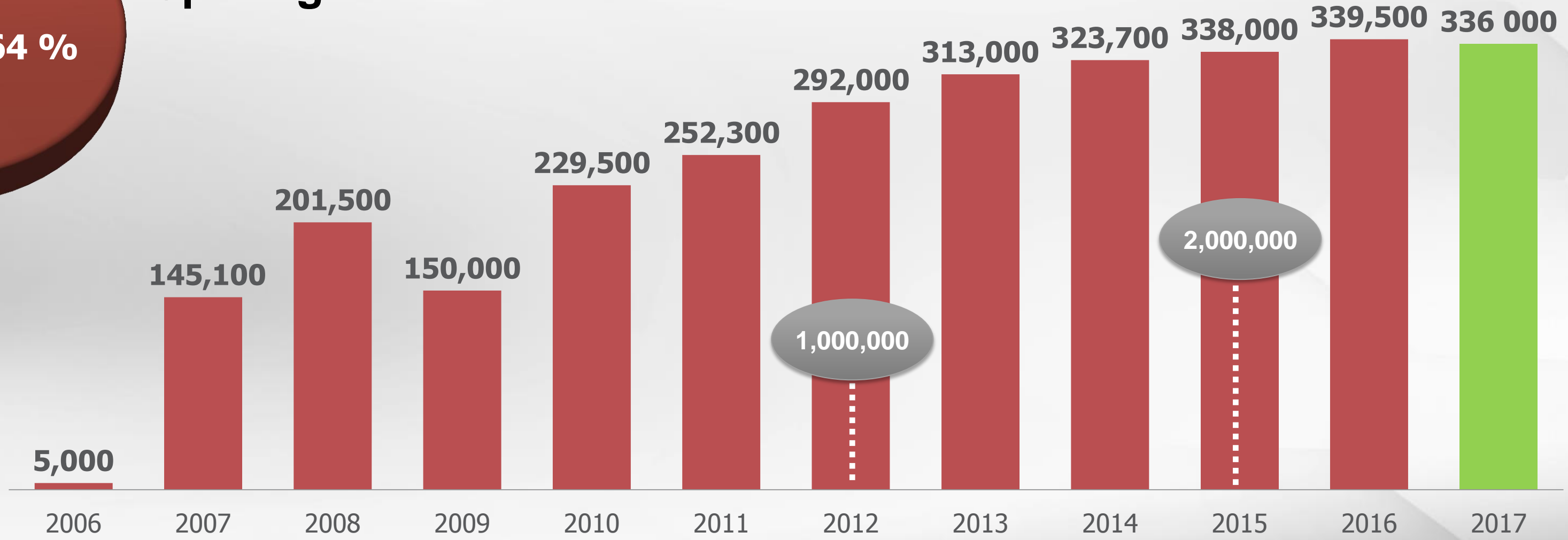
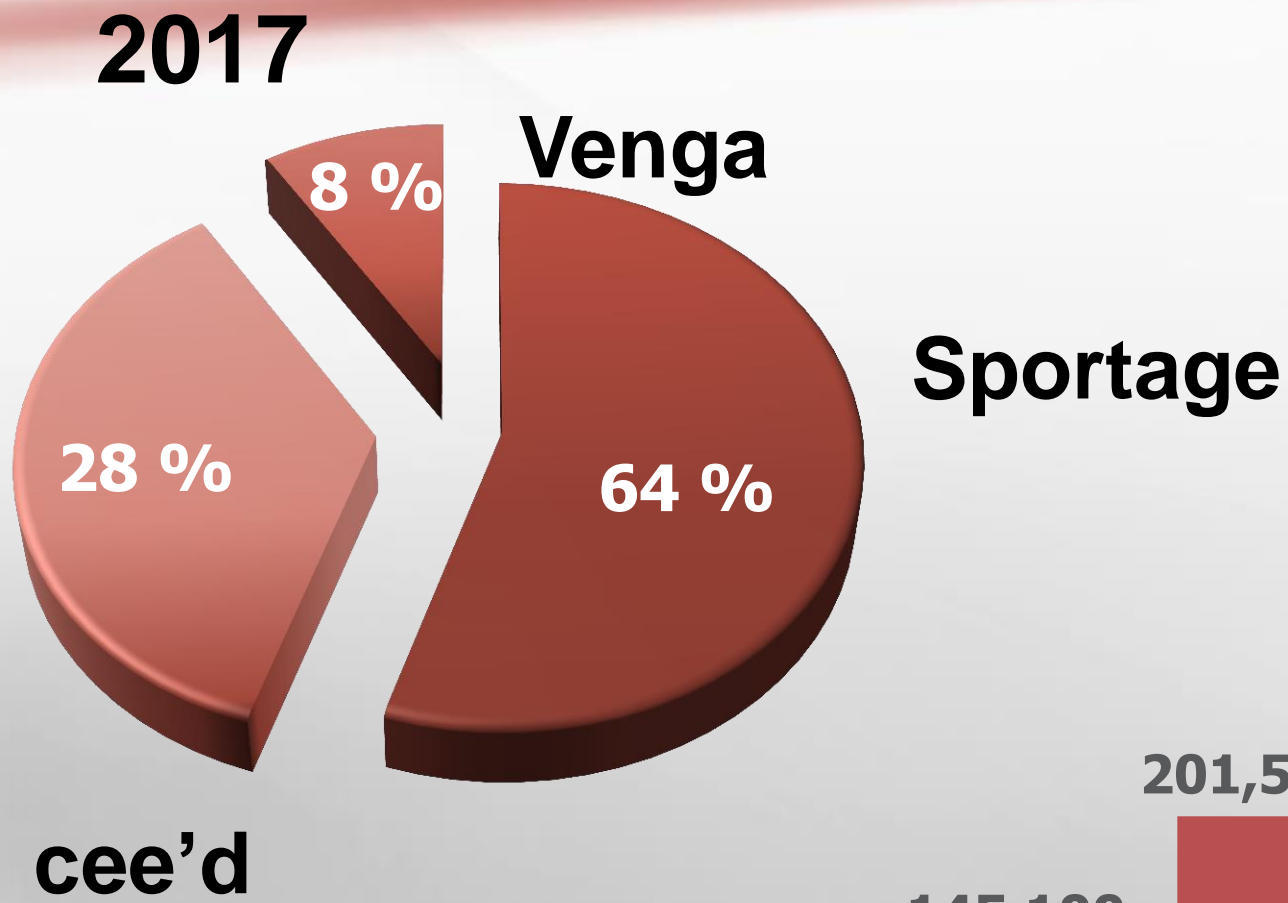
Kia Sportage



Kia Venga



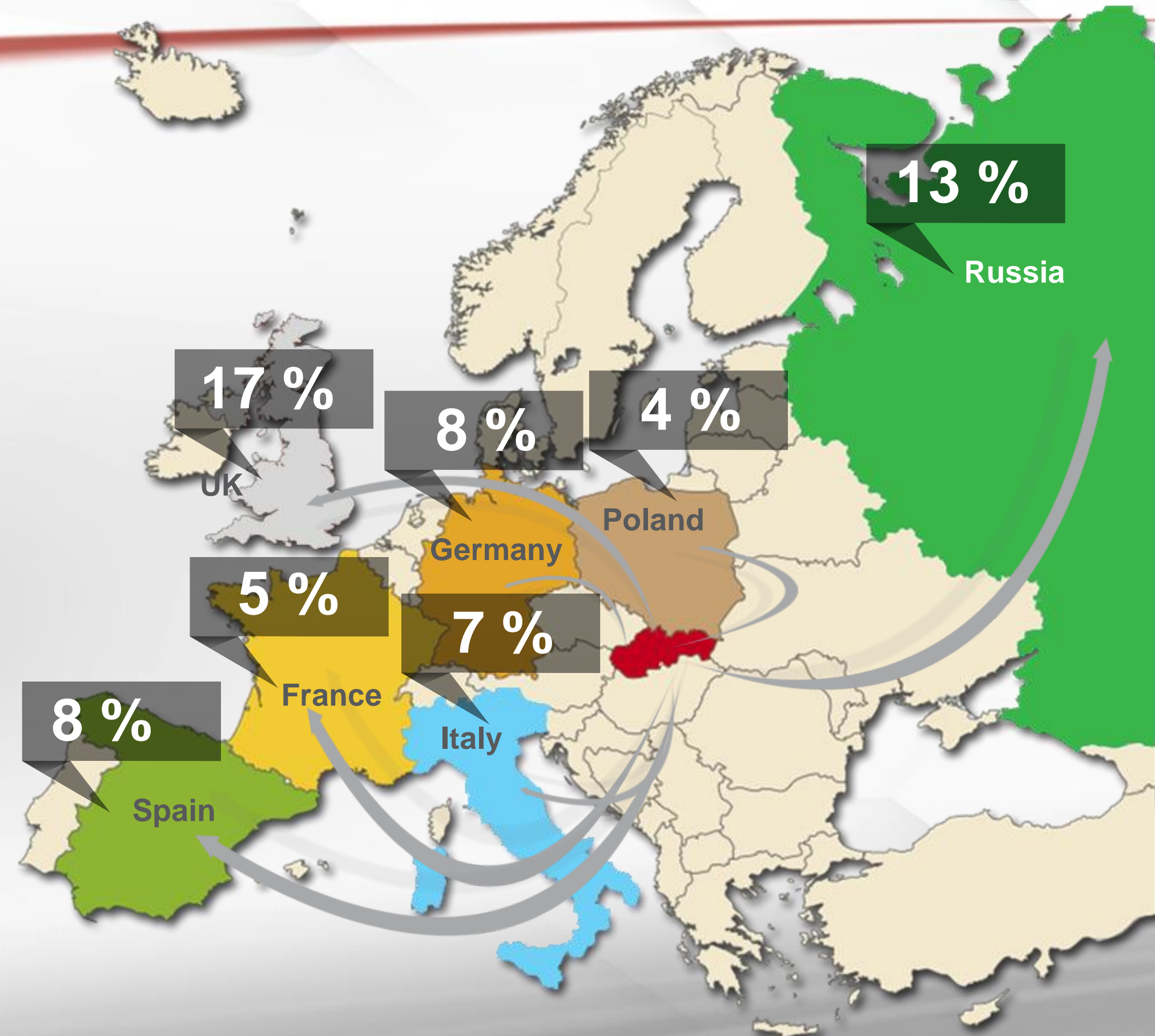
Overall car production (2006 – 2017)



Main export markets (2017)



50 %
of EU sales come from KMS





CSR Management Framework

Social Outreach

Development of society as an upright corporate citizen

- Domestic social projects
- Global activities
- Volunteering

Environmental Management

Mitigate climate change

- Green production system
- Conserve energy and reduce greenhouse gas
- Resource circulation system

Trust-Based Management

Transparent and ethical business management

- Perform CSR that meets global standards
- Collaboration
- Communication

Kia Motors Slovakia – CSR strategy



Environmental Protection

(2012-2017)

- Energy efficiency ↑ 17%
- Reduction of natural gas consumption



**Recycling
91 %**

**CO₂
reduction by 13 %**

**Energy savings per
year
6750 MWh = 310
houses**

**100%
purchase of
green energy**

GOAL 2020 – GHG reduction by 30% - global

- **reducing waste and increasing recycling**
- **reducing inputs, energy, and chemicals**

Working environment and OSH

- Pleasant environment in the premises of the plant
- Minimized emissions and noise
- Decrease of accidents
(2017: 2 work injuries)



Employees



- **Education: More than 43,000 hours a year ~ 3,867 employees, 86% are operators**
- **Counseling - Psychological, Legal, Work (Harmony)**
- **Satisfaction survey of employees**
- **Extraordinary remuneration and benefits**



Responsible family approach



”Kia family“

- Transparency
- Trust
- Building long-term relationships
- Mutual support
- Joint Growth



Events for employees and their family members



Together for success

- Transparency, payment discipline
- Seminars and training
- Regular audits
- Guidance



- 7-years warranty
- KMS visits for customers
- Quality in Europe (J.D. Power Germany) - winner from 68 models and 24 brands



- **Building of cycling paths**
- **Support for sport**
- **Renovation of parks and urban greenery**
- **Support for education, prevention and security**
- **Reconstruction of medical and school facilities**



- **Technical skills**
- **Disadvantaged groups**
- **Teaching foreign languages**
- **Prevention**
- **Donation of technical kits for schools**



- **Mision – “Creating Better Conditions for Growth and Development of Children and Youth”**
- **Education and Sport** – two main areas of support
- **Cycling paths development** – strategic project 2017-2020



Year 2017 Kia Motors Slovakia Foundation in figures



130 projects

1,55 million eur

110 partner organizations

178 volunteers, **2,306** hours





Zilina Faculty Hospital reconstruction (2014-2017)



Park of Ludovit Stur in Zilina revitalization (2016-2017)



Sport – grant programs, direct support and construction of pumptrack track



Cycling paths - BikeKIA 2011-2017



Donation of new cars for Slovak Red Cross organization

Criteria

- responsible business management
- management of the impact on the environment
- ethics
- relationship with employees
- responsible market action
- the impact of the company on the community



Kia Motors Slovakia winner in the category "Responsible Large Company"

Overview of external awards



National Quality Award



National Productivity Award



Leading HR Organisation



Safety Enterprise



Merkur 2015



**Via Bona – CSR Award
2016**

Projects in 2018



- **Mobility – bikesharing, car sharing**
- **Employees grant programs**
- **Technical education in schools**
- **Sport**



Thank you!

Jozef Bace
Kia Motors Slovakia

