

California Transparency in Supply Chains Act Declaration

Rivian is an independent US manufacturer of electric vehicles, formed to help drive the transition to sustainable energy and protect our planet for future generations. Our company's mission is to "Keep The World Adventurous Forever" and we aim to extend our impact beyond the products we build and the associated competition they have already inspired to advance responsibility across our value chain.

We have an obligation to a broad range of stakeholders to ensure fair and transparent business practices, and our Suppliers play an integral part in living up to those obligations. We count on our global network of Suppliers to commit to and uphold our values, high standards of integrity, and operating principles.

California Transparency in Supply Chains Act Declaration

The California Transparency in Supply Chains Act of 2010 (SB 657) ("Act") became effective January 1, 2012, in the State of California. The Act requires that certain companies doing business in California disclose their efforts to eliminate slavery and human trafficking from their direct supply chains.

The Rivian Supplier Code of Conduct ("Code") addresses among other things, human rights, child labor, and trafficking, modern slavery, and forced labor. The Code is aligned with the international framework on labor and human rights, including the International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the United Nations (UN) Guiding Principles on Business and Human Rights (UNGPs) and the Ten Principles of the UN Global Compact. It also aligns with the Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain.

Specifically, our Code states:

"Rivian does not tolerate any form of modern slavery or forced labor, including, but not limited to, forced, bonded, indentured and involuntary prison labor and human trafficking. Rivian requires that all labor in its supply chain be voluntary and that workers are allowed freedom of movement.

Requirements

- Suppliers shall prohibit the recruitment, transportation, transfer, harboring or receipt of persons, by means of threat or use of force, coercion or other means, for the purpose of exploitation.
- Suppliers and their recruitment agencies shall not retain original identity, travel or work permit documents of employees.
- Suppliers shall ensure that all work is voluntary, and that workers are free to leave work and terminate their employment upon reasonable notice without penalty.
- Suppliers shall not engage in or tolerate restrictions of movement of employees, or require employees to lodge “security deposits” or other refundable securities.
- Suppliers shall ensure that workers are given a written agreement, in a language they understand, describing the terms of their employment.
- Suppliers shall ensure the existence of appropriate mechanisms to evaluate and address risks of modern slavery and human trafficking.”

The Code also includes language prohibiting child labor, any forms of discrimination, harassment and abuse, and supporting human rights, appropriate working hours, wages and compensation, and health and safety.

The following activities support our commitment and our efforts to combat slavery and human trafficking:

Verification: Rivian performs site visits of certain key suppliers to ensure first-hand knowledge and accountability for business practices and quality standards.

Audits: Rivian performs site visits of certain key suppliers to ensure first-hand knowledge and accountability for business practices and quality standards.

Certification: Many suppliers contractually agree to abide to the Code. If we become aware of any actions or conditions not in compliance with the Code, we reserve the right to terminate any and all agreements with the supplier.

Internal Accountability: Rivian requires all employees to abide by its Code of Business Conduct and Ethics which sets forth how employees must be committed to supporting an ethically and socially responsible workplace. Rivian requires all employees to read and acknowledge receipt and understanding of our Code of Business Conduct and Ethics. Anyone who violates these policies is subject to disciplinary action or termination.

Training: Rivian provides all non-exempt employees with training on the Code of Business Conduct and Ethics.