

Supplier Code of Conduct

1. Introduction

Rivian exists because we want to make a difference. Our mission is to deliver exciting products that are built with passion, high ethical standards and a commitment to sustainability. 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. This Supplier Code of Conduct (“Code”) outlines Rivian’s expectations of Suppliers regarding ethical standards and business practices, particularly in the areas of labor rights, human rights and the environment.

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.

1.1. Scope

This Code is an integral part of the agreement between Rivian and our Suppliers. In this Code, the term “Supplier” refers to any third party that provides goods or services to Rivian for compensation. It includes parent, subsidiary, or affiliated entities, as well as respective employees, agents and subcontractors. By doing business with Rivian, our Suppliers represent that they satisfy the requirements set forth in this Code.

1.2. General Requirements

We expect our Suppliers to comply with the requirements of this Code by respecting, upholding, and communicating these expectations, and adopting efficient management systems, policies, procedures and training on the standards set forth in this Code within their own business operations and supply chains. In all their activities, we require our Suppliers to conduct business in full compliance with the letter and intent of all applicable international, national, state and local treaties, laws and regulations in the markets in which they operate. Where the country’s laws and international standards address the same issues, we expect suppliers to apply the highest standards.

We encourage our Suppliers to go beyond legal compliance, in order to advance social and environmental responsibilities.

2. Labor & Human Rights

Rivian believes that each individual with whom we come in contact deserves to be treated fairly and with dignity. We expect our Suppliers to respect all internationally recognized human rights, and treat all people with dignity and respect, as understood under international human rights standards. We expect our Suppliers to exercise human rights due diligence, appropriate to company size and circumstances, in order to identify, prevent, mitigate and account for the negative human rights impacts of their own operations and supply chain, with a focus on where they have the highest risk of doing harm to people. In particular, we expect Suppliers to comply with the following requirements alongside the labor laws of the country and local jurisdiction in which the Supplier operates.

2.1. Trafficking, Modern Slavery & Forced Labor

Rivian does not tolerate modern slavery or forced labor, including but not limited to, forced, bonded, indentured and involuntary prison labor and human trafficking. All labor in our supply chain should be voluntary and workers should be allowed freedom of movement.

Requirements

This means that Suppliers and their recruitment agencies should:

- 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.
- Not retain original identity, travel or work permit documents of employees.
- Ensure that all work is voluntary, and that workers are free to leave work and terminate their employment upon reasonable notice without penalty.
- Not engage in or tolerate restrictions of movement of employees, or require employees to lodge “security deposits” or other refundable securities.
- Ensure the existence of appropriate mechanisms to evaluate and address risks of modern slavery and human trafficking.

2.2. Child Labor

Rivian opposes any form of child labor in its supply chain. We expect our Suppliers to prevent child labor in their operations and supply chains, and ensure that the age of employment for young workers meets or exceeds legal regulations and local labor laws.

Requirements

This means that Suppliers should:

- Prohibit all forms of child labor and shall have practices in place to prevent the recruitment and use of child labor.
- Implement policies in which the age of labor shall always be the higher of national legislation or 15 years, except that Suppliers may use legitimate and properly managed apprenticeship programs, such as student internship programs that comply with the local laws.

2.3. Non-Discrimination

Rivian is committed to diversity, inclusion, equal opportunities and equal treatment in the workplace. We expect our Suppliers to provide equal employment opportunities and conditions. This means that Suppliers should implement and enforce policies prohibiting discrimination in hiring, compensation, access to training, promotion and termination on the basis of sex, color, race, gender identity or expression, marital status, pregnancy, sexual orientation, or political affiliation.

2.4. Freedom from Harassment & Abuse

Rivian does not condone harassment in any form against workers. We expect our Suppliers to provide employees with a workplace free of abuse and harassment.

Requirements

This means that Suppliers should:

- Neither indulge in nor subject employees to inhumane conditions, threatening behavior, or humiliating treatment or physical punishment.
- Implement and enforce policies protecting employees from verbal abuse, psychological or physical coercion, or sexual harassment or abuse.
- Ensure that disciplinary policies and procedures in support of these requirements are clearly defined and communicated to all workers.

2.5. Working Hours, Wages & Compensation

Rivian expects Suppliers to uphold applicable laws with respect to working hours, wages, and compensation for workers throughout its operations and supply chain.

Requirements

This means that Suppliers should:

- Pay and provide employees with wages and benefits that, as a minimum, comply with applicable laws.
- Ensure that any temporary labor arrangements, including fixed or short-term contracts and apprenticeship schemes, are not used as mechanisms to avoid granting legally mandated benefits to workers.
- Provide employees with information about their employment terms and conditions, including benefits, in a format and language they can understand, as well as a timely wage statement.
- Deduct from wages only if and to the extent prescribed by applicable law or regulations.
- Ensure that work schedules and rest periods are consistent with applicable local legal requirements. Work hours and schedules should not be excessive and negatively impact employees' health or safety.

2.6. Health & Safety

Rivian supports the health and safety of workers. We expect our Suppliers to take appropriate measures to safeguard health and safety at the workplace and ensure that good working conditions are maintained.

Requirements

This means that Suppliers should:

- Ensure that all workers are provided with a safe and healthy working environment that minimizes the incidence of work-related injuries and enhances the quality of products and services, the consistency of production, and worker retention and morale.
- Adopt safe work procedures to protect employees from potential exposure to safety hazards, such as machines, equipment, or substances.
- Provide employees with appropriate personal protective equipment, including access to first-aid supplies, and instruction on appropriate use. Safety information shall be made available to educate, train and protect employees from hazards.
- Train workers on appropriate occupational health and safety policies and procedures, including emergency evacuation procedures.
- Have adequate emergency preparedness procedures in place to identify and assess potential emergency situations. Emergency plans, fire safety and evacuation procedures shall be implemented.
- Provide workers with access to clean drinking water, sanitary food preparation when food is provided, storage and eating facilities, as well as adequate and clean sanitation facilities for male and female workers. Unreasonable limitations to workers' access to toilets, rest or lactation breaks are prohibited.
- Ensure that any Supplier-provided worker housing is clean, safe and has adequate living space.

2.7. Responsible Sourcing

Rivian is dedicated to creating solutions that will help transition the world toward sustainable and responsibly sourced energy, minerals and raw materials and to developing supply chain practices that do not cause or contribute to human rights violations and conflict. We expect suppliers to share this vision and work collaboratively to increase the transparency and traceability of the extended supply

chain to assess and mitigate adverse human and labor rights practices such as modern slavery. We also expect Suppliers to respect all internationally recognized human rights and conduct responsible supply chain management of any materials critical to the industries in which Rivian operates, particularly those materials from conflict-affected and high-risk areas.

Requirements

This means that Suppliers should:

- Conduct due diligence to understand the source of the raw materials used in their products.
- Follow the OECD Due Diligence Guidelines with respect to sourcing, extraction and handling of tantalum, tin, tungsten, gold, (3TGs) and cobalt, and to make a reliable determination of the origin and source of such minerals.
- Ensure that all smelters and refiners in their 3TG and cobalt supply chains actively engage in third-party audit programs and provide any information on such smelters and refiners upon request.
- Exercise adequate due diligence to ensure that any of these minerals contained in the products manufactured by the Supplier do not directly or indirectly finance or benefit armed groups that are perpetrators of human rights abuses, or otherwise contribute to human rights violations.

3. Environmental Aspects

Rivian is committed to working to support transitions to sustainable energy and environmental practices. We expect our Suppliers to undertake efforts to reduce their environmental impacts through resource and energy efficiency, sustainable sourcing of materials and minimization of waste generation, including air, noise and water emissions. Efforts should be made to minimize the adverse effects on the community while safeguarding the health and safety of the public.

Requirements

This means that Suppliers should:

- Suppliers shall comply with all applicable environmental laws, regulations, by-laws and implement guidelines striving toward best practices and carbon reduction goals.

3.1. Natural Resource Management & Energy Consumption

Rivian believes that Suppliers should monitor, track and document consumption of natural resources such as water, raw materials and energy in order to identify areas where Suppliers can minimize consumption. This includes setting and monitoring sustainability targets for managing the impact of their activities on the environment. We encourage Suppliers to support the use of sustainable, renewable natural resources in an efficient manner, such that waste and residual products are minimized over the product's life cycle.

3.2. Hazardous Substances

Suppliers shall identify potentially hazardous substances in chemical products and articles used in production, and ensure they are handled, transported, stored, recycled and disposed of safely. Suppliers shall ensure that workers' potential exposure to safety hazards — such as machines, equipment or substances, or other chemical, biological or physical agents — are identified, assessed and controlled through proper design and/or preventative maintenance and safe work procedures.

3.3. Emissions & Waste Management

Suppliers should monitor, track and document their emissions into air, water and soil from their facilities and transports, as well as the wastewater and solid waste generated by their operations, in order to identify aspects they can control. Rivian encourages Suppliers to set targets for and actively measure, manage and disclose environmental impacts in areas such as greenhouse gas (GHG) emissions, water and waste, as well as to set targets and implement action plans for reducing

environmental impacts. Suppliers shall handle and dispose of all waste generated through safe and responsible methods that protect the environment and the health and safety of employees and local communities and should support efforts to reduce waste of all forms. Where waste cannot be eliminated, Suppliers should comply with all applicable laws and regulations regarding the management and disposal of waste in an environmentally responsible way — including preventing illegal discharges and spills from entering storm drains and public water bodies — and treatment of all wastewater and solid waste from all operations before discharge.

3.4. Responsible Chemical Management

Suppliers shall identify and manage chemicals to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. They shall provide Material Safety Data Sheets that comply with all applicable laws and regulatory requirements. We encourage Suppliers to have a written environmental management policy or equivalent document and an environmental management system that is certified against internationally recognized standards, and develop best practices, and innovative and leading-edge solutions to reduce environmental impacts.

4. Business Practices & Ethics

Rivian is committed to conducting business ethically and lawfully in our own operations and across our supply chain. We have zero tolerance for bribery, corruption, extortion, embezzlement and other corrupt practices. We expect our Suppliers to share the same commitment to ethical behavior and fair operating practices, and therefore promote honesty and integrity in their business operations, including, but not limited to, practices, sourcing and relationships.

4.1. Bribery & Corruption

Suppliers shall comply with the anti-bribery and anti-corruption laws that apply to their operations and those of the countries in which they do business, including, but not limited to, the U.S. Foreign Corrupt Practices Act and the UK Bribery Act. Further:

- Suppliers shall not promise, offer, authorize, give or accept something of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage.
- Suppliers shall not make or offer to make any illegal payments/courtesies to any Rivian employees .

4.2. Fair Competition/Antitrust

Suppliers shall respect all applicable fair trade, competition and antitrust laws and regulations, and shall not have any anti-competitive discussions or enter into any anti-competitive agreements, including illegal price-fixing, market sharing, customer allocation or other illegal restrictive practices, at any level of the production or distribution chain. Suppliers shall avoid any sort of insider trading when in possession of information about Rivian and its partners that could influence an investor's decision and shall instruct and train their employees with respect to these obligations.

4.3. Conflicts of Interest

Suppliers will avoid the appearance of conflicts of interests while working with Rivian and will immediately disclose any information of relationship with our employees who have an influence over their business dealings with us.

4.4. Intellectual Property

Suppliers shall respect and safeguard intellectual property rights and proprietary or confidential customer information and conduct any material transfer in a manner that protects intellectual property rights.

4.5. Data Protection & Privacy

Suppliers shall observe all applicable data privacy laws as well as the contractual terms with Rivian when collecting, storing, using, processing, or sharing personal information about individuals. Whenever a Supplier is entrusted with personal information about individuals, that Supplier shall safeguard it and take appropriate steps to protect it from misuse.

4.6. Proper Disclosures

Suppliers shall disclose financial and non-financial information in accordance with applicable regulations and prevailing industry practices. When applicable, such disclosure shall include information regarding their labor force, health and safety practices, environmental practices, business activities, structure, financial situation and performance. Suppliers must create, retain and dispose of business records in full accordance with applicable legal and contractual requirements.

4.7. Product Integrity

Suppliers shall meet or exceed applicable laws and regulations, as well as contractually agreed-upon quality requirements to ensure that their products meet Rivian's needs, perform as warranted, and are safe for their intended use. Suppliers must develop and maintain processes to minimize the risk of introducing counterfeit parts and materials into the products that Rivian purchases. We support Supplier efforts to develop processes designed to proactively share concerns about unfair operating practices that seek to find solutions through collaboration and dialogue.

5. Management Systems

Rivian believes that sound management systems are pivotal in the well-being of our supply chain. Our Suppliers are expected to establish or adopt management systems or protocol to identify and mitigate operational risks and facilitate continuous improvement.

5.1. Governance

Rivian expects Suppliers to establish and maintain adequate management systems, policies, procedures, financial documentation and training with respect to the subject matter set forth in this Code, in reasonable proportion to the size, complexity and risk environment of the Suppliers' business. This should include executive-level commitment and accountability and shall be periodically reviewed, monitored and improved. Suppliers shall assign responsibility to relevant personnel and include monitoring and reporting mechanisms related to the subjects addressed in this Code.

5.2. Compliance/Auditing

Suppliers shall perform periodic audits and assessments of their and their subcontractors' facilities and operations to ensure compliance. Rivian reserves the right to verify compliance with this Code through internal and external assessment mechanisms, such as self-assessment questionnaires and third-party audits.

5.3. Whistleblowing

Suppliers shall adopt confidential "whistleblowing" channels through which workers can raise any concerns of misconduct. Whistleblowing processes should ensure there is zero retribution to persons who raise concerns in good faith.