

# MODERN SLAVERY STATEMENT

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Date: 22.11.2024

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Date: 26.11.2024

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## 1 GENERAL INFORMATION

### 1.1 Purpose and Scope

The Bugatti Rimac Group is committed to operating its business with integrity, transparency, and respect for human rights. This Modern Slavery Statement is prepared in accordance with Section 54 of the Modern Slavery Act 2015 as enacted in the United Kingdom and will be updated annually. It outlines the steps we are taking to eliminate slavery and human trafficking from our supply chains and operations.

The Bugatti Rimac Group is comprised of Bugatti Rimac d.o.o, Bugatti Rimac S.R.L, Bugatti Rimac GmbH, Bugatti International S.A and Bugatti Automobiles S.A.S

## 2 OUR COMMITMENT

At Bugatti Rimac, we recognize that we have a responsibility to combat modern slavery and human trafficking, by ensuring that our business practices are robust and fit for purpose. We are dedicated to ensuring that our operations and supply chains are free from any form of slavery, forced labour, human trafficking, or any other form of exploitation. Our commitment extends to all aspects of our business, from the sourcing of raw materials to the delivery of our luxury vehicles.

## 3 OUR POLICIES

We have established robust policies to support our commitment to ethical business practices and the elimination of modern slavery:

### 3.1 Code of Conduct

Our Code of Conduct sets out the standards and expectations for ethical behaviour for all employees, suppliers, and business partners. It explicitly prohibits any form of forced labour, child labour, and human trafficking.

### 3.2 Supplier Code of Conduct

We require all our suppliers to adhere to our Supplier Code of Conduct, which outlines our expectations regarding labour practices, human rights, and environmental stewardship. Compliance with this Code is a condition of doing business with us.

### 3.3 Whistleblowing System

The whistleblowing system is used to report violations of regulations and laws. It is an important element of good corporate governance.

Our employees, business partners and other third parties may use our whistleblowing system to report any concerns related to modern slavery or unethical practices without fear of retaliation.

<https://eu.deloitte-halo.com/whistleblower/website/BugattiRimac?Pg=1&Lang=en-US>

## **4 DUE DILIGENCE AND RISK ASSESSMENT**

We conduct thorough due diligence to identify and mitigate the risks of modern slavery within our supply chains.

### **4.1 Supplier Audits**

We perform regular audits of our suppliers to ensure compliance with our ethical standards. These audits include on-site inspections and reviews of labour practices.

### **4.2 Risk Assessments**

We continuously assess the risks of modern slavery in our supply chains and take proactive measures to address any identified risks. This includes engaging with suppliers in high-risk regions to ensure adherence to our standards.

### **4.3 Due Diligence**

We perform regular due diligence checks on our suppliers before entering into contract and ongoing compliance monitoring throughout the contractual period. If an integrity concern is identified, an investigation is conducted and if the business partner is found to be non-compliant to compliance obligations, this may result in a breach of the supplier terms and conditions and the relationship will be terminated.

## **5 TRAINING AND AWARENESS**

We believe that education and awareness are crucial in the fight against modern slavery;

### **5.1 Employee Training**

We promote compliance in our organisation and enhance the compliance awareness of our employees via targeted training. We provide regular training to our certain employees on anti-corruption helping them to recognize the signs and understand the steps to take if they suspect any unethical practices.

### **5.2 Supplier Engagement**

We engage with our suppliers to raise awareness of modern slavery issues and ensure they understand their responsibilities in maintaining ethical labour practices.

## 6 MONITORING AND REPORTING

We are committed to transparency and continuous improvement in our efforts to combat modern slavery.

### 6.1 Performance Monitoring

We regularly monitor our performance against our modern slavery objectives and make improvements where necessary.

### 6.2 Reporting

We report on our modern slavery objectives through our annual sustainability reporting and other relevant communications.

## 7 CONCLUSION

The Bugatti Rimac Group remains steadfast in our commitment to eradicating modern slavery from our operations and supply chains. We will continue to work diligently to uphold the highest ethical standards and protect the rights and dignity of all individuals involved in our business. This statement has been approved by the Board of Management of Bugatti Rimac d.o.o and will be reviewed and updated annually.

This statement constitutes our modern slavery and human trafficking statement for January 2025 to January 2026.