

# SUPPLIER CODE OF CONDUCT

**Approved by:** LARISSA FLEISCHER

DATE: 21.02.2025

Signature:

**Verified by:** HARRIET TILLMAN

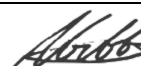
DATE: 21.02.2025

Signature:

**Author:** ADAM GIBBS

DATE: 20.02.25

Signature:



**DOCUMENT HISTORY**

VERSION	DATE	STATUS	DESCRIPTION	ROLE	AUTHOR
1.0	29.10.2024	Valid	First Publication	Procurement Senior Project Manager	Adam Gibbs
1.1	20.02.2025	Valid	Amendment to include additional whistleblowing portal	Procurement Senior Project Manager	Adam Gibbs

**TABLE OF CONTENTS**

1	GENERAL INFORMATION .....	4
1.1	Purpose and Scope.....	4
2	ETHICAL BUSINESS PRACTICES.....	4
2.1	Compliance with Laws and Regulations.....	4
2.2	Anti- Corruption.....	4
2.3	Conflict of Interest.....	4
3	HUMAN RIGHTS AND LABOUR PRACTICES .....	4
3.1	No Forced Labour .....	4
3.2	No Child Labour.....	4
3.3	Fair Treatment.....	5
3.4	Wages and Benefits.....	5
3.5	Working Hours .....	5
4	CONFLICT MINERALS AND RESPONSIBLE SOURCING.....	5
4.1	Our Commitment .....	5
4.2	Conflict Minerals .....	5
5	HEALTH AND SAFETY.....	5
5.1	Safe Working Conditions.....	5
5.2	Emergency Preparedness .....	6
6	ENVIRONMENTAL STEWARDSHIP.....	6
6.1	Environmental Compliance.....	6
6.2	Sustainable Practices .....	6
6.3	Hazardous Materials .....	6
6.4	Green Procurement.....	6
7	MONITORING AND COMPLIANCE.....	6
7.1	Audit and Inspections.....	6
7.2	Documentation and Records .....	6
7.3	Continuous Improvement .....	6
8	REPORTING AND WHISTLEBLOWING.....	7
8.1	Reporting Violations.....	7
8.2	Protection against Retaliations.....	7
9	CONCLUSION.....	7
10	SUPPLIER DECLARATION .....	7

## **1 GENERAL INFORMATION**

### **1.1 Purpose and Scope**

The Bugatti Rimac Group is committed to upholding the highest standards of ethical behaviour and social responsibility.

Our Supplier Code of Conduct outlines our expectations for all suppliers, contractors, and business partners.

Compliance with this code is a condition of doing business with Bugatti Rimac Group, ensuring that our supply chain operates with integrity, transparency, and respect for human rights.

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 ETHICAL BUSINESS PRACTICES**

### **2.1 Compliance with Laws and Regulations**

Suppliers must comply with all applicable laws and regulations, including those related to labour, health and safety, and the environment.

### **2.2 Anti- Corruption**

Suppliers must not engage in any form of corruption, extortion, embezzlement, or bribery. All business dealings should be conducted transparently and ethically.

### **2.3 Conflict of Interest**

Suppliers should avoid any conflicts of interest that may influence business decisions. Any potential conflicts must be disclosed to Bugatti Rimac promptly.

## **3 HUMAN RIGHTS AND LABOUR PRACTICES**

### **3.1 No Forced Labour**

Suppliers must not use any form of forced, bonded, or indentured labour. Employment should be freely chosen, and workers should be free to leave their employment after reasonable notice.

### **3.2 No Child Labour**

Suppliers must not employ children below the legal minimum age for employment. Suppliers should adhere to international standards and local regulations regarding the employment of minors.

### **3.3 Fair Treatment**

Suppliers must treat all employees with respect and dignity. Harassment, abuse, and any form of discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, or any other status are strictly prohibited.

### **3.4 Wages and Benefits**

Suppliers must pay workers at least the minimum wage required by law and provide all legally mandated benefits. Wages should be sufficient to meet basic needs and provide some discretionary income.

### **3.5 Working Hours**

Suppliers must comply with applicable laws regarding working hours, including overtime. Workers should not be required to work more than the maximum hours allowed by law, and overtime should be compensated fairly.

## **4 CONFLICT MINERALS AND RESPONSIBLE SOURCING**

### **4.1 Our Commitment**

As a responsible OEM, we are committed to ensuring that our supply chain is free from conflict minerals. We recognise the significant human rights and environmental concerns associated with the extraction and trade of minerals from conflict-affected and high-risk areas. We support ethical sourcing practices and contribute to the peace and stability of these regions.

### **4.2 Conflict Minerals**

Conflict minerals are defined as tin, tantalum, tungsten, and gold (collectively known as "3TG") that originate from conflict-affected and high-risk areas (CAHRAs), particularly the Democratic Republic of the Congo (DRC) and its adjoining countries. These minerals, when sourced unethically, can finance armed groups, contribute to human rights abuses, and perpetuate conflict. We do not allow sourcing from these regions, be it directly or via a 3<sup>rd</sup> party. As a supplier to Bugatti Rimac, you are duty bound to ensure your supply chain is free of any conflict minerals and this policy is not breached.

## **5 HEALTH AND SAFETY**

### **5.1 Safe Working Conditions**

Supplier must adhere to all applicable health and safety laws and standards to ensure risk mitigation and safe working environment.

Suppliers must provide a safe and healthy working environment for all employees. This includes taking proactive measures to prevent accidents and injuries and ensuring access to clean drinking water, sanitation facilities, and adequate ventilation.

Suppliers should monitor and promote the health of workers, addressing issues such as exposure to harmful substances, excessive effort, direct and indirect dangers.

Suppliers should ensure access to health services and support for employees.

## 5.2 Emergency Preparedness

Suppliers should have emergency plans and response procedures in place to address potential health and safety incidents.

# 6 ENVIRONMENTAL STEWARDSHIP

## 6.1 Environmental Compliance

Suppliers must comply with all applicable environmental laws and regulations. This includes obtaining and maintaining all required environmental permits and licenses.

## 6.2 Sustainable Practices

Suppliers should strive to minimize their environmental impact through sustainable practices, such as reducing waste, conserving energy and water, and minimizing emissions.

## 6.3 Hazardous Materials

Suppliers must manage and dispose of hazardous materials safely and responsibly to protect human health and the environment.

## 6.4 Green Procurement

Bugatti Rimac encourages engagement in green procurement activities, i.e. sourcing projects that positively contribute to the local environment, and reduce carbon emissions. We encourage our suppliers to adopt and implement similar suitable practices.

# 7 MONITORING AND COMPLIANCE

## 7.1 Audit and Inspections

Suppliers agree to allow Bugatti Rimac or its designated representatives to conduct audits and inspections of their facilities and operations to ensure compliance with this Supplier Code of Conduct. Noncompliance to the Supplier Code of Conduct may result in a breach of the supplier terms and conditions.

## 7.2 Documentation and Records

Suppliers must maintain accurate and complete records to demonstrate compliance with this code. These records should be made available to Bugatti Rimac upon request.

## 7.3 Continuous Improvement

Suppliers are expected to continuously improve their operations and practices in line with the principles outlined in this code. We encourage suppliers to set and achieve their own ethical and sustainability goals.

## 8 REPORTING AND WHISTLEBLOWING

### 8.1 Reporting Violations

Suppliers and their employees are encouraged to report any suspected violations of this Supplier Code of Conduct or unethical behaviour to Bugatti Rimac through our established reporting channels.

For whistleblowing matters relating specifically to Bugatti, please use the link below:

[Bugatti Whistleblowing System](#)

For all other matters relating to Bugatti-Rimac please use the following:

[Bugatti Rimac Whistleblowing System](#)

### 8.2 Protection against Retaliations

Bugatti Rimac is committed to protecting whistleblowers from retaliation. Any reports made in good faith will be treated confidentially and investigated thoroughly.

## 9 CONCLUSION

Compliance with this Supplier Code of Conduct is essential to maintaining a business relationship with Bugatti Rimac. We are committed to working with our suppliers to ensure the highest standards of ethical conduct, human rights, and environmental responsibility. Together, we can achieve a sustainable and ethical supply chain that benefits all stakeholders.

Noncompliance to the Supplier Code of Conduct may result in a breach of the supplier terms and conditions.

## 10 SUPPLIER DECLARATION

We, the undersigned, hereby confirm that we have read, understood, and agree to comply with Bugatti Rimac's Supplier Code of Conduct. We commit to implementing and enforcing these principles throughout our operations and supply chains. We will take all necessary measures to ensure that our suppliers and subcontractors also adhere to these standards.

Signed,

---

Supplier Name:

Name (Print):

Job Title:

Date: