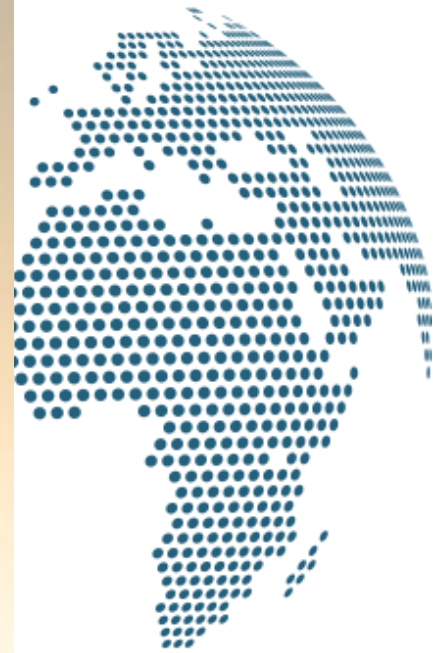


RESPONSIBLE PROCUREMENT POLICY



Bugatti Rimac D.o.o.

Title
Responsible Procurement
Policy

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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	4
3.4 Wages and Benefits	4
3.5 Working Hours	4
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	5
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





A FOREWORD FROM THE CEO and COO

At Bugatti Rimac we understand that our role extends beyond delivering exceptional products and services; it is our responsibility to create a positive impact on the planet. This belief has guided the development of our new Responsible Procurement Policy. These principles outline our beliefs and commitment to operating with integrity, honesty and transparency.

Through this policy, we aim to integrate environmental, social, and ethical considerations into every facet of our procurement process, as well as our wider organisation. By partnering with suppliers who share our commitment to sustainability, reducing waste, and prioritizing renewable resources, we take a meaningful step toward a more sustainable future.

Our customers have come to expect only the best, the highest quality cars, with the best performance, truly in a league of their own. We aim to continue this performance driven philosophy, incorporating the principles of Sustainability.

This initiative reflects our dedication to doing business responsibly and inspiring innovation throughout our supply chain. Together with our partners, employees, and customers, we are paving the way for a brighter, greener tomorrow.

Mate Rimac
Chief Executive Officer

Christophe Piochon
Chief Operating Officer





A FOREWORD FROM PROCUREMENT

The Bugatti Rimac Procurement team is uniquely positioned to drive meaningful change in how we source, produce, and deliver our products. Our new Responsible Procurement Policy is a bold commitment to align our operations with the highest standards of environmental and social responsibility.

Central to this commitment is our belief in strong, collaborative partnerships with our suppliers, which are key to achieving our goals. We understand that sustainable procurement requires a shared vision, and we are dedicated to working closely with our suppliers to build long-term, trust-based relationships. By fostering open dialogue, sharing resources, and co-developing innovative solutions, we aim to empower our partners to meet ambitious sustainability targets whilst achieving mutual success.

We encourage and support open engagement with our suppliers, to work together to reduce our environmental footprint, promote ethical practices, and drive innovation. Together, we can deliver meaningful results that benefit our businesses, our communities, and the planet.

We are excited to embark on this transformative journey and are confident that, by strengthening our relationships and working collaboratively, we can create a more sustainable and resilient supply chain for the future.

Aurelien Faucheux
Chief Procurement Officer





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 the Bugatti Rimac Group, ensuring that our supply chain operates with integrity, transparency, and respect for human rights.

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 Group or any of its entities 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 3rd party. As a supplier to the Bugatti Rimac Group, 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 mitigate 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

The Bugatti Rimac Group 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 D.O.O, Bugatti Automobiles SAS or their designated representatives to conduct audits and inspections of supplier 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 and consequently the supplier contract may be terminated.

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 the Bugatti Rimac Group 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 the Bugatti Rimac Group 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](#)

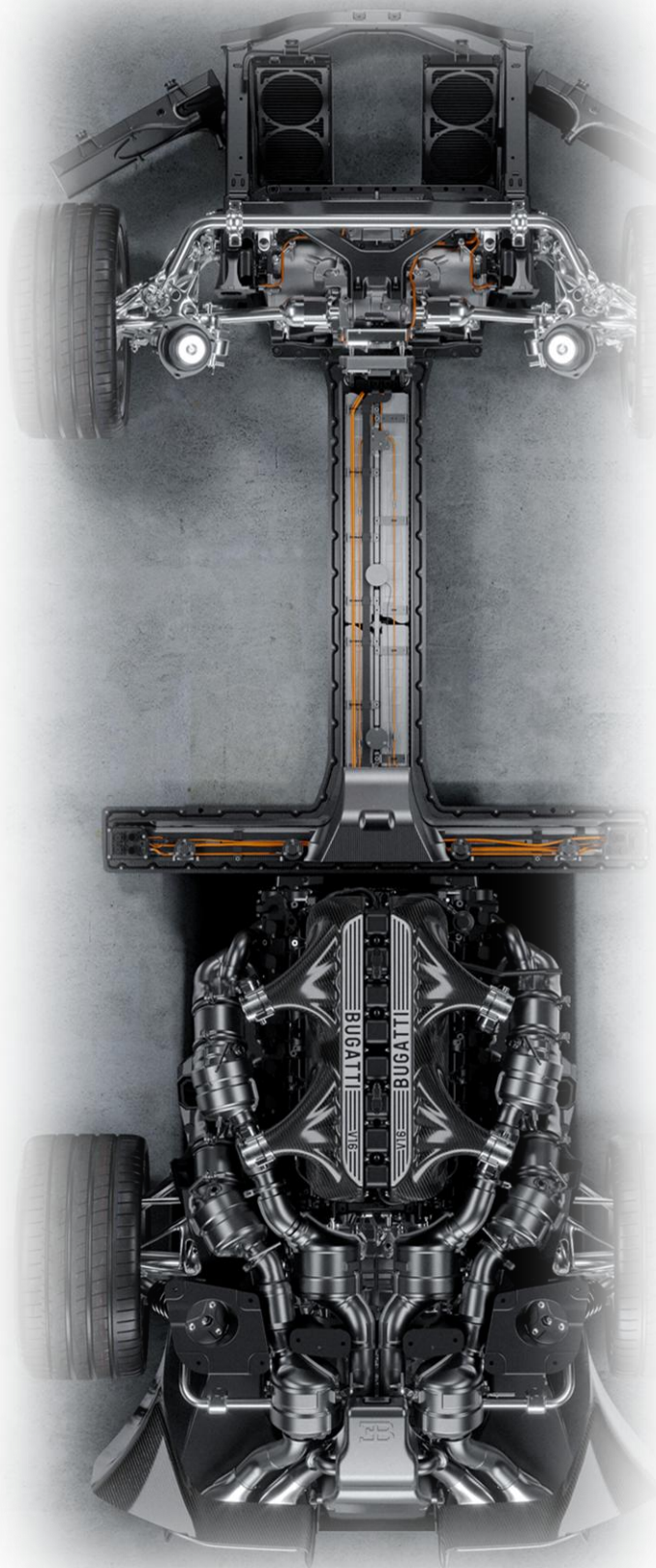
8.2 Protection against Retaliations

The Bugatti Rimac Group 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 the Bugatti Rimac Group. 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 and consequently could lead to the termination of the business relationship.



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