

Supplier Code of Conduct



August 2022

Lightyear is a technology and manufacturing company focussed on electric cars charged by solar power. We live by our values of Ambition, Equality, Independency, Honesty and Sustainability.

This Lightyear Supplier **Code** of Conduct (the "Code") is the foundation for ensuring social and environmental responsibility and ethical conduct throughout our supply chain. The principles outlined below serve as the cornerstone of Lightyear's relationship with its partners.

Lightyear will identify and do business with organizations that conduct their business with principles that are consistent with this Code. Lightyear Supplier Partners are encouraged to develop policies defining the operating principles for their own organizations and supply chains and to share these in a transparent manner.

Suppliers shall maintain accurate and up-to-date recordkeeping indicating their compliance with this Code and all applicable laws and regulations. Lightyear, along with its partners and independent 3rd parties, may conduct audits and/or review and validate a supplier self-assessment questionnaire to observe these principles in action. If there is a reasonable basis to believe a supplier partner is in violation of this Declaration, Lightyear will transition away from that relationship unless the violation is cured in a satisfactory manner.

Environment

Lightyear suppliers are expected to support a proactive approach to environmental responsibility by protecting the environment, conserving natural resources and reducing the environmental footprint of their production, products and services throughout their life-cycle.

A comprehensive approach includes but is not limited to:

- **Energy Consumption & Greenhouse Gas Emissions:** Companies are expected to implement a comprehensive energy reduction strategy and management program while increasing use of renewable energy.
- **Water Quality & Consumption:** Companies are expected to effectively reduce, reuse, and recycle water with responsible treatment of wastewater discharges to protect the environment and improve overall water quality.
- **Air Quality:** Companies are expected to routinely monitor, appropriately control, minimize, and to the extent possible, eliminate emissions contributing to local air pollution.
- **Natural Resources Management and Waste Reduction:** Companies are expected to encourage and support the use of sustainable, renewable natural resources while reducing waste and increasing reuse and recycling.
- **Responsible Chemical Management:** Companies are expected to identify, minimize or eliminate the use of restricted substances in manufacturing processes and finished products to ensure regulatory compliance. Companies should also be aware of any use of reportable substances in processes and finished products, and actively investigate suitable substitutes.

Human Rights and Labor

Companies should respect the human rights of workers and treat all people with dignity as recognized by the international community.

A comprehensive approach includes but is not limited to:

- **Child Labor/Labour and Young Workers:** Companies must ensure that child labor is not tolerated in any form. The age of employment for young workers must meet or exceed company guidelines, legal regulations and local labor laws.

- **Wages and Benefits:** Companies should provide compensation and benefits that comply with applicable local laws, including those relating to minimum wages, overtime compensation, and legally mandated benefits.
- **Working Hours:** Companies should comply with local law regarding working hours, including overtime.
- **Forced Labor:** Companies must prohibit any forms of forced, (bonded) or compulsory labor, including human trafficking.
- **Freedom of Association:** Companies should allow workers to communicate openly with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment. Companies should respect employee rights to associate freely, to join or not join labor unions, bargain collectively, seek representation, and join workers' councils in accordance with local law.
- **Health & Safety:** Companies should provide workers a safe and healthy working environment that meets or exceeds applicable local laws and industry standards for safety and occupational health.
- **Harassment:** Companies should provide a workplace free of harassment against workers in any form.
- **Non-Discrimination:** Companies should not tolerate any form of discrimination in respect of employment and occupation and should provide equal employment opportunities regardless of worker or applicant characteristics such as race, color/colour, age, gender, sexual orientation, gender identity, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union association, covered veteran status, genetic information or marital status.

Business Ethics

Companies are expected to uphold the highest standards of integrity and to operate honestly and equitably throughout the supply chain in accordance with local laws.

A comprehensive approach includes but is not limited to:

- **Responsible Sourcing of Materials:** Companies are expected to responsibly source raw materials used in their products.
- **Anti-Corruption:** Companies are expected to work against corruption in all its forms, including extortion and bribery.
- **Privacy:** Companies are expected to put in place appropriate measures to respect privacy, to protect personal data against loss and unauthorized access or use, and to comply with relevant privacy and information security laws and regulations.
- **Financial Responsibility/Accurate Records:** All business dealings are expected to be transparently performed and accurately reflected on the company's financial reports and filings.
- **Disclosure of Information:** Companies are expected to disclose financial and non-financial information in accordance with applicable regulations and prevailing industry practices.
- **Fair Competition/Antitrust:** Companies are expected to uphold standards of fair business and conduct business in accordance with all applicable antitrust or anti-competition laws and regulations.
- **Conflicts of Interest:** Companies are expected to conduct business in a manner that avoids any appearance of impropriety.
- **Counterfeit Parts:** Companies are expected to minimize the risk of introducing counterfeit and/or diverted parts and materials into deliverable products.
- **Intellectual Property:** Companies are expected to respect valid intellectual property rights and use commercially reasonable practices to protect the transfer of confidential technology and know-how.
- **Export Controls and Economic Sanctions:** Companies are expected to comply with applicable restrictions on the export or re-export of goods, software, services and technology, as well as with applicable restrictions on trade involving certain countries, regions, companies or entities and individuals.
- **Protection of Identity and Non-Retaliation:** Companies are expected to establish processes that allow concerns to be raised anonymously with confidentiality and without retaliation.