

Wayve Supplier Code of Conduct

May 2026

Policy Version Control

Version	Status	Effective date	Supersedes	Policy owner	Approver	Next review
1.0	Approved	2025-13-11	n/a	Supply Chain	VP Hardware	November 2026
2.0	Approved	2026-20-05	1.0	Supply Chain	VP Hardware	May 2027

1. Introduction & Purpose

Founded in 2017, Wayve is a leader in artificial intelligence, pioneering Embodied AI technology for the automotive industry. This advanced technology equips robotic systems, such as automated vehicles, with the ability to interact with and learn from their surroundings, enhancing the usability and safety of assisted and automated driving systems.

This Supplier Code of Conduct (“Code”) sets forth the expectations of Wayve for all suppliers, sub-tier suppliers, vendors, staffing partners, contractors, and subcontractors (“Suppliers”). The Code applies to the Supplier’s goods and services provided to Wayve and its affiliates.

Suppliers are required to read and sign a copy of this policy before onboarding to confirm they have read and agree to its terms. Where suppliers have equivalent policies already in place, they are asked to share these in advance and will be considered in place of this signed Code.

2. Business Ethics & Integrity

Suppliers must uphold the following:

- Prohibit corruption, bribery, extortion, embezzlement, fraud and money laundering.
- Avoid conflicts of interest and disclose any potential risks.
- Comply with all applicable laws, regulations, and trade controls.
- Protect confidential information, respect intellectual property rights and privacy.
- Not engage in or facilitate any relationship, transaction, or activity—directly or indirectly—with criminal organisations, organised crime syndicates, extremist or violent groups, or front companies acting on their behalf, as defined by applicable law.
- Conduct business in accordance with applicable competition and anti-trust laws and refrain from anti-competitive practices including price fixing, market allocation, and abuse of market position
- Have adequate information security and data protection protocols in place.

3. Human Rights

Suppliers must uphold the following:

- No forced labor, child labor, or human trafficking.
- Fair wages and benefits, working hours in line with local laws, and proper contracts.
- Freedom of association and collective bargaining rights.
- A safe, inclusive, and non-discriminatory workplace with a respect for diversity, equity, and inclusion.
- Provide a safe and healthy workplace environment and ensure workplace conditions meet or exceed applicable laws and standards.

4. Environment

Suppliers shall:

- Minimise environmental impacts across operations and supply chains.
- Comply with environmental laws and regulations and keep all current required environmental permits.
- Promote energy efficiency and the reduction of greenhouse gas (GHG) emissions.
- Use water responsibly and seek to minimise unnecessary consumption and pollution.
- Promote the use of renewable energy sources where reasonably practicable.
- Use resources responsibly, including through recycling and reducing waste.

- Properly manage, handle, and dispose of hazardous and restricted substances in compliance with laws.

5. Sustainable Procurement

Suppliers shall:

- Integrate sustainability into their own procurement and sourcing practices.
- Cascade equivalent codes of conduct and sustainability requirements to their own suppliers.
- Monitor and evaluate sub-suppliers for compliance with social, ethical, and environmental standards.
- Engage in continuous improvement and share data transparently when reasonably requested by Wayve.

6. Related documents

Further information on Wayve's policies with regards to sustainable conducts can be found in the following documents:

- Human Rights Policy
- Ethics Policy
- Environmental Policy

7. Whistleblowing

Wayve has implemented a robust whistleblowing policy. This is available for all stakeholders, including suppliers, to use for reporting suspected illegal or unethical conduct within Wayve.

8. Monitoring, Audits & Corrective Actions

- Suppliers agree to provide information, self-assessments, and audits, each upon reasonable request by Wayve.
- Non-compliance may result in corrective action plans to remedy within a defined timeline
- Failure to take corrective action, or repeated or serious breaches (e.g., fraud, corruption, human rights violations), may result in suspension of business or termination of the relevant contract.
- Suppliers should demonstrate willingness to continuously improve.

9. Acknowledgement & Commitment

By signing below, the supplier acknowledges receipt of and compliance with this Supplier Code of Conduct.

Supplier Name: _____

Authorised Representative: _____

Signature: _____

Title: _____

Date: _____