Human Rights Policy

1. Introduction

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.

We are guided by the principles of the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We work to identify and address potential impacts on people arising from our operations and business relationships.

We adhere to applicable international, national and regional laws in the countries where we operate and, where our standards are higher than local law, we apply our standards.

2. Scope

This policy applies to all employees, officers, consultants, self-employed contractors, casual workers, agency workers, volunteers, interns and any third-party working with Wayve.

We expect our suppliers and business partners to adopt equivalent standards through our Supplier Code of Conduct and contractual requirements.

How this policy is implemented

The Company integrates these standards into recruitment, onboarding, health and safety, people management, procurement, and supplier management processes.

3. Key Commitments and Targets

3.1 Health & Safety

We will ensure that Wayve complies with relevant Health and Safety legislation and regulations in all territories it operates in, together with industry standards and best practice relevant to Wayve operations. Wayve accepts the duty to prevent injury and ill health to employees, visitors, contractors, and temporary workers, as well as any members of the public who might be affected by Wayve operations. The key health and safety objective is to minimise the number of instances of occupational accidents and illnesses, and ultimately achieve an accident-free workplace and activities.

The following targets are in place:

No recorded serious accidents in the workplace between 2024 and 2027.

3.2 Working Conditions

We provide fair working hours, paid leave, and wages that meet or exceed legal requirements and are in line with the ‘living wage’ of each country we operate in.

Wayve provides equal opportunity in all employment practices; prohibits discrimination and harassment; and embed fairness into recruitment and pay decisions. We gather and act on employee feedback while protecting privacy and complying with applicable laws.

Wayve respects freedom of association and the right to collective bargaining, and will comply with all applicable legislation in the territories it operates in.

The following target is in place:

To perform staff engagement surveys on a no less than annual basis and achieve an employee participation rate of at least 70%.

3.3 Learning & Career Development

We invest in skills development, equitable access to training, performance and career development conversations, and internal mobility. We are committed to providing a fair, merit-based progression system and support diverse talent pipelines.

The following target is in place:

By the end of 2026, all managers will be assessed against Wayve's Leadership Framework and provided with the training and resources to address skills gaps.

3.4 Modern Slavery

We have zero tolerance for modern slavery and human trafficking and seek to identify, prevent, mitigate and account for modern slavery instances in our operations and supply chain. We conduct risk-based due diligence and implement remediation where issues are identified.

We do not employ child labour, and we verify the right to work. We provide whistleblowing procedures and protect whistle-blowers, ensuring no retaliation.

The following target is in place:

To undergo due diligence in Wayve's supply chain, and ensure that at least 80% of suppliers, by spend, have modern slavery controls in place by the end of 2028.

3.5 Diversity, Equity, Inclusion & Belonging

We embrace new perspectives, backgrounds, and experiences to develop products that cater to the diverse needs of the world. Wayve is filled with unique individuals, and our diversity is a catalyst for fresh ideas, driving impact and helping us solve the big problems. We'll strive to get it right, but we know the work on Diversity, Equity, Inclusion and Belonging (DEIB) is a journey. We will continue to grow, learn & improve together. Here's our commitments:

Firstly, we aim to build teams that reflect the diversity of the places where we operate. Secondly, we aim to create a culture of inclusion and belonging where everyone feels valued and empowered to succeed. Thirdly, we support our people to inspire change.

The following target is in place:

All employees have received access to training on DEIB by the end of 2026.

4. Governance, Accountability & Annual Review

The Chief People Officer is accountable for Human Rights policy, with responsibility to ensure the business acts in accordance with the commitment set out, and delivers against the targets, lies with the People team with support from stakeholders across the business. .

This policy shall be reviewed on an annual basis to ensure its continued effectiveness.

Policy Version Control

Version	Effective date	Next review	Summary
1.0	14/11/2025	Nov 2026	First version