



# Human & Child Rights Policy

Policy Owner: Internal Audit Department

Approved By: CEO

Effective Date: December 2025

Review Date: December 2026

## 1. Introduction

- 1.1 This policy sets out Formula E's commitment to respecting, promoting, and protecting human rights, including child rights, diversity, and social impact, throughout all its operations, supply chains, and partnerships. The policy is aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPR), the International Labour Organization (ILO) Conventions, the UN Convention on the Rights of the Child, and the ISO 20121:2024 Standard.
- 1.2 Furthermore, as per FE's Supplier Code of Conduct, Formula E expects and requires that its employees and all of its supply chain abide by the UK Human Rights Act 1998. This includes, but is not limited to:
- Freedom of thought,
  - Religion and belief;
  - Right to liberty;
  - Right to life;
  - Prohibition of torture and inhumane treatment; and
  - Respect for privacy.
- 1.3 This policy applies to all Formula E employees, contractors, suppliers, and partners worldwide, with specific attention to human rights, child rights, social impact, and diversity.

## 2. Commitment to Human and Child Rights

- 2.1 Formula E is committed to:
- **Respecting human rights and child rights**, ensuring that our operations do no harm and that we uphold the rights of all individuals, especially vulnerable groups;
  - **Adopting a rights-based approach** by embedding respect for human and child rights in all stages of event management;
  - **Promoting equity, diversity and inclusion**, ensuring that all operations are inclusive and non-discriminatory, with special consideration for underrepresented groups, including but not limited to, women, children, ethnic minorities, and individuals with disabilities.

## 3. Core Human Rights Areas

- 3.1 Formula E acknowledges and assesses risks in relation to the following areas:
- **Human Rights and Child Rights:** We are committed to respecting all human rights as outlined in the International Bill of Human Rights and the UN Convention on the Rights of the Child. This includes the rights to dignity, equality, and freedom from discrimination. We are particularly focused on safeguarding children's rights throughout our operations;
  - **Modern Slavery and Human Trafficking:** Formula E has zero tolerance for any form of slavery or trafficking within its supply chain. Child labour is explicitly

prohibited, and we ensure compliance through monitoring and auditing. Formula E publishes an Anti-Modern Slavery & Human Trafficking Policy Statement every year setting out a series of actions to reduce the risk of modern slavery being present in the supply chain;

- **Labour Rights and Fair Working Conditions:** We ensure that all workers involved in Formula E operations and supply chains are treated with respect, paid fair wages, and provided safe and healthy working conditions. Our labour practices align with international labour standards and ISO 20121:2024, ensuring special protection for children and other vulnerable groups. A set of Minimum Labour Welfare Standards is communicated to all partners operating in all locations where FE hosts events;
- **Equity, Diversity and Inclusion:** We are committed to fostering a equitable, diverse and inclusive environment across all our operations, from hiring practices to event management. We actively promote gender equality and support the rights of marginalised groups. We adhere to non-discrimination principles and support initiatives that improve accessibility and inclusivity for all stakeholders;
- **Social Impact:** We recognize that our events have a significant social impact on the communities where they are held. We engage with local communities to ensure that our activities provide social and economic benefits, while minimising any negative impact.

#### 4. Core Human Rights Areas

Formula E will:

- **Conduct human rights impact assessments**, including Supply Chain Risk Assessments, as part of its event planning and procurement processes. These assessments will identify potential or actual human rights risks and address them throughout the event management cycle;
- **Implement a continuous human rights due diligence process**, assessing potential impacts, integrating findings into operations, and ensuring transparency in our communications regarding these impacts, seeking to implement mitigating controls where the United Nations Human Rights Index has flagged areas for concern;
- **Monitor child rights risks** at all stages, particularly within supply chains, to prevent child labour and exploitation.

#### 5. Grievance, Whistleblowing, and Remedy Mechanisms

Formula E is committed to ensuring that all stakeholders, including those from vulnerable or marginalised groups, have access to remedy channels. We provide:

- **Accessible and transparent grievance mechanisms**, aligned with the principles of remedy and fairness;
- **A Whistleblowing Policy** promoted to all FE employees and contractors which offers a series of channels for them to raise any human and child rights concerns.

- **Effective remedy processes** for any human rights harm caused or contributed to by Formula E operations, including restitution, compensation, or rehabilitation.

## 6. Responsibilities

The CEO and senior leadership team are responsible for ensuring the implementation of this policy, in alignment with ISO 20121:2024, the UNGP, and international human rights treaties.

Employees, suppliers, and contractors must adhere to this policy, with regular reporting to ensure compliance.

## 7. Monitoring and Reporting

Formula E will:

- **Regularly monitor and review** its human rights performance, ensuring the policy remains up to date with evolving international standards;
- Conduct **cyclical risk-based audits of Supply Chains** in territories where FE operates;
- **Publicly report** on its human rights, child rights, and diversity initiatives, including the social impact of its events.

## 8. Supplier and Partner Compliance

As per the **Supplier Code of Conduct**, all suppliers and business partners must:

- **Adhere to Formula E's human rights and child rights standards.** Regular audits will be conducted to ensure compliance with these standards;
- **Collaborate on social impact projects**, ensuring that events benefit local communities and promote sustainable development.

## 9. Training and Capacity Building

Formula E will:

- Provide **ongoing training** for all employees, partners, and suppliers on human rights, child rights, and diversity to ensure that these principles are understood and integrated into all operations;
- Offer **specific training** on child protection and safeguarding.

## 10. Review and Continuous Improvement

This Human Rights Policy will be reviewed and updated annually to ensure that it remains aligned with the latest human rights standards and ISO 20121:2024 requirements. Continuous improvement measures will be implemented to ensure the highest standards of human rights, social impact, and diversity are maintained.

Signed:



Name: Jeff Dodds

Title: CEO

Formula E Group

Date: 5<sup>th</sup> December 2025