

Risk #1	Integrated Human Rights Due Diligence
Risk Description	The complexity of global operations and the need for engaging with numerous third parties expose Stellantis to potential human rights abuses that could occur without robust due diligence.
Risk #2	Child Labor / Forced Labor
Risk Description	The global scale of Stellantis' operations and supply chain presents the inherent risk of child and/or forced labor, which may occur not only among suppliers but also within our own operational spheres.
Risk #3	Inadequate/Unequal Wages
Risk Description	Stellantis recognizes the risk of inadequate or unequal wages within our operations and extended supply chain. Discrepancies in pay (within our operations and the extended supply chain) can arise due to gender, ethnicity, or other discriminatory factors, and may also result from failure to adjust wages to meet living costs in certain regions. We aim to provide all our employees a fair compensation that reflects their valuable contribution and complies with living wage standards.
Risk #4	Land, Air, Water & Waste Pollutants
Risk Description	Stellantis faces the risk of environmental impact from its own operations through the emission of pollutants into land, air, and water, as well as the generation of waste. This risk is heightened by increasing regulatory requirements and stakeholder expectations around environmental sustainability and the ecological footprint of manufacturing processes.
Risk #5	Harassment / Retaliation
Risk Description	At Stellantis, our diverse and expansive workforce, encompassing a variety of cultural backgrounds and operational roles, can inadvertently increase the likelihood of misunderstandings that may escalate into harassment or retaliation. The diversity that strengthens our team also brings challenges in ensuring that all employees share a common understanding of acceptable behavior.
Risk #6	Compliance with Human Rights Regulations
Risk Description	Due to our expansive geographical presence, and the consequent diversity of laws and standards across our operational footprint, the risk of non-compliance, due to oversight or the evolving nature of regulations, is heightened and must be addressed proactively.