

# **SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR PEUGEOT MOTOR COMPANY PLC, CITROËN U.K. LIMITED AND PEUGEOT CITROËN AUTOMOBILES UK LIMITED (THE “COMPANY”) FOR THE FINANCIAL YEAR ENDING ON 31 DECEMBER 2024**

## **OPENING STATEMENT FROM SENIOR MANAGEMENT**

The Company is a subsidiary of Stellantis, a global automaker and mobility provider engaged in designing, engineering, manufacturing, distributing and selling vehicles and components worldwide. General information on Stellantis can be found at the [Stellantis Group website](#).

The Company is committed to preventing acts of modern slavery and human trafficking from occurring within its business and expects the same high standards of its suppliers.

In February 2025, Stellantis published the 2024 Sustainability Statement in accordance with the European Sustainability Reporting Standards (ESRS) as adopted by the European Commission and additional requirements of the EU’s Corporate Sustainability Reporting Directive (CSRD). The Sustainability Statement can be found here: [Stellantis NV 2024.12.31 Annual Report and Form 20-F](#). The Company supports and implements the policies contained in this Statement, including the Stellantis Human Rights Policy, which includes key commitments against the use of all forms of child labour, forced labour, modern slavery and human trafficking.

The Company, implementing the policy of Stellantis, considers collaboration with the supply chain an integral part of its success. The selection of suppliers by Stellantis is based not only on the quality and competitiveness of their products and services, but also on their adherence and commitment to social, ethical and environmental principles that are set out in the [Stellantis’ Global Responsible Purchasing Guidelines](#). Stellantis works directly with a wide range of suppliers, currently more than 2,000 direct materials suppliers globally.

## **STRUCTURE OF THE ORGANISATION**

Stellantis has a global commitment to upholding human rights, labour rights, and fair working conditions. It includes strict prohibitions against child labour, support for freedom of association, and safeguards to prevent complicity in human rights abuses. To ensure proper attention to the oversight and governance of the Human Rights Policy, Stellantis formed a Human Rights Committee and designated a Chief Human Rights Officer in April 2023. The Human Rights Committee reports to the Stellantis’ Global Ethics and Compliance Committee, which in turn is overseen by the Audit Committee and ESG Committee of the Stellantis Board of Directors.

## **POLICIES**

The following Stellantis policies apply globally:

- Code of Conduct (which applies to all Stellantis employees and contractors) - [Stellantis CoC\\_EN.pdf](#) (the “Code”)
- [Human-Rights-Policy-EN.pdf](#)
- [Global Responsible Purchasing Guidelines \(stellantis.com\) ‘GRPG’](#)

The Code expresses the basic values of Stellantis, which include principles for protecting our workforce, conducting business, interacting with external parties, and managing our assets and information. The Code applies to our workforce, which includes all individuals who work for Stellantis anywhere in the world, including its officers and the members of its Board of

Directors. The Code communicates the Company's expectations that our stakeholders, including suppliers, dealers, distributors, and joint venture partners, will act with integrity and in accordance with our Code.

The Human Rights Policy reflects an approach to human rights principles that is designed to be consistent with the spirit and intent of the United Nations Guiding Principles, the United Nations Universal Declaration of Human Rights, the United Nations Sustainable Development Goals, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), the United Nations Guiding Principles on Business and Human Rights and the Modern Slavery Act 2015, and the United Nation's International Bill of Human Rights (collectively, the "Fundamental Human Rights Documents").

The Global Responsible Purchasing Guidelines set out Stellantis' firm commitment to act in a socially responsible manner in line with the Code and the Human Rights Policy. As suppliers are critical links in the chain of responsibility, Stellantis requires all suppliers to be vigilant for sustainability risks, e.g., as set forth in the GRPG, within their own operations as well as in their supply chain and therefore requires all suppliers to meet the sustainability commitments set out in its GRPG. As part of an ongoing process, parties seeking to become Stellantis suppliers or to extend their status as suppliers, are required to adhere to the Guidelines. The Fundamental Human Rights Documents are the framework underlying the Responsible Purchasing Guidelines, highlighting the health and safety of its workforce, the prohibition of human rights violations such as child labour and forced labour, and compliance with conflict minerals and environmental protection regulations, among others. Stellantis views this framework as essential in its transition to a more sustainable future.

Stellantis renewed PSA's membership of the UN Global Compact in 2021, 2022, 2023 and 2024 cementing its alignment with the principles of the Universal Declaration of Human Rights, the Declaration on Fundamental Principles and Rights at Work and the United Nations Convention against Corruption. Stellantis intends to renew membership again in 2025.

## **MONITORING AND VIGILANCE**

Stellantis has various processes to support the adequate deployment of its policies.

One such control is the Stellantis Vigilance Plan described in its 2024 Sustainability Statement.

Another control is to deploy due diligence and auditing processes at supplier sites, including those conducted by third party auditors. Stellantis has on-site audit programs at the supplier base, that follow a risk management approach that flags higher risk suppliers for audits. These audits are managed by independent external service providers who utilize local auditors that speak the language of the audited site and have a thorough knowledge of the applicable local laws, regulations, and practices. The audits provide a snapshot of how the supplier is performing in terms of Stellantis' policies and the local statutes and regulations. The external auditor creates an audit report for each audit and each noncompliance grade requires corrective action plans. If no satisfactory solution can be found to a critical or core noncompliance ratings, a disengagement plan may be put in place after consultation with internal individuals affected by the decision. If necessary, an audit may be conducted to verify that action plans were implemented.

Stellantis also has a scoring program that evaluates Tier 1 suppliers based on a wide variety of corporate social responsibility criteria, including labour standards and commitments.

To gain more visibility into our supply chain, Stellantis uses Resilinc, a third-party supply chain risk-mapping service. The tool monitors a wide variety of global events with the potential to impact supply chains and pushes automated notifications of such events to both Stellantis' Compliance and Global Purchasing. Coverage includes child labour, underage labour, slave labour, forced labour, criminal violations, human trafficking, poor labour conditions, and other violations.

As a further safeguard, suppliers and their production plants are also expected to be IATF 16949-certified. The IATF standard meets the growing expectations of markets and governments in relation to ethical business practices. It incorporates changes and complexities specific to the automotive sector, such as requirements for onboarding software, and strengthening product traceability in accordance with regulatory changes. Stellantis has added additional specific requirements for this certification. These additions include adherence to the Global Responsible Purchasing Guidelines, and they contain specific corporate social responsibility advice and actions required of suppliers. IATF conducts audits to ensure compliance with these specific requirements.

Finally, the Integrity Helpline, the Stellantis' tool for reporting concerns regarding violations of the Code is available to the Company's workforce and the public at large at [Ethics Point - Stellantis](#) by phone or web, on a 24/7 basis. The Company's workforce receives appropriate training and guidance in reporting concerns through this channel, anonymously if desired. Each report is reviewed and when appropriate, triggers an internal investigation. The investigations are conducted with neutrality and respect by trained investigators to check and verify the facts. Behaviours that, after investigation, are concluded to violate the Code can be subject to disciplinary measures that are proportional to the seriousness of the offense.

## **EFFECTIVENESS AND KPIS**

Stellantis uses key performance indicators (KPIs) to measure performance relevant to modern slavery prevention. These are set out in detail in the 2024 Sustainability Statement, see the Social Sustainability section.

Stellantis uses EcoVadis assessments and engage SGS and RCS Global to conduct audits and provide independent reviews of our businesses and supply chains.

## **TRAINING**

The Company is part of Stellantis which invests in educating staff and suppliers to recognise the risks of modern slavery and human trafficking in our business and supply chains. At Stellantis, human rights training is mandatory for all salaried employees, reflecting our unwavering dedication to human dignity and equality in the workplace.

Through our training programs, employees and suppliers are encouraged to identify and report any potential breaches of our policies and are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains. All employees are required to comply with the Code.

## **FURTHER ACTIONS AND SIGN-OFF**

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, the Company supports the commitment of Stellantis, and the actions listed in the 2024 Sustainability Statement applicable to Human rights in the supply chain and including tackling slavery and human trafficking.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of Peugeot Motor Company plc, Citroën U.K. Limited and Peugeot Citroën Automobiles UK Limited for the financial year commencing 1 January 2024 and ending 31 December 2024.

This statement was approved by the Board of Directors for Peugeot Motor Company plc, Citroën U.K. Limited and Peugeot Citroën Automobiles UK Limited on 11 April 2025.

Signature:

A handwritten signature in black ink, appearing to be 'E. Druce', with a long horizontal line extending to the right.

**Eurig Druce**  
**Managing Director**  
**Stellantis UK Limited**  
**Date: 11 April 2025**