



## Stellantis Free, Prior and Informed Consent Policy

Version V1

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Document owner: Stellantis Human Rights Office

We endorse, among other declarations, the United Nations (“UN”) declaration on human rights and the International Labor Organization declaration on fundamental principles and rights at work. We expect our workforce to be respectful in all their professional interactions with co-workers, customers, visitors and other business partners. Appropriate discipline will be taken whenever a violation occurs.

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## 1. Purpose

Consistent with applicable laws and internationally recognized principles, and our core values of ethics and integrity, we acknowledge the rights of Indigenous Peoples to give or withhold their consent to activities that may affect their lands, territories, and resources (“Free, Prior and Informed Consent” or “FPIC”).

## 2. Scope

FPIC is derived from the right to self-determination of Indigenous Peoples. We recognize the fundamental significance of land, territory, and natural resource rights in the protection of Indigenous Peoples. The observance of these rights prevents the improper displacement of Indigenous Peoples and preserves their role in their communities. Accordingly, we support the principle that Indigenous Peoples should be appropriately informed and consulted before they are asked to consent to land use agreements that may affect their legal rights.

## 3. Principles

For purposes of this Policy, Indigenous Peoples means a group of people that:

- self-identify as Indigenous and in some cases are recognized by State or government authorities.
- exhibit cultural distinctiveness handed down through generations, such as language, social organization, religious or spiritual values, laws, and institutions that predates colonial systems.

Our FPIC policy recognizes that Indigenous Peoples have experienced or are experiencing marginalization, dispossession, exclusion, or discrimination, and seeks to align with internationally recognized principles for their protection, such as the International Labor Organization (ILO) Convention 169, The Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the UN Declaration on the Rights of Indigenous Peoples.

This FPIC policy outlines our commitment to apply FPIC principles in relevant decision-making processes, particularly in the areas of land acquisition and natural resource extraction, emphasizing our direct operations, and encouraging similar practices from our business partners.

## 4. Multiple Beneficial Effects

The protection of Indigenous Peoples' rights aligns with our core values of ethics and integrity, and our fundamental commitment to social responsibility. We believe, however, that the implementation of our FPIC policy also serves to reduce the potential for conflicts and legal disputes, fostering trust, positive relationships, and long-term operational stability in the communities where we are present.

## 5. Implementation Methodology

1. Scope: This FPIC policy applies to the direct activities and operations of Stellantis that may impact Indigenous lands, territories, and resources, as well as to our efforts to encourage other relevant stakeholders throughout our supply chain to adopt similar principles.
2. Stakeholder Engagement: For projects within the scope of this Policy, Stellantis personnel in strategic functional areas, such as Real Estate, Mergers & Acquisitions, Sustainable Raw Materials, Business Development and Global Purchasing and Supply Chain, are directed to:
  - a. establish processes to identify the relevant Indigenous Peoples who may be affected by proposed or ongoing activities or projects. *E.g., business transaction involving stakes in mines, raw material extraction, real estate acquisitions, etc.*
  - b. conduct meaningful consultations with such Indigenous Peoples, providing reasonable opportunities for dialogue, feedback, and discussion, and proper evaluation of the concerns of all parties.
  - c. work collaboratively with such Indigenous Peoples, addressing concerns, considering mitigation ideas, exploring potential benefits or opportunities. *In circumstances where consent previously given is revoked, document the negotiation process. E.g., support communities with reliable, long-term commitment support; source minerals and materials from trusted and socially and environmentally responsible suppliers, etc.*
  - d. document engagement activities, outcomes of consultations, agreements reached, and any conditions or commitments made.
  - e. implement agreed-upon measures.
  - f. continuously improve our FPIC processes based on feedback, lessons learned, and best practices.
  - g. cascade the foregoing principles throughout our supply chain, using the Stellantis Global Reasonable Purchasing Guidelines, which Tier 1 suppliers are required to sign prior to new business awards.

## 6. Governance

Human Rights Compliance is responsible for the design and implementation of this FPIC policy, reporting to the Ethics and Compliance Committee (ECC) and the ESG Committee of the Board. The Owner shall review this FPIC policy no less than once a year. The FPIC policy may be amended at any time, by approval of [the ECC, ESG].

## 7. Compliance Responsibility

The OWNER will designate personnel to oversee FPIC processes and provide training and guidance.

## 8. Version history

Version	Approval	Description
V1	August 01 <sup>st</sup> , 2024	Initial version