

October 20, 2021

Rose Marcario
Chair, Planet and Policy Committee
Board of Directors
Rivian Automotive Inc.
15770 Laguna Canyon Road
Irvine, CA 92618

Dear Ms. Marcario,

As Rivian Automotive Inc. (Rivian) finalizes its initial public offering, we call on you to commit to a rigorous human rights assessment of Rivian and its value chain before finalizing your initial registration form for new securities, the SEC form S-1 (S-1). Electrification of the transportation sector is a cornerstone of efforts to decarbonize the global economy and avoid the worst effects of climate change. The rapid growth of the electric vehicle sector has been accompanied, however, by widespread concerns regarding negative social and environmental impacts, particularly in the electric battery supply chain.

Batteries are the most valuable components of your vehicles and vital to your business success. Failure to address potential human rights abuses and environmental harms associated with the battery life cycle exposes Rivian to significant regulatory, litigation and reputational risks.

As part of its human rights and environmental due diligence, Rivian should:

- Adopt policies and procedures to identify, assess, prevent and mitigate human rights and labor rights risks and environmental impacts throughout its value and supply chain. The policy and implementation should be based on the UN Guiding Principles for Business and Human Rights (UN Guiding Principles) and the OECD Guidelines for Multinational Enterprises (OECD Guidelines).
- Publicly support a moratorium on deep seabed mining.
- Adopt an explicit policy commitment to not source minerals from the deep seabed, to exclude such minerals from its supply chains, and to not finance deep seabed mining activities.
- Designate an independent Board Committee with responsibility for oversight of human rights due diligence.
- Throughout the human rights due diligence process, meaningfully engage with actual and potentially affected stakeholders or their appointed representatives.
- Report at least annually to investors and other stakeholders on human rights due diligence and risk mitigation.

While membership in multi-stakeholder efforts and industry collaborations to develop standards and share best practices can provide Rivian with useful resources and tools, we do not consider such memberships alone to be a substitute for the specific steps we have outlined above.

The SOC Investment Group works with pension funds sponsored by unions affiliated with the Strategic Organizing Center, a coalition of four unions representing more than four million members, to enhance

long-term shareholder value through active ownership. These funds have over \$250 billion in assets under management.

Widely accepted international standards require companies to uphold human rights and to conduct human rights due diligence that includes environmental concerns.

Investor networks like the PRI consider the successful implementation of the UN Guiding Principles as the bedrock for the companies to signal their support for human rights. Human rights due diligence includes environmental risks and labor rights, such as freedom of association and collective bargaining. Cobalt, conflict minerals, steel, lithium, rubber, mica, nickel, aluminum, copper, manganese, and electronics used in the electric vehicle value chain have been associated with child labor, forced labor, dangerous working conditions, and environmental degradation. Legislation passed by the US Senate prohibits goods made with forced labor by Chinese Uyghurs from entering the US market. Laws in Germany, France, the UK, and California impose corporate responsibility for supply chain human rights abuses. A forthcoming legislative proposal is expected from the European Commission (EC) mandating human rights and environmental supply chain due diligence. Regulation proposed by the EC to ensure that batteries placed in the EU market are sustainable and safe throughout their entire life cycle also contains due diligence articles covering the previously mentioned battery metal value chains.

Many of these laws and regulations have been inspired by the UN Guiding Principles, which, together with the OECD Guidelines, have become the established standards that offer clear frameworks for governance, policy, and processes for both issuers and investors. Moreover, influential stakeholders have joined together in advocating for climate solutions and respect for human rights. Earlier this year, 70 civil society groups from around the world issued “Powering Change: Principles for Businesses and Governments in the Battery Value Chain,” demanding that companies in the battery value chain conduct human rights and environmental due diligence. These groups agree with scientists and governments that mining deep-sea minerals to meet the demand for electric batteries envisioned by a green transition risks irreversible harm to marine biodiversity and ecosystems. A motion calling for a moratorium on deep-sea mining has been adopted by the International Union for Conservation of Nature World Congress, following the European Parliament’s similar vote and request to the European Commission and EU member states to join in adopting a moratorium.

Investors expect companies to address human rights risks.

Over 100 global investors representing \$5 trillion in assets under management have signed “The Investor Case for Mandated Human Rights Due Diligence.” A group of 208 global investors representing \$5.8 trillion in assets under management signed the “Investor Statement Calling on Companies to Improve Performance on the Corporate Human Rights Benchmark,” which was sent to 106 companies scoring zero on all the human rights due diligence indicators in the 2020 Corporate Human Rights Benchmark. This month, 94 investors representing \$6 trillion in assets under management voiced support for the “Investor Statement in Support of Mandated Human Rights and Environmental Due Diligence in the European Union.” BlackRock, the world’s largest asset manager, explicitly requires companies in which it is invested “to implement processes to identify, manage, and prevent adverse human rights impacts that are material to their business, and provide robust disclosures on these practices.”¹

Rivian's human rights due diligence is essential to support necessary public investment in the electric vehicle sector.

The creation of good jobs that will support a just transition to a low carbon economy has been a focus of the Biden Administration and the US Congress in consideration of the bi-partisan Infrastructure Investment and Jobs Act. The legislation would fund a significant expansion of charging station networks, which is critical for electronic vehicle demand.

Failure to protect human rights also threatens Rivian's brand value. In a 2021 poll by JUST Capital, Americans ranked a corporation's ability to "be transparent about their efforts to address child labor, forced labor, and other abuses of people in their supply chains, and to require suppliers to uphold basic human rights standards" as the second highest priority for a company.²

Major automotive companies investing in electric vehicle manufacture, such as Ford and Daimler, have made commitments to mitigate human rights and environmental impacts consistent with the UN Guiding Principles. Volvo and BMW have signed the "Business Statement Supporting a Moratorium on Deep Seabed Mining." We call on Rivian to provide full transparency concerning our request and to be an industry leader in meeting its human rights and environmental due diligence responsibilities.

We urge the Board to consider these recommendations as Rivian prepares to become a publicly traded company and look forward to hearing back from you regarding our concerns by November 3, 2021. Please do not hesitate to contact my colleague Cynthia Simon at csimon@socinvestmentgroup.com with any questions concerning this letter.

Sincerely,



Dieter Waizenegger
Executive Director

Cc: Neil M. Sitron, General Counsel

¹ BlackRock Investment Stewardship, "Our approach to engagement with companies on their human rights impacts", March 2021, available at <https://www.blackrock.com/corporate/literature/publication/blk-commentary-engagement-on-human-rights.pdf>

² JUST Capital, "Chart of the Week: Companies That Provide Human Rights Disclosure Outperform Those That Don't", May 20, 2021, accessed September 8, 2021, <https://justcapital.com/news/chart-of-the-week-companies-that-provide-human-rights-disclosure-outperform-those-that-dont/>.