



## HUMAN RIGHTS POLICY

Approved by the Board of Directors on April 6, 2021

Respect for human rights is a fundamental value of Sunrun and core to our mission to create a planet run by the sun. We are passionate about humanity and our human-centered value drives our commitment to support and improve our communities by electrifying our customers' energy needs and retiring polluting devices and fuels.

The impact of our work will forever alter the world. All human beings depend on the environment in which we live. A safe, clean, healthy and sustainable environment is integral to the full enjoyment of a wide range of human rights, including the rights to life, health, food, water and sanitation. Without a healthy environment, we are unable to fulfil our aspirations. We may not have access to even the minimum standards of human dignity.

While governments have a duty to protect human rights, Sunrun recognizes that private companies also have a role to play. This policy codifies our commitment to human rights and the steps we take to help realize this vision, guided by international human rights principles articulated in the International Bill of Human Rights and the International Labour Organization's ("ILO") Declaration on Fundamental Principles and Rights at Work.

**Our Commitment.** Sunrun's commitment to promoting human rights includes the key areas of impact described in further detail below: (1) protection of the environment; (2) maintaining high labor standards; and (3) operating ethically and with integrity.

### **Key Areas of Impact.**

- **Protection of the Environment.** We believe that climate change is a fundamental human rights issue, as the devastating impacts of climate change not only impact our planet, but also our lives, well being, housing, and food and water security. Because climate change presents an existential threat, particularly to the most vulnerable populations around the world, we believe that building clean energy systems and protecting our environment are vital to building healthy and vibrant communities. Sunrun is committed to mitigating the impacts of anthropogenic climate change and have aligned our business with The United Nations' Sustainable Development Goals (UN SDGs). This set of 17 goals is designed as a "blueprint to achieve a better and more sustainable future for all" by eradicating poverty, eliminating inequalities, and spurring the creation of a sustainable and resilient global society.
- **Maintaining High Labor Standards.** At Sunrun we strive to foster safe, inclusive, and respectful workplaces, free of discrimination and harassment. We implement our commitments through our Code of Business Conduct, which includes provisions prohibiting harassment and discrimination, as well as through other internal policies, initiatives, procedures and trainings.
  - **Valuing Diversity and Inclusion.** We believe that having a diverse workforce and an inclusive workplace better positions us to serve our diverse customers. We seek to attract, develop, advance and retain the best diverse talent and focus on hiring underrepresented groups across all functions and managerial levels. Sunrun is an equal opportunity employer.
  - **Child Labor.** Sunrun does not tolerate the use of underage labor and will not knowingly work with vendors that utilize underage workers. As set forth in our Vendor Code of Conduct, Sunrun expects its vendors to comply with all age-related working restrictions as set by local law and adhere to international standards as defined by the ILO regarding age appropriate work.

- **Minimum Wage, Hours, Benefits, and Accommodations.** We are committed to paying a living wage and compensating our employees competitively with respect to the industry and local labor market. We operate in full compliance with applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Working hours for our employees are limited to what is permitted by local laws. We provide reasonable accommodations for qualified persons based on disabilities, religious beliefs, and pregnancy/childbirth (and related conditions).
- **Workplace Health and Safety.** Ensuring the safety of Sunrunners, our customers, and local communities is Sunrun's top priority. We manage our facilities and conduct our operations in a manner intended to provide a healthy and safe workplace for our employees, customers, contractors, business partners, and others by minimizing the risk of accidents, injury and health hazards. We engage with employees to improve health and safety in our workplaces.
- **Operating Ethically and with Integrity.** Sunrun's commitment to human rights reflects our core value to act ethically and with integrity. We implement our commitments through our Code of Business Conduct and our Vendor Code of Conduct and enforce it through audits, investigation of allegations of misconduct, and through appropriate remedial actions. We take very seriously any issues with human rights or other aspects of labor practices in our supply chain.

**Governance & Oversight.** While human rights are the responsibility of all of us at Sunrun, executive oversight and responsibility for the implementation of this policy rests with our ESG Executive Management Committee. The Committee periodically reviews and evaluates company initiatives, policies, and practices related to environmental, social and governance issues and impacts to support the sustainable growth of Sunrun's business. The Nominating and Corporate Governance Committee of the Sunrun Board of Directors oversees implementation of this policy at the board level.

#### **Implementation.**

- This Human Rights Policy applies to Sunrun Inc. and all affiliates and subsidiaries. Sunrun expects our personnel and business partners to adhere to this Human Rights Policy and urge our vendors and other relevant parties to adopt similar policies within their own businesses.
- We use due diligence and auditing procedures as a means to identify, prevent, mitigate, and remediate human rights risks and actual impacts to people in our business and value chain.
- Sunrun leverages this Human Rights Policy, the Code of Business Conduct, the Vendor Code of Conduct, and other internal operational policies and procedures, to ensure that our values and commitments are communicated, operationalized and embedded at every level throughout the company.
- We track key actions and report on our progress in our annual Impact Report.

**Sunrun's Integrity Reporting.** Sunrun maintains an Open Door Policy. Any employee who has questions about this policy, or would like to report a potential violation, should raise those questions or concerns promptly with their manager, Human Resources, the Safety Department, or the Legal Department.

Employees can also report suspected policy violations anonymously through our confidential internet website **[sunrun.ethicspoint.com](https://sunrun.ethicspoint.com)**, or by calling or emailing:

Call: 855-477-8862

Email: [Integrity@Sunrun.com](mailto:Integrity@Sunrun.com)

We welcome your feedback and assistance in maintaining our commitment to this policy. No reprisal or retaliatory action will be taken against any employee for raising good faith concerns. Sunrun will promptly investigate, address and respond to the concerns of employees and will take appropriate corrective action in response to any violation.