



Human Rights Policy

©October 2024 Sunrun



Human Rights Policy

Introduction

Respect for human rights is a fundamental value at Sunrun and core to our mission to connect people to the cleanest energy on earth. Sunrun is passionate about people and committed to supporting, empowering, and improving communities by electrifying its customers' energy needs and transitioning to a clean energy future.

Every human being depends on the environment and a safe, clean, healthy, and sustainable environment is essential for the full enjoyment of an individual's human rights, including the right to life, health, food, water, and sanitation. Without a thriving, sustainable environment, people may not have access to even the minimum standards of human dignity or the ability to fulfill their aspirations.

Our Commitment

This policy certifies Sunrun's commitment to respecting and protecting human rights as articulated in the United Nations' ("UN") Universal Declaration of Human Rights. In carrying out its commitment to the protection of human rights, Sunrun is guided by the principles and standards as set forth in the UN Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development ("OECD") Guidelines for Multinational Enterprises regarding the protection of human rights, the International Labor Organization's ("ILO") Declaration on Fundamental Principles and Rights at Work, and the UN Global Compact. Sunrun's commitment focuses on three key areas of impact as 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

Sunrun believes that climate change is a fundamental human rights issue, as the devastating impacts of climate change not only impact the planet, but also people's lives, wellbeing, housing, and food and water security. Because climate change presents an existential threat, particularly to the most vulnerable populations around the world, Sunrun believes that building clean energy systems and protecting the environment are vital to building healthy and vibrant communities. Sunrun is committed to mitigating the impacts of anthropogenic climate change and has aligned its business practices and long-term goals with The United Nations' Sustainable Development Goals ("UN SDGs"). These seventeen (17) goals provide 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

Sunrun is committed to fostering a safe, diverse, fair, and equitable workplace, free of discrimination, harassment, and disrespectful conduct of any kind. The Company's commitment is codified in the Code of Business Conduct, which includes provisions prohibiting harassment and discrimination as well as through other internal policies, initiatives, procedures, and required anti-harassment and anti-discrimination training for our employees.

Key Areas of Impact

Maintaining High Labor Standards

Valuing Diversity and Inclusion

Sunrun is an equal opportunity employer and prohibits discrimination based on race, color, religion, sex, national origin, age, disability, veteran status, pregnancy, sexual orientation, gender identity or expression, or any other reason prohibited by applicable law. Sunrun believes that having a diverse workforce and an inclusive workplace better positions the company to serve its diverse customer base. Sunrun seeks to attract, develop, advance, and retain the best diverse talent reflective of its customers and the communities its employees work and live in, across all functions and managerial levels.

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 the 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.

Slavery, Human Trafficking, and Involuntary Labor

Sunrun will not use any form of slavery, human trafficking, or involuntary labor. As set forth in the Vendor Code of Conduct, vendors must not use forced labor — slave, prison, indentured, bonded, or otherwise — and Sunrun will not knowingly work with vendors who engage in these practices or permit their subcontractors to engage in these practices. All work performed by Sunrun employees and its contractors must be voluntary, and workers must be free to leave work and terminate their employment or other work status with reasonable notice.

Responsible and Ethical Sourcing

Responsible and Ethical Sourcing. Sunrun conducts due diligence on its vendors and suppliers to ensure that its supply chain is free from compulsory labor, human trafficking, and child labor; and that its materials are sourced and processed responsibly, free of conflict minerals, and in accordance with applicable laws.

Minimum Wage, Hours, Benefits, and Accommodations

Sunrun is committed to paying a living wage and compensating employees competitively with respect to the industry and local labor markets. Sunrun operates in full compliance with applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. Working hours for employees is limited to what is permitted by local laws. Sunrun provides reasonable accommodations for its employees based on disabilities, religious beliefs, pregnancy/childbirth, and other related conditions.

Workplace Health and Safety

At Sunrun, we start with safety. Ensuring the safety of its employees, customers, and local communities is Sunrun's top priority. Sunrun manages its facilities and conducts its business operations in a manner intended to provide a healthy and safe workplace for its employees, customers, contractors, business partners, and others. Sunrun regularly trains and engages with employees to minimize the risk of accidents, injury, and health hazards in the workplace.

Operating Ethically and with Integrity

Sunrun is committed to conducting its business in accordance with the highest ethical standards and in compliance with applicable laws, rules and regulations. This commitment is codified in the Code of Business Conduct and Ethics and the Vendor Code of Conduct and enforced through audits, investigations into allegations of misconduct, and appropriate remedial actions. Sunrun takes all human rights and labor practice issues very seriously. Employees, vendors, contractors and business partners are expected to act ethically and with integrity, which includes speaking up or reporting potential violations.

Governance & Oversight

While human rights are the responsibility of all employees of Sunrun, executive oversight and responsibility for the implementation of this policy rests with the ESG Executive Management Committee. The Committee periodically reviews and evaluates company initiatives, policies, and practices related to environmental, social and governance issues and their potential impact(s) on the sustainable growth of Sunrun's business. The Nominating, Governance, and Sustainability Committee of the board of directors oversees the implementation of this Human Rights Policy.

Implementation

- This Human Rights Policy applies to Sunrun, Inc. and all affiliates and subsidiaries. Sunrun expects its employees, business partners, suppliers and vendors to adhere to this Human Rights Policy and the principles articulated herein, including the UN Guiding Principles on Business and Human Rights, and urges all vendors and other relevant parties to adopt similar policies within their businesses.
- Sunrun performs due diligence and internal audits as a means to identify, prevent, mitigate, and remediate potential human rights risks and 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 also track our impact goals and report on our progress in our annual ESG Impact Report.

Sunrun's Integrity Reporting

Sunrun employees or concerned parties are responsible for reporting promptly if they believe that a Sunrun policy or the law has been violated, or believe that certain behavior or actions could negatively impact Sunrun's reputation. 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, the People Team, the Safety Department, or the Legal Department.

Ethics Hotline

(855) 477-8862
www.sunrun.ethicspoint.com

Mailing Address

Sunrun Inc.,
Attn: Chief Legal Officer
600 California St, Suite 1800
San Francisco, CA 94108

Email

integrity@sunrun.com

Sunrun welcomes your feedback and assistance in maintaining its commitment to this policy. No reprisal or retaliatory action will be taken against any employee for raising good faith concerns or suspected policy violations. Sunrun will promptly investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any confirmed violation. Officers, directors, employees, consultants, and service providers who violate the laws or regulations governing Sunrun's business, this policy, or any other Sunrun policy may be subject to disciplinary action, including termination.