



Lyft Supplier Code of Conduct

This Supplier Code of Conduct (“Code”) is the foundation for ensuring social and environmental responsibility and ethical conduct throughout Lyft’s supply chain. The Code establishes standards to ensure working conditions are safe, workers are treated with respect and dignity, and business operations are environmentally responsible and conducted ethically. The Code lays out the minimum standards we expect, and applies to all of Lyft’s suppliers of materials, products, or services, including their employees, subcontractors, agents, representatives, next-level Suppliers, and third party consultants (collectively, “Supplier”).

Compliance with Laws

Suppliers, in all of their activities, must operate in full compliance with all applicable laws, rules, and regulations of the countries in which they operate while conducting business with or on behalf of Lyft. Suppliers must also comply with this Code when its requirements are more stringent than local laws or regulations. We expect Suppliers to share Lyft’s commitment to conducting business in a transparent and ethical manner.

Human Rights and Labor

Suppliers shall uphold the human rights of workers, and treat them with dignity and respect as understood by the international community. This applies to all workers, including temporary, migrant, student, and contract workers. Commitments to upholding the human rights of workers include the following:

Non-Discrimination. Providing an environment in which employees are given opportunities to succeed in their roles without fear of prejudice or abuse is essential to Lyft’s values. Suppliers shall not discriminate against any worker in any hiring or employment practice based on age, disability, ethnicity, gender, gender identity, marital status, pregnancy, national origin, political affiliation, race, religion, sexual orientation, union membership, veteran status, or any other status protected by applicable laws.

Humane Treatment. Workers shall not be subject to verbal, physical, sexual or psychological harassment or abuse; nor any other form of mental or physical coercion.

Involuntary Labor. Suppliers will not use any form of forced, indentured, involuntary labor, or slave labor in any part of their organization or supply chain.

Child Labor. Suppliers must comply with all applicable laws regarding child labor. In the absence of such laws, the minimum age for employment will be 15 years of age or the age for completing compulsory education in that country, whichever is higher. Supplier must prohibit workers under the age of 18 from performing hazardous or night work.

Wages & Working Hours. Suppliers must comply with all applicable wage and hour laws, including those relating to minimum wages, overtime hours, and other elements of compensation. Suppliers will not require employees to work more than the maximum number of hours set by local law. All overtime work shall be consensual.

Freedom to Share Grievances. Suppliers shall permit workers to communicate openly and share grievances with management about working conditions without fear of reprisal.

Health and Safety

Suppliers shall conduct its operations in compliance with all applicable health and safety laws and regulations and provide a safe workplace. Additionally, Suppliers shall take proactive measures that



support accident and injury prevention and minimize health risk exposure. Suppliers shall provide workers with reasonably accessible and clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities and cleanly conditions for all worker areas. Supplier shall also establish and implement processes that ensure (i) ergonomics considerations of physically demanding work, (ii) provisions for machine safeguarding, (iii) worker reporting of health and safety incidents and near misses, (iv) investigation of health and safety incidents and near misses, including corrective action plans to mitigate risk, (v) the appropriate training of workers, and including informing them of health and safety risks. Supplier shall manage health and safety risks through a prioritized process of hazard identification, elimination, substitution, engineering controls, administrative controls, and/or personal protective equipment and provide hazard specific EHS Training.

Suppliers shall obtain, keep current, and comply with all applicable health and safety permits, registrations, and reporting requirements. Supplier shall develop and implement emergency plans and response procedures that will minimize harm to life, environment, and property.

Environmental

Suppliers shall comply with all applicable laws and regulations relating to the protection of the environment or natural resources, pollution, the release of any materials into the environment, and hazardous substances or wastes. Supplier will obtain, keep current, and comply with all required environmental permits, approvals, and registrations, including all operational and reporting requirements.

Suppliers shall take a proactive approach to reducing environmental and natural resource impacts in all areas of its business. This shall include the establishment and adherence of processes that ensure, consistent with applicable law, the (i) proper identification, management, disposal, and minimization of all waste, including hazardous wastes, (ii) recycling of waste, including hazardous wastes, where available, and (iii) identification, monitoring, control, treatment, and minimization of air emissions (including greenhouse gas emissions) and wastewater discharges, including stormwater discharges. In addition, Suppliers shall (i) work to reduce or eliminate waste of all types, (ii) routinely monitor the effectiveness of all wastewater treatment systems and air emission control equipment (iii) ensure the efficient use of raw materials, water, and energy resources, (iv) track, document, and report greenhouse gas emissions at the facility and/or corporate level, including to reporting organizations as specified by Lyft, and (v) look for cost-effective methods to improve energy efficiency and reduce greenhouse gas emissions. Subject to the notification requirements set forth under "Right to Audit and Investigations" below, Suppliers shall be subject to environmental audits conducted by Lyft to assess (i) Supplier's environmental management system, including Supplier's approach to inventorying and managing sources of air pollution, water pollution, and hazardous waste consistent with applicable law, and (ii) Supplier's efforts to proactively reduce its environmental and natural resource impacts under this Code.

Ethics

Suppliers shall always act ethically in every aspect of its business, including relationships, practices, sourcing, and operations.

Business Integrity. Suppliers will avoid conflicts of interest, or the appearance thereof and operate honestly and ethically in all business interactions, throughout the supply chain. Suppliers shall prohibit all forms of bribery, corruption, extortion and embezzlement and must comply with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act. Suppliers shall not give anything of



value, directly or indirectly, to any other person or entity with the intent to corruptly obtain improper advantages for itself or Lyft. This prohibition includes, but is not limited to, bribes, gifts, travel or hospitality expenses, and charitable donations. Lyft strives to avoid any situation that could be perceived as bribery and, consequently, we do not tolerate any improper payments, including “facilitation” or “grease payments.”

Counterfeit Materials. Suppliers shall only procure materials directly from OEMs or authorized distributors and representatives.

Disclosure of Information. All of Supplier’s business dealings should be conducted transparently and accurately reflected on Supplier’s business books and records. Information regarding Suppliers labor, health and safety, environmental practices, business activities, structure, financial situation, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

Fair Business, Advertising and Competition. Suppliers should comply with all applicable laws governing fair business, advertising, and competition. Suppliers shall not enter into agreements or take other actions aimed at eliminating or reducing competition, that unreasonably restrict trade, or that are misleading or dishonest.

Protection of Identity and Non-Retaliation. Suppliers shall maintain programs that ensure the confidentiality, anonymity and protection of whistleblowers, unless prohibited by law. Suppliers should have a written process for personnel to raise any concerns without fear of retaliation.

Responsible Sourcing of Minerals. Suppliers is expected to use commercially reasonable efforts to supply commodity metals to Lyft that are “conflict-free” and sourced with methods free of child labor, and should be prepared to certify to such a designation upon request.

Privacy. Suppliers must protect the reasonable privacy expectations related to personal information of everyone with whom it does business, including suppliers, customers, consumers and employees / workers. Suppliers are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

Insider Trading. Suppliers may obtain access to material, non-public information about Lyft and other companies with which it does business. Suppliers shall not buy or sell any securities based on such material, non-public information, including but not limited to securities of Lyft itself.

Intellectual Property

Suppliers will respect intellectual property rights, protect confidential information, and comply with applicable privacy laws. Suppliers must protect Lyft’s intellectual property, including its copyrights, patents, trademarks, and trade secrets, and the intellectual property rights of all parties. Suppliers agree that all data stored or transmitted through Lyft’s equipment is Lyft’s property.



Right to Audit and Investigations

Lyft maintains the right to engage in any onsite or remote audit directly or through a third party to verify that any or all sections of the Code are met. Lyft will provide at least 48 hours notice before conducting an audit. In addition, at Lyft's request, Suppliers shall participate in audits and investigations related to potential violations of this Code, including by permitting Lyft to speak with Supplier's employees and by providing Lyft with relevant documents.

Suppliers shall disclose EHS records upon request from Lyft.

Reporting Obligations

Suppliers must promptly inform Lyft if it violates this Code or believes other people, including Lyft employees, have violated this code. Suppliers reporting violations of this code are encouraged to include a corrective action plan for timely remedying such violations, along with an estimated date for completion of any such plan. Violations of this Code may also be reported anonymously through Lyft's Hotline 1-800-791-6379.