



UK Modern Slavery Act Transparency Statement

This statement is made on behalf of Tesla, Inc. and its subsidiaries (“[Tesla](#)”). We are publishing this statement under the UK Modern Slavery Act 2015 as a demonstration of our commitment to anti-slavery practices and an affirmation of the values we hold and adopt across our business.

Our commitment

At [Tesla](#), we are committed to ensuring that the way we conduct our business and dealings with our suppliers reflects our values and our belief that everyone should be treated with dignity and respect. Tesla is committed to ensuring that our suppliers do not use slave or child labour or engage in human trafficking. We do not, and will not, tolerate the use of slave or child labour in the manufacture of our products and do not, and will not, accept products or services from suppliers that engage in human trafficking in any form. Human trafficking, slavery and child labour are crimes under state, federal and international law, but these crimes unfortunately continue to exist in countries throughout the world. Our commitment is summarized in the [Tesla Supplier Code of Conduct](#), and we continue to work to ensure that our suppliers uphold the principles in this statement.

Our organisational structure and our business

Tesla's [mission](#) is to accelerate the world's transition to sustainable energy. We design, develop, manufacture and sell high-performance fully electric vehicles, [energy storage systems](#) and [solar energy systems](#), as well as install, operate and maintain [solar](#) and [energy storage products](#). We have established our own network of [electric vehicle sales](#) and [service centres](#) and [Supercharger](#) stations globally. We have operationally structured our business in a manner that we believe will enable us to rapidly develop and launch advanced electric vehicles and technologies.

Tesla is [headquartered](#) in California, USA. We also have subsidiaries and operations around the world, including in the [United Kingdom](#).

Our employees and those who work for our suppliers

At Tesla, we [hire](#) the world's best and brightest people to help us achieve our mission and so people are one of our key focuses and main priorities. We are committed to creating safe and secure workplaces and working environments.

All recruitment procedures comply with the relevant local regulations and standards; we adopt a fair and equitable approach when scouting for talent; and all wages are compliant with local laws and regulations.

Tesla also advocates freedom of employment, which means all work should be done voluntarily. No employee should be forced to work against their will. Our employees may terminate their employment by giving any required contractual or statutory notice. Child labour and the employment of children below the applicable minimum legal age is strictly forbidden at Tesla.

Tesla maintains a [Human Rights and Conflict Minerals Policy](#) that sets out our approach to this matter and is strictly applied throughout the company and across our supply chain. Tesla employees must also adhere to our [Code of Business Conduct and Ethics](#). Additionally, we expect our suppliers to adhere to our [Supplier Code of](#)

[Conduct](#) and comply with all applicable local and national laws.

Our supply chain

We do not and will not accept human rights abuses in our supply chain. Tesla purchases thousands of parts, which we source globally from hundreds of suppliers. We have developed close relationships with several key suppliers, particularly in the procurement of battery cells and certain other key system parts.

Our complex supply chain is a unique hybrid of traditional automotive and high-tech industries and encompasses suppliers from around the world. Many of our Tier 1 suppliers (*i.e.*, direct suppliers) do not purchase all of their raw materials directly and instead must obtain them from upstream suppliers and sub-suppliers. Therefore, our suppliers are highly dependent on the information provided to them by their respective supply chains. However, all of our suppliers are required to adhere to our [Human Rights and Conflict Minerals Policy](#) and [Supplier Code of Conduct](#) and to provide evidence of the existence of policies that address, amongst other things, social issues.

Our [Supplier Code of Conduct](#) is part of our ongoing efforts to ensure that social and environmental responsibility and ethical conduct exist throughout our supply chain, no matter what industry, region or materials. Annually, we publish a [Conflict Minerals Report](#) (last published on May 28, 2020) with a description of our due diligence efforts related to the sourcing of certain “conflict minerals”, including tantalum, tin, tungsten and gold (known commonly as “3TG”). This report also describes our broader efforts to work with our suppliers to ensure they adhere to our [Human Rights and Conflict Minerals Policy](#) and our [Supplier Code of Conduct](#). Throughout the year, we continue to identify and do business with organisations that conduct their business with principles that are consistent with our policies.

Assessing and managing risk

In order to further ensure suppliers are in compliance with our expectations, our [Supplier Code of Conduct](#) and [Human Rights and Conflict Minerals Policy](#), as well as other applicable legal requirements, Tesla is committed to:

- Continuously evaluating our supply chain to address any risks related to conflict minerals, human trafficking, slavery, and child labour;
- Reviewing suppliers’ practices to ensure their compliance with Tesla’s [Human Rights and Conflict Minerals Policy](#);
- Requiring our Tier 1 suppliers to comply with the applicable laws related to conflict minerals, slavery, child labour, and human trafficking of the country or countries in which they are doing business;
- Disciplining contractors and appropriate parties who fail to meet the requirement of our [Supplier Code of Conduct](#) and [Human Rights and Conflict Minerals Policy](#), including potential termination of contract;
- Ensuring appropriate Tesla employees are aware of issues regarding conflict minerals, human trafficking, child labour and slavery, particularly with respect to mitigating risks within Tesla’s supply chain;
- Investigating if Tesla has a reasonable basis to believe that a supplier may be engaging in human trafficking, slave or child labour, or use of conflict minerals; and
- Transitioning away from purchasing goods or services from any supplier that is believed to be engaging in human trafficking, slave or child labour, or use of conflict minerals if the supplier does not take corrective actions.

In addition to our due diligence efforts with respect to conflict minerals, Tesla has implemented similar measures for other materials that may present a risk in our supply chain. Additional information, particularly on the sourcing of cobalt, can be found within our [second annual Impact Report](#). Our due diligence efforts on

mineral sourcing allow us to engage with suppliers on responsible sourcing issues and to highlight the importance of such issues, including modern slavery, during our sourcing process.

Training

It is important to us that our employees are aware of the issues surrounding modern slavery and that employees who work with suppliers are trained on issues of human trafficking, slavery and child labour, particularly with respect to mitigating risks within our supply chain. Where necessary, we implement appropriate disciplinary action, including potential termination of contract, for those who do not comply with our [Human Rights and Conflict Minerals Policy](#).

This statement is given on behalf of Tesla, Inc. and its subsidiaries for the financial year ending 31 December 2019. It sets out the steps taken during the financial year to prevent modern slavery and human trafficking in our business and supply chains.

By: /s/ Vaibhav Taneja
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Chief Accounting Officer

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