

We move cars. And the world

# Sustainability report 2022

A photograph of a modern building with large glass windows, partially obscured by lush green trees. The scene is captured from a low angle, looking up at the building and the dense foliage. The lighting is bright, suggesting a sunny day, with some shadows cast by the leaves.

Why

# A brighter world

We exist to create a brighter world, shaped by intelligence and sustainability. And to accelerate the transition to an electrified life, bringing smart and purposeful solutions to make life easier for people. And much easier on the world.

## Mission

### Charging Forward

We are always taking steps to stay leaps ahead. Pairing technology and user friendliness to challenge the status quo and break new ground.

## Vision

### A brighter world

We exist to create a brighter world, shaped by intelligence and sustainability. And to accelerate the transition to an electrified life, bringing smart and purposeful solutions to make life easier for people. And much easier on the world.

## Company Values

### Innovation and Design

In order not to lose our competitive edge we can never stop innovate in this fast-growing market. Maintaining our competitive edge in design, digital mindset and innovation is something we work tirelessly on.

### Collaboration

Internally as well as externally, we believe in tight teamwork and growing through integration and partnerships.

### Agility

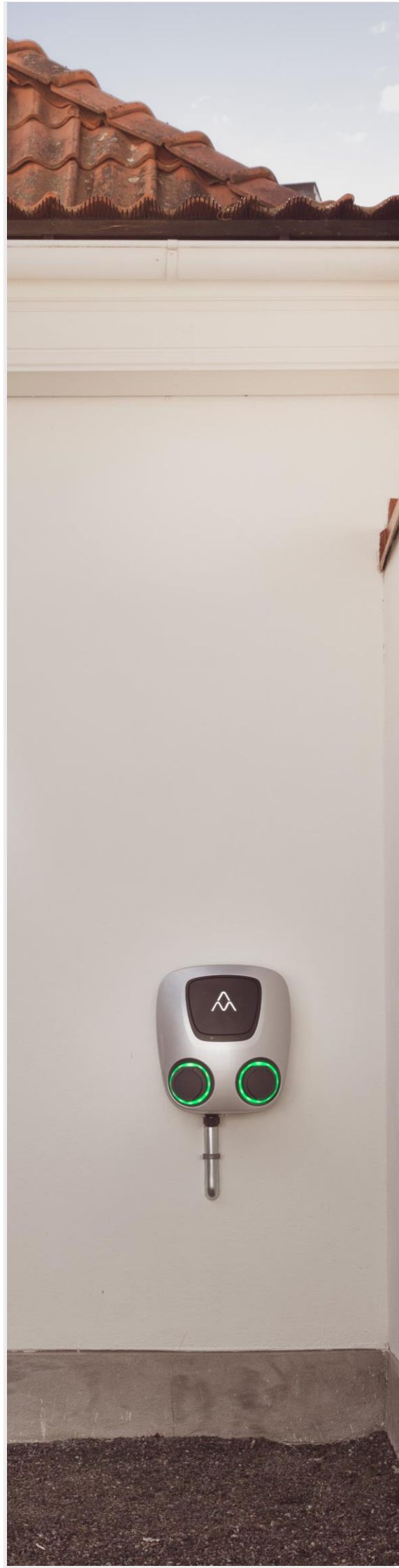
Quickly evolving and finding the right business opportunities through tomorrows technology. Regardless of our size we shall never become slow and reactive.

### Quality

A cornerstone in everything we do.

### Grit

We show courage and persistence regardless of what challenges we face.



## Charge Amps history

### **2012**

Fredrik Jonsson founded Charge Amps in 2012 with the company's first product Charge Amps Spark, a charging cable that revolutionized the industry.

### **2014**

Boel Rydenå Swartling joins as co-founder of Charge Amps.

### **2015**

Charge Amps' first charging station, Charge Amps Halo, was launched. Designed with a new distinctive design language and high user-friendliness, it quickly became a bestseller. OK ekonomisk förening comes in as an owner in the company.

### **2016**

In 2016, Charge Amps launched a groundbreaking cloud service for the first time.

### **2018**

Skellefteå Kraft becomes an owner of the company.

### **2019**

The Charge Amps Aura charging station was launched. Charge Amps Aura has been carefully designed by industrial designer Joachim Nordwall, former chief designer at sports car manufacturer Koenigsegg, and is made of durable recycled aluminium.

### **2020**

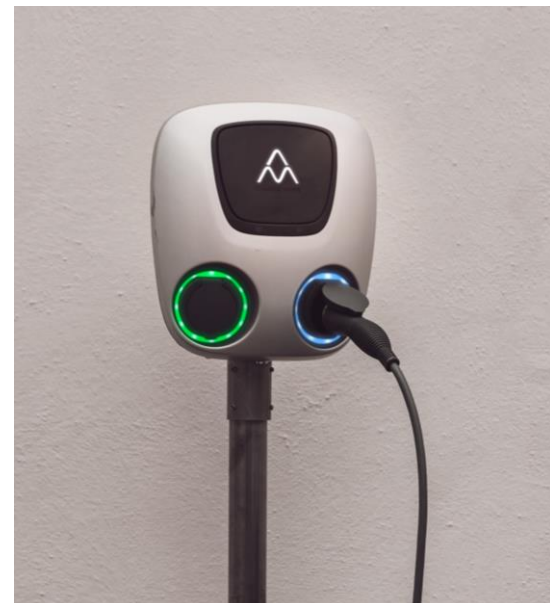
Growth continued to be strong, and sales exceeded SEK 100 million for the first time.

### **2021**

In 2021, the company grew from about 30 employees to over 120, there were also expansions to new markets such as Germany, Spain, UK and Finland. Sales increased by 145% and amounted to over SEK 250 million. Swedbank Robur with the funds Swedbank Robur Ny Teknik and Swedbank Robur Microcap invests in the company.

### **2022**

The international expansion gained momentum and subsidiaries were established in the new markets in Europe. Charge Amps has six wholly owned subsidiaries in 2022. Charge Amps Dawn was launched during the year. The product is based on a future-proof platform for the next generation of charging stations. Sales increased by 28% and amounted to over SEK 325 million, of which 26% outside Sweden.



## Product offering

Charge Amps is a leading Swedish developer and supplier of innovative and sustainable charging solutions for electric cars. Charge Amps develops smart and user-friendly charging products with a focus on design, for use by households, businesses and public places. The company's charging solutions are developed to be used in all types of climates and weather conditions. Several of our charging stations are made of recycled aluminium and designed by Joachim Nordwall, former chief designer at Koenigsegg.

### *Charge Amps solutions*

Whether it is a charging station for a house, tenant-owner association, organization or company, Charge Amps offers the optimal charging solution. Through Swedish engineering and adaptable proprietary software, Charge Amps enables sustainable and cost-effective charging. This while the car is stationary for a long period, which is usually at home or at work.

### *Home*

Charge Amps offers smart solutions with premium design for all homes, regardless of whether it is a villa, tenant-owner association or jointly owned property. The company's smart technology enables charging of vehicles overnight when electricity is cheapest.

### *Business*

The number of electric car owners is increasing every year, creating new demands on employers to provide electric car charging with ease of use, care and accounting. After home, the workplace charging station is usually the place where electric cars spend the most time. Charge Amps offers solutions to ensure optimal charging for employees and their electric cars for both smaller and larger companies.

### *Destination*

Charge Amps offers charging solutions for public spaces, whether it is a public outdoor car park or a private car park. Charge Amps' charging solutions are built to withstand the harsh weather conditions and vandalism. Charge Amps' software solutions also simplify remote administration, monitoring and maintenance.

### *Charge Amps products*

Charge Amps designs and manufactures products in Sweden. In this way, the company can ensure a smaller climate footprint without compromising either form or function. Charge Amps' cloud software always supports charging solutions to ensure optimal charging.

### *Charge Amps charging stations*

The Charge Amps Halo, Charge Amps Dawn and Charge Amps Aura charging stations are compatible with all electric and hybrid vehicles. They are made from recyclable materials and just like the rest of our products, they have a high IP rating to withstand harsh weather conditions and extreme climates.

Charge Amps Dawn is based on a future-proof platform and has been equipped with a certified MID meter. The MID meter measures and displays the current consumption of electricity. It provides one hundred percent transparency to the end user and the ability to see exactly how many kW



have been used to charge the electric car. The MID meter is also a requirement in many countries, so Charge Amps Dawn meets European standards and is thus ready for the European market.

Charge Amps Dawn is a user-friendly, intelligent and powerful charging station built for the future.

The charging station, elegantly designed by former Koenigsegg chief designer Joachim Nordwall, is easy to install, easy to use and connectable to Charge Amps Cloud and the Charge Amps App.

Charge Amps Dawn is the perfect choice for semi-public areas (such as housing associations or corporate car parks) where usually several charging stations are installed. There, Charge Amps Dawn has a major advantage over other chargers: the ability to connect the power cable in series. This means that the installer can easily connect the charging stations in series, thereby saving both time and money.

Charge Amps Halo is the company's most popular charging station which, through its smart software, enables optimal charging for electric cars. Through its stylish design in recycled aluminum, guiding LED lighting and flexible charging cable that is bendable down to a full -25°C, it is a complete charging station created for our tough Nordic climate.

Charge Amps Aura is a top-class charging station that, with two 22 kW sockets, is a perfect solution for the home or place where there is a need to charge two electric cars at the same time. The charging box is carefully designed and made of durable recyclable aluminium.-

### Överblick av Charge Amps tillbehör

The Charge Amps Beam charging cable offers maximum charging up to 32 A and the ergonomic, solid handle provides a secure and firm grip while minimizing the risk of dirt and moisture getting inside. Charge Amps Beam can withstand temperatures between -30 °C up to +45 °C.

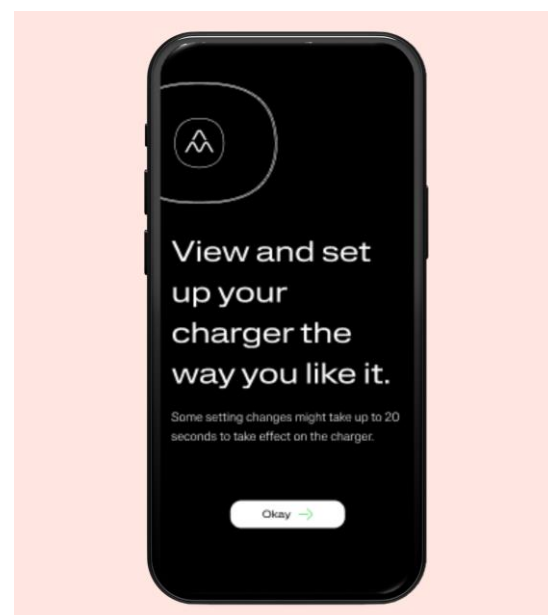
Charge Amps Amp Guard is a smart, connected power monitor and load balancer that optimizes charging against other loads in the property. The product is configured via Wi-Fi or LAN and can, for example, interact with solar cell installations.

Charge Amps Pole Mount out increases mounting options with easy installation where the charging station should not sit on a flat wall surface. Charge Amps Pole Mount is available in several versions to fit all products (Charge Amps Halo, Charge Amps Aura and Charge Amps Dawn) and is made of durable materials to suit all climates.

### Charge Amps molntjänst

#### The road to improved charging, monitoring and economy

The Charge Amps Cloud software is our cloud service for charging. By optimizing charging, monitoring and economy, Charge Amps Cloud simplifies everyday life for individuals, organizations and companies that use Charge Amps' products.



*Charge Amps App*

With the Charge Amps App, you can easily control and monitor Charge Amps Halo and Charge Amps Aura. The app can be used, among other things, to schedule charging, view charging status and charging history.

The app is available on the App Store and Google Play.

## Corporate Sustainability

2022 has been a year of looking back at how Charge Amps contributes to a Sustainable Development through development of innovative technology within EV charging. We have also started our journey towards corporate sustainability with a materiality assessment and further review of internal processes, roles, and responsibilities. Working towards a sustainable development is a collaborative effort. To support us in this journey, we have initiated collaborations across our business operations. Key highlight includes Charge Amps becoming a participant of the UN Global Compact.

We were able to finally conclude on few initiatives which were started in the previous years, including ISCC licensing of Charge Amps and certification of our strategic suppliers. This is a milestone to enable Charge Amps take lead in using alternative materials with lower environmental footprint. We have also launched innovative solutions throughout the year in the form of new products and services that we hope fulfills our customer needs and address key sustainability areas.

Hope this report conveys the efforts transparently, concise and in a comparable fashion.



Jonas Åkesson, Chief Operating Officer



## Materiality

During 2022, Charge Amps initiated the development of a corporate sustainability strategy with a Materiality assessment. The purpose of materiality analysis is the identification of areas within the broad spectrum of sustainability that are material to Charge Amps. 2050 consulting was commissioned with identifying material topics relevant for Charge Amps based on standards and benchmark, identifying the stakeholders to be engaged, planning, and executing the stakeholder dialogue. Through active stakeholder engagement in various forms, such as group workshop, individual interviews and surveys, Charge Amps was able to map the material topics with relevance and importance to its stakeholders.

Stakeholder group	Form of engagement	Prioritized material topics (importance, Top 3)
Customer	Group workshop/Interview	<ol style="list-style-type: none"> <li>1. Sustainable supply chain</li> <li>2. Customer health and safety</li> <li>3. Anti-corruption and business ethics</li> </ol>
Supplier	Group workshop	<ol style="list-style-type: none"> <li>1. Anti-corruption and business ethics</li> <li>2. Sustainable supply chain</li> <li>3. Health and safety in operations</li> </ol>
Board of Directors	Survey	<ol style="list-style-type: none"> <li>1. Anti-corruption and business ethics</li> <li>2. Customer health and safety</li> <li>3. Transparency of sustainability activities</li> </ol>
Employees	Survey	<ol style="list-style-type: none"> <li>1. Technological development and innovation</li> <li>2. Health and safety in operations</li> <li>3. Sustainable economic viability</li> </ol>
External sustainability experts	Group workshop	<ol style="list-style-type: none"> <li>1. Customer health and safety</li> <li>2. Sustainable supply chain</li> <li>3. Resource efficiency in products</li> </ol>

Further, analysis of impacts with regards to each of the identified material topics will be continued during 2023. To empower responsibility across the business operations, internal discussions are conducted to identify the match between each material topic and departmental priority.

Charge Amps would like to thank its stakeholders involved in this first materiality assessment for providing valuable inputs that form the basis of the future corporate sustainability strategy.

## Governance

### Corporate commitment

By participating in the UN Global Compact, Charge Amps commits to incorporating the UN Global Compact and its principles as part of the company's strategy, culture and day-to-day operations, and to engage in collaborative projects that promote the UN's broader development goals, in particular the Sustainable Development Goals.

Charge Amps commitment letter can be found in UN Global Compact [participant page](#).

### Policies

Charge Amps' operations follow the sustainability policy (established in 2021), which is reviewed and approved by the company's Board of Directors annually.

Further references are made in this report to Charge Amps' Code of Conduct for Employees, Code of Conduct for Business Partners, Work Environment Policy and Privacy Policy.

For more information visit: <https://www.chargeamps.com/legal>.

### Roles and responsibilities

The sustainability work is driven by the company's sustainability manager who reports to the COO. As a cross-functional role, the sustainability manager is supported by representatives from across the business.

The Board of Directors is responsible for Charge Amps' sustainability governance.

### Risks and management

In 2023, sustainability risks will be managed together with other functional risks as part of the company's risk management system. Any identified risks and controls will be communicated in the next sustainability report.

### About this report

This is Charge Amps' first sustainability report. The aim has been to provide clear and concrete information to all stakeholders. The areas described in this report include an extended list of material topics identified as relevant to Charge Amps in 2022. The reporting has also been done with reference to GRI standards and its related UN SDGs.

Key activities that may have extended over the reporting period are also included to add relevance to specific material topics. For more information, please contact Charge Amps sustainability manager Vivek Ramaswamy ([vivek.ramaswamy@charge-amps.com](mailto:vivek.ramaswamy@charge-amps.com)).

**WE SUPPORT**



## Business Operations

### Anti-Corruption and Business ethics

Good business ethics are of utmost importance for the daily work at Charge Amps and the long-term business success. This is fundamental in Charge Amps' actions and should always be characterized by respect for customers, suppliers and business partners. The company does not tolerate corrupt behavior or unethical practices. Neither Charge Amps nor anyone acting on Charge Amps behalf may grant, offer or promote payments, gifts or other benefits that may affect or be perceived to affect the objectivity of a business decision or a government decision.

Charge Amps' business partners may not use or receive any form of corruption or other financial irregularities such as illegal payments, bribery, extortion, embezzlement, money laundering, fraud or any other type of criminal activity or unethical behavior. The business partner shall have an adequate system to prevent corruption adapted to their risk profile.

Charge Amps' Code of Conduct describes the expected behavior of all parties involved and is based on the UN Global Compact. The Code of Conduct applies to all employees within Charge Amps, the Board of Directors and business partners. The Code of Conduct is reviewed and approved annually by the Board of Directors together with other policies. Charge Amps' HR is responsible for ensuring that the Code of Conduct is complied with and followed up continuously.

### Sustainable workplace

A large part of Charge Amps' work environment management is about creating a healthy and sustainable workplace. The company places great value on its employees being able to develop and perform in their roles; starting with well-being as the most important thing. Work environment management is conducted systematically with the support of established processes and routines in all parts of the organization.

A work environment committee consisting of management and employees work continuously to monitor and follow up the work environment process at Charge Amps. They evaluate, carry out risk assessments, follow up measures and contribute to continuously improving the work environment. All work environment-related activities in Charge Amps follow the Charge Amps' Work Environment Policy.

Charge Amps uses a system called Winningtemp for weekly follow-ups to measure employees' experience at Charge Amps linked to different areas, such as autonomy, leadership, and job satisfaction.

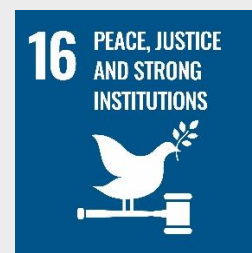
	Temperature (0-10) <sup>1</sup>	ENPS <sup>2</sup>
Charge Amps*	7,7	19
Industry (average)	7,6	16

\* Based on 90% response rate during entire 2022

1 – Summary of various categories

2 – Employee Net Promoter Score

Relevant UN SDG  
(Linking the SDGs and GRI standards)



16-3: Promote the rule of law and ensure equal access to justice for all

16-7: Ensure responsive, inclusive, participatory and representative decision-making

In addition, the company conducts a comprehensive employee survey once a year.

### Health and Safety in operations

Charge Amps' work environment management also includes maintaining a safe workplace based on both physical and mental health. All employees undergo a work environment training and a separate training in cardiopulmonary resuscitation (CPR).

Charge Amps' goal is to create a workplace where all employees feel comfortable and safe. The company complies with the local and national laws that exist, has zero tolerance for, and works preventively to counteract workplace risks, injuries, other ill health in connection with work as well as violations, bullying and harassment. Charge Amps works actively to ensure that all employees are part of the social community at the workplace.

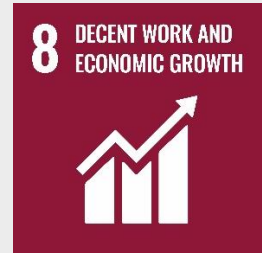
There are some departments within Charge Amps that are exposed to higher physical risk because the working condition involves working with powered electronics. Some of these areas are intended only for authorized Charge Amps employees. For employees working in these areas, a certain level of competence is required and that they undergo an internal training in electrical safety. It is important that everyone follows specific instructions dedicated for these areas, as well as use protective equipment for the work that requires it.

Charge Amps also encourages physical activity. In addition to the wellness allowance, all Charge Amps employees receive one working hour per week to use for physical activity. In addition, the company has a committee that arranges various social activities, including training challenges to promote physical activity amongst co-workers.



### Diversity, Equity and Inclusion

At Charge Amps, we strongly believe in equal opportunities for all employees. The company strives for all its employees to feel job satisfaction, commitment and security and that everyone has the same rights, obligations and opportunities regardless of gender identity or expression, ethnicity, religion or other faith, disability, sexual orientation or age.

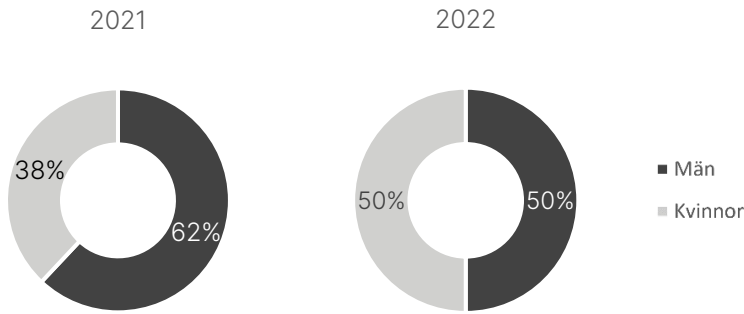


8-8: Protect labour rights and promote safe and secure working environments

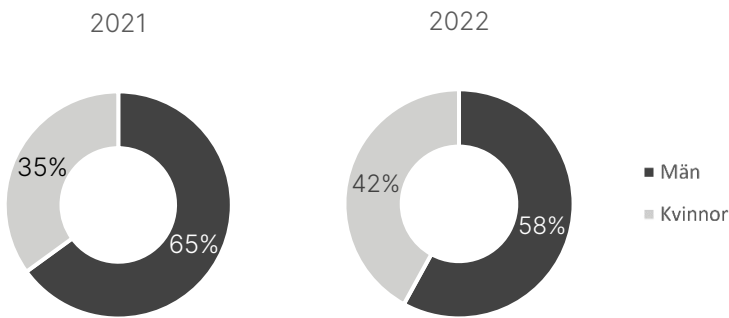
8-5: Achieve full and productive employment and decent work and equal pay

The work with gender equality is conducted in accordance with the respective local legislation, and where applicable, in collaboration with Charge Amps employees. Since 2021, the company has taken a step forward in developing an equal workplace that starts with representation in top management.

**Board of Directors**

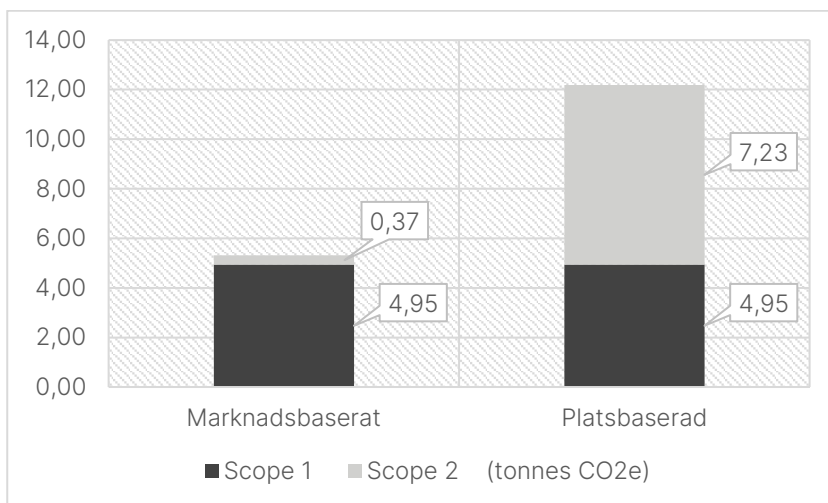


**Leadership team**



**Climate Change and Company Emissions**

Charge Amps works with the transition to fossil-free transport, which is one of the pathways to combat climate change. At the same time, the ambition is to take into account the emissions that come from the business operations and their related activities.



5-1: End all forms of discrimination against all women and girls

5-5: Ensure women’s full and effective participation and equal opportunities for leadership



13-1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters

Scope 1 & 2 emissions are calculated for Charge Amps AB with a financial control approach in 2022. The results are based on activity data collected from both internal systems and suppliers.

Charge Amps refers to the GHG protocol's corporate standard and Scope 2 guidance in the GHG protocol for calculation method.

### Scope 1

This category includes direct emissions from operations. Charge Amps does not own or control any plants that lead to stationary combustion. During the reporting period, there was no replenishment of the HVAC system according to the landlord of Charge Amps HQ. The result is based solely on emissions from company cars based (total distance driven) with the exception of electric cars, which is included in Scope 2.

### Scope 2

Energy used in office space is counted under this category. Company cars that are electric cars (BEV) are also included in the result.

Market based approach is based on what the company has actively chosen (for example electricity agreement with the supplier), whereas location based is average emissions from the grid (Nordic mix).

## Products and services

### Customer health and safety

Through CE marking, Charge Amps shows that products sold in the European Economic Area (EEA) have been assessed to meet high safety, health, and environmental protection requirements, by following EU's harmonization legislation.

In connection to REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) regulation of the European Union, adopted to improve the protection of human health and the environment from the risks that can be posed by chemicals, Charge Amps identify and manage the risks linked to substances in products manufactured.

Linked to Waste Framework Directive (WFD) Charge Amps inform, if parts containing substances in the Candidate List (under REACH), via the SCIP (Substances of Concern In articles as such or in complex objects (Products)) database. That ensures that the information on articles containing Candidate List substances is available throughout the whole lifecycle of the product, including the waste stage.

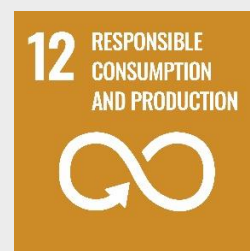
During 2022 the SCIP database entries has been reviewed for existing products and routines for entry of new products has been established.

### User and installation manuals

The charging station manuals have been reworked to elevate the user experience, with new typography, new disposition of text, and new illustrations. The installation manuals have gained more technical information to ease safe and correct installation of the products.



14-2: Sustainably manage and protect marine and coastal ecosystems



12-4: Achieve environmentally sound management of chemicals and all wastes

12-8: Increase awareness for sustainable development and lifestyles

The manuals are made easily available online to increase access for existing users and help customers making informed purchasing choices.

During the market surveillance by Swedish National Electrical Safety Board in 2022 (*"Tillsyn av elektrisk materiel – Laddbox CH"*) a weakness in the documentation that followed the product has been identified. Declaration of Conformity and the manufacturer's address were missing. These shortcomings have been corrected and agreed upon with the authority.

### Charge Amps Academy

Charge Amps Academy (<https://www.chargeamps.com/academy>) was created to provide installers and project managers of electric car charging with information and knowledge to install Charge Amps products.

So far, 2691 unique course participants have been registered in the system. In many cases, these participants are enrolled in at least four courses. Charge Amps Academy currently offers six different courses in several languages.

### Customer privacy

Charge Amps continuously reviews internal processes and policies to increase Customer and Data Privacy. There were no identified breach of customer privacy or loss of customer data during the reporting period.

**Note** Charge Amps' partners are responsible for the data they process in Charge Amps web portal. For more information regarding the policy and terms, kindly visit Charge Amps website.

### Sustainable supply chain

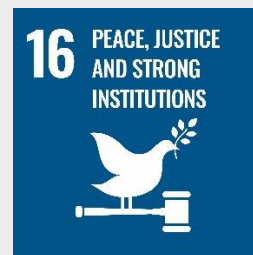
2022 has been an important year for Charge Amps supply chain. This year marks the integration of EcoVadis to assess suppliers that deliver critical material for production of Charge Amps products. Third-party desktop based assessment ensures that sustainability practices in the supply chain reach the level that Charge Amps aims strives for. The evaluation is carried out within four themes, environment, labor and human rights, ethics and sustainable procurement.

There are also possibilities for future training and skills development through the platform both for internal and external (suppliers) capacity development.

For responsible business practices at Charge Amps, please read the section [Anti-corruption and business ethics](#).

### Resource efficiency in products

Charge Amps is working to identify alternative materials for its products and packaging to achieve lower environmental impact. This is currently done by choosing materials that are recycled and/or recyclable.



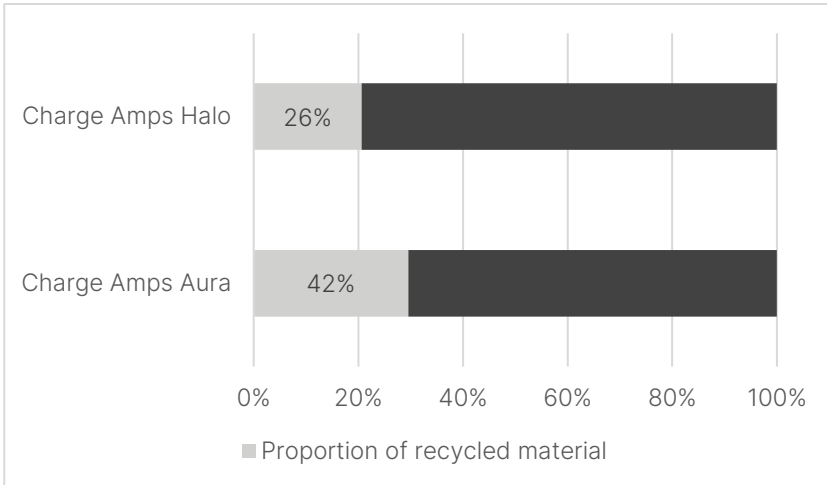
16-3: Promote the rule of law and ensure equal access to justice for all



8-4: Improve progressively, global resource efficiency in consumption and production



The chassis of Charge Amps Halo and Charge Amps Aura are made from recycled aluminium. Aluminium has very high recyclability, which makes it reusable through resource recovery.

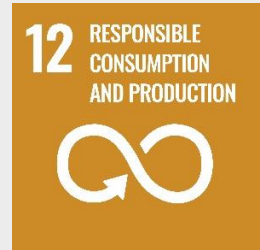


In connection with product life cycle analysis, IVL Swedish Environmental Research Institute has supported Charge Amps in calculating the recyclability for each of the following products.

Product	Recyclability (%)
Charge Amps Halo	89
Charge Amps Aura	87

\* packaging is not included

When it comes to plastic materials, Charge Amps has evaluated various alternatives from a strategic perspective to switch from fossil-based to renewable-based raw material. One such initiative led by Charge Amps' development team has identified SABIC's certified renewable LEXAN™ polycarbonate made from second generation bio-feedstock. This is part of the SABIC TRUCIRCLE initiative™ designed to also support their commitment to drive circularity and contribute to reducing carbon emissions.



12-2: Achieve sustainable management and efficient use of natural resources

12-5: Substantially reduce waste generation through prevention, reduction, recycling and reuse





Use of this material is further strengthened by a chain of custody certification/licensing process established by ISCC. Charge Amps license can be found in the ISCC [license database](#).

**Product Environment Footprint**

Charge Amps takes a holistic view for environmental footprint of its products. This is achieved through Life Cycle Assessments (LCA) following international standards such as ISO 14040/14044, and to a certain extent referencing the EN 15804. In recent years, LCAs have been conducted for two products Charge Amps Aura and Charge Amps Halo with help of IVL Swedish Environmental Research Institute.

More information about the methodology followed and the results from LCA can be found in Charge Amps [Sustainability page](#).

**Note** The use phase of EV chargers in this study does not take into account the energy source used to charge the car. As this is determined by the end user, Charge Amps encourages everyone to choose energy sources that has the least environmental impact.

	Charge Amps Halo	Charge Amps Aura
Climate change per charge point [kg CO2e]	72	52

**Producer responsibility**

Extended producer responsibility is assumed by Charge Amps in the Swedish and German markets through reporting in line with the WEEE directive, Packaging and packaging waste directive. However, this directive normally applies to the actor who places products in markets.

**Note** Charge Amps rely on its corporate customers being responsible for the share of products that are placed by them in the other markets.



9-4: Upgrade infrastructure and retrofit industries to make them sustainable

### **Innovation and Technological development**

In 2022, Charge Amps launched “Green Charging” to enable end-users of Charge Amps charging solutions to utilize energy produced from their own solar panels and use it to charge their Electric vehicles (EV). This reduces the dependence on the grid for EV charging and create the opportunity for more advantageous price levels through active scheduling.

This is one of the ways Charge Amps' solutions contribute to increasing dependence on renewable energy sources.



7-2: Increase substantially the share of renewable energy in the global energy mix

## GRI Content index

Statement of use	Charge Amps AB has reported the information cited in this GRI content index for the period 2022 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Cover page
	2-2 Entities included in the organization's sustainability reporting	Charge Amps AB (publ) and subsidiaries
	2-3 Reporting period, frequency and contact point	1.1.2022-31.12.2022 (Annual) About this report/Cover page
	2-9-c-(v) Governance structure and composition	Diversity, Equity and Inclusion
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance
	2-13 Delegation of responsibility for managing impacts	Roles and responsibilities
	2-22 Statement on sustainable development strategy	Company commitment
	2-23 Policy commitments	Policies Anti-corruption and business ethics Sustainable workplace
	2-24 Embedding policy commitments	
	2-26 Mechanisms for seeking advice and raising concerns	<a href="https://www.chargeamps.whistlelink.com/">https://www.chargeamps.whistlelink.com/</a>
2-29 Approach to stakeholder engagement	Materiality	
3-1 Process to determine material topics		
3-2 List of material topics		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 10-17 in this Sustainability report
GRI 301: Materials 2016	301-2 Recycled input materials used	Resource efficiency in products
GRI 303: Water and Effluents 2018	303-1-b Interactions with water as a shared resource	

GRI 305: Emissions 2016	305-1-a, f & g Direct (Scope 1) GHG emissions	Climate change and company emissions
	305-2-a, b, f & g Energy indirect (Scope 2) GHG emissions	
GRI 306: Waste 2020	306-2-c Management of significant waste-related impacts	Producer responsibility
GRI 403: Occupational Health and Safety 2018	403-1-a & b Occupational health and safety management system	Sustainable workplace Health and Safety in operations
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainable workplace
	403-4-a & b Worker participation, consultation, and communication on occupational health and safety	Sustainable workplace Health and Safety in operations
	403-5-a Worker training on occupational health and safety	Health and Safety in operations
	403-6-a & b Promotion of worker health	Sustainable workplace
	403-7-a Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety in operations
GRI 405: Diversity and Equal Opportunity 2016	405-1-a Diversity of governance bodies and employees	Diversity, Equity and Inclusion
GRI 416: Customer Health and Safety 2016	416-2-a-(iii) Incidents of non-compliance concerning the health and safety impacts of products and services	User and instruction manuals
GRI 417: Marketing and Labeling 2016	417-1-a Requirements for product and service information and labeling	Health and Safety for customers
GRI 418: Customer Privacy 2016	418-1-c Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer privacy

**About Charge Amps**

Charge Amps is a leading supplier of innovative and sustainable charging solutions for electric vehicles. Charge Amps develops smart and user-friendly products and services for use in homes, offices and public places.

Founded in 2012 in Stockholm, Sweden, Charge Amps is undergoing rapid international expansion, with a team of over 140 employees in nine countries and sales in more than 15 markets.

For more information:  
<https://www.chargeamps.com/sustainability>

Charge Amps AB  
Frösundaleden 2B  
16970 Solna  
[info@charge-amps.com](mailto:info@charge-amps.com)



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