

Code of Conduct for Business partners

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Contents

1. Introduction.....	2
2. Business practice	2
2.1 Compliance with Laws and Regulations.....	2
2.2 Fair Competition	3
2.3 Anti-Corruption and other Financial Irregularities	3
2.4 Trade Compliance.....	3
2.5 Accounting and Financial Reporting	3
3. Social Responsibility	4
3.1 Basic Human Rights.....	4
3.2 Non-Discrimination.....	4
3.3 Fair Employment Conditions.....	4
3.4 Forced Labor.....	5
3.5 Child Labor.....	5
3.6 Freedom of Association.....	5
3.7 Data Protection.....	5
4. Sustainability and environmental responsibility	6
5. Health and Safety.....	6
6. Compliance with code of conduct	7

1. Introduction

Charge-Amps AB, including its affiliates (“**we**” or “**Charge-Amps**”), is a company providing charging solutions for electrical vehicles

Charge-Amps’ business is based on close, long-term relationships with a variety of Business Partners. “**Business Partner(s)**” means an entity, individual or organization including but not limited to suppliers, consultants, distributors, other channel partners or any other party involved in activities whereby any products, services or other deliverables will be provided to or made available to Charge-Amps.

In order to become a Business Partner to Charge-Amps, it is necessary to accept and comply with this Code of Conduct for Business Partners (the “**Code**”) as updated from time to time. The Code outlines Charge-Amps’ expectations and requirements in key area such as business ethics including anti-corruption, labour and human rights, occupational health and safe and protection of the environment.

The Business Partner shall also be responsible for ensuring that its subcontractors and other business partners involved in the delivery to Charge-Amps are operating according to the same standards. As set forth further below, the Business Partner shall upon request by Charge-Amps provide evidence of its compliance with the obligations set out in this Code.

It is the responsibility of the Business Partner to stay updated of any changes to this Code and to ensure that its employees, subcontractors, and other relevant business partners are informed about, sufficiently trained on and comply with this Code and that adequate management system and controls are in place to ensure compliance with this Code. The latest version of the Code will be available on Charge-Amps’ webpage.

All requirements set forth in this Code may not be applicable and relevant for all Business Partners. However, if the business of the Business Partners includes or impacts any of the areas described in this Code, the requirements herein shall apply.

2. Business practice

2.1 Compliance with Laws and Regulations

The Business Partner shall always comply with applicable laws, regulations and standards (including but not limited to standards such as UN Global Compact’s ten principal, UN Declaration of Human Rights and ILO) as well as with the requirements of this Code. The Business Partner must practice honesty, transparency, ethics and integrity in every aspect of its business.

If there are differences between this Code and national laws or other applicable standards or regulations, the Business Partner shall adhere to the higher or more stringent requirements.

2.2 Fair Competition

Charge-Amps respects and is committed to the rules governing free and fair competition and complies with applicable antitrust laws or other laws regulating competition. The Business Partner shall equally commit to competing in a fair manner in compliance with all applicable competition laws and regulations.

When conducting business with Charge-Amps, the Business Partner shall deal fairly with all individuals and entities with whom it interacts and shall not take advantage of anyone through manipulation, misrepresentation of material facts or in any other way engage in anti-competitive behavior in violation of any applicable law.

2.3 Anti-Corruption and other Financial Irregularities

The Business Partner must not use or accept any form of corruptions or other financial irregularity such as illegal payments, bribes, kickbacks, blackmail, embezzlement, facilitation payments, money laundering, fraud or any other type of criminal activity or unethical behavior. No Business Partner may therefore, directly, or indirectly, demand, receive or accept from, or offer or give to, employees or other representatives of business partners or any other third parties (e.g., authorities or public officials), any kind of bribe, kickback or any other unlawful or unethical benefit. No such illegal and unethical activity is tolerated, neither in action nor as negligence. The Business Partner shall implement adequate management system for prevention of corruption that is appropriate to the Business Partner's risk profile.

Stricter rules apply in relation to interaction with government entities and their employees or representatives which also includes state owned and/or controlled companies. The Business Partner shall disclose to Charge-Amps if any public official or family member thereof has a controlling interest in the Business Partner's business or if the Business Partner in any other way is affiliated with any public official.

2.4 Trade Compliance

The Business Partner shall adhere to all applicable domestic and foreign import and export laws and regulations, anti-boycott provisions, trade embargos and sanctions. It is the responsibility of the Business Partner to provide all required information to the relevant export and import authorities.

2.5 Accounting and Financial Reporting

The Business Partner is required to follow strict accounting principles and standards, to report financial information accurately and completely, and to have appropriate internal controls and processes to ensure that accounting and financial reporting complies with applicable laws and regulations.

3. Social Responsibility

3.1 Basic Human Rights

The Business Partner must support and respect the protection of internationally proclaimed human rights, and make sure that business activities are not complicit in human rights abuses. The Business Partner shall also ensure to follow applicable legal requirements relating to human rights and identify, prevent and address actual or potential impacts. If an infringement of human rights has occurred within the Business Partner's operations, The Business Partner must always correct the specific problem and ensure that it is not repeated.

3.2 Non-Discrimination

All the Business Partner's employees shall have equal opportunities based on competence, experience, and performance regardless of for example gender, race, religion, age, disability, sexual orientation, gender identity, marital status, pregnancy, parental status, nationality, political opinion, union affiliation, social background or ethnic origin. Additionally, all the Business Partner's employees shall be treated with respect and dignity throughout all aspects of employment, including recruiting. Discrimination (relating to e.g. hiring, promotions, compensation or other terms and conditions of employment), corporal punishment, physical or verbal abuse, bullying or other unlawful harassment, or any illegal threats are not tolerated by Charge-Amps.

3.3 Fair Employment Conditions

All the Business Partner's employees shall understand their employment conditions, including their rights and obligations, and be provided with a written document that outlines the basic terms and conditions of their employment in a language understandable to them. Terms and conditions of employment (including compensation, working hours and days of rest) must be fair and reasonable and comply with, at a minimum, applicable laws and regulations or industry standard, whichever are most favorable for the employees.

Overtime shall be voluntary and shall be paid at a premium rate. All employees should have at least twenty-four (24) hours of consecutive rest per week.

The Business Partner's employees with the same qualifications, experience and performance shall receive equal pay for equal work with respect to those performing the same jobs under similar working conditions.

Employees shall be free to independently exercise the right to organize and join workers' organizations. Negotiations regarding terms and conditions of employment by generally recognized workers' organizations shall also be allowed as well as collective bargaining.

Long-term employment based on written contracts shall be used as much as reasonably possible. The employees' notice period for termination of their respective employment agreements shall be no longer than that of the Business Partner. [FS(-A2)]

The Business Partner shall ensure that all its employees are covered by (if available) appropriate insurance providing adequate protection and benefits with regard to invalidity, injury, and pension. Employees who are injured at work shall be compensated for loss of income.

3.4 Forced Labor

The Business Partner shall not engage in or support modern day slavery, including forced, bonded or compulsory labor or human trafficking, nor shall the Business Partner require any form of recruitment fee, deposit or confiscate identification papers from employees.

The Business Partner's employees shall be free to leave their employment after reasonable notice as required by applicable law or contract.

3.5 Child Labor

The Business Partner must respect children's rights to development and education. The Business Partner shall not engage in child labor. The Business Partner shall ensure that none of its employees are younger than the age of completion of compulsory schooling in the relevant country, or 15 years, whichever is the higher.

The Business Partner shall abide by the United Nations Convention on the Rights of the Child (UNCRC) and comply with all other relevant national and international laws, regulations, and provisions applicable in their country of production or operation in regard to child labor.

3.6 Freedom of Association

The Business Partner must respect the right of employees to join any organized associations of their own choice and to bargain collectively as permitted by local laws and regulations. The Business Partner shall also respect the recognized trade unions. The Business Partner shall equally respect an employee's right to refrain from joining such union.

In situations where the right to freedom of association and collective bargaining is restricted by applicable laws and regulations, the Business Partner is expected to allow alternate forms of worker representations.

3.7 Data Protection

When collecting, processing or storing personal data of employees, customer or other individuals, including any monitoring practices, The Business Partner must respect the subject's right to privacy and human autonomy. This includes that the activities must be lawful, fair and transparent, be limited to a specific and documented purpose, and ensure adequate safeguards for preserving the accuracy, integrity and confidentiality of the data. If the Business Partner processes personal data on behalf of Charge-Amps, a data processing agreement must be entered between Charge-Amps and the Business Partner.

4. Sustainability and environmental responsibility

The Business Partner shall carry out its business in an environmentally responsible manner and take preventive measures in relation to environmental challenges, undertake initiatives to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies. Actions by the Business Partner should as a minimum be based on the relevant national and international laws, regulations and standards in respect to environment.

The Business Partner shall minimize its environmental impact and continuously improve its environmental performance. The Business Partner should do so by having processes and routines for continually (at least annually) assess, analyze, monitor, and improve their environmental impact in the areas of energy and emissions of CO₂, use of resources, land and water, pollution and use of toxins, waste management and recycling.

5. Health and Safety

The Business Partner shall safeguard a healthy, secure and safe working environment for all its employees in accordance with applicable national law and international standards.

Further, the Business Partner must establish organizational structures and procedures for the effective management of health, security, and safety. Appropriate information and training on health, security and safety shall also be provided by the Business Partner to its employees.

Workplaces, machinery and equipment must be safe and not pose a risk for the personnel when appropriate measures of protection are taken. Free protective clothing and protective equipment shall be provided to employees when needed. Employees shall have appropriate training in occupational safety and health, as well as measures to deal with emergencies and accidents. Workers and their organizations shall be consulted on aspects of occupational safety and health. If housing facilities are provided for the personnel, it should ensure reasonable privacy, quietness and personal hygiene.

6. Compliance with code of conduct

The Code of Conduct for Business Partners is an integrated part of each Business Partner agreement. To verify the Business Partners ambition to adhere to the Code of Conduct, the Code of Conduct should be signed by the Business Partner or referred to in the business agreement between Charge-Amps and the Business Partners.

The Business Partner shall upon request by Charge-Amps, by way of providing information and/or allowing access to its premises to Charge-Amps or its representative, verify to Charge-Amps' reasonable satisfaction, that the Business Partner and its subcontractors comply with this Code.

Charge-Amps reserves the right to actively verify and audit The Business Partner's compliance with this Code without announcement on premises. These audits may be performed either by Charge-Amps employees or by a third-party auditor assigned by Charge-Amps.

The Business Partner shall within a reasonable timeframe and without undue delay inform Charge-Amps if it discovers a material breach of this Code (including applicable legislations) in its own operations or in subcontractors or other business partners operations. The Business Partner should notify Charge Amps CEO (contact details on the webpage: [charge amps.com](http://chargeamps.com)) regarding breaches as mentioned above.

If Charge-Amps finds or is informed that the Business Partner is not meeting the requirements and expectations set out in this Code, Charge-Amps will offer guidance specifying which issues need to be corrected promptly. Charge-Amps nevertheless reserves the right to cancel outstanding orders, suspend future orders or terminate the contract with the Business Partner in case of a material or reoccurring breach of this Code.
