

# Sustainability policy

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# 1. Scope

The sustainability policy is for all Group employees [“Group” meaning full time employees, consultants, and Board of Directors] and all Charge Amps activities namely acquisitions, management, sales, suppliers, business partners, sponsorship.

# 2. Purpose

The main purpose of this policy is to establish guidelines for how the Group’s activities are to be conducted so they contribute to a sustainable development. This is to ensure that all activities contributing to sustainability be an integral and natural part of our entire business operation, which is built on active participation and engagement.

# 3. Definition of sustainability

“Meeting the needs of the present without compromising the ability of future generations to meet their own needs”—UN Brundtland Commission

Three pillars of sustainability are economic, environmental (or ecological), and social which are explained in brief below.

Economic sustainability means that we must use, safeguard, and sustain resources (human and material) to create long-term sustainable values.

Environmental sustainability includes everything that is connected with the Earth's ecosystems.

Social sustainability is about identifying and managing business impacts, both positive and negative, on people.

## Sustainable Development Goals

To accelerate sustainable development, the UN along with its member states adopted 17 Sustainable Development Goals (SDG). The goals address global challenges including poverty, inequality, climate change, environmental degradation, peace, and justice.

## 4. Commitment and Business practice

Charge Amps considers the precautionary principle and society's laws and regulations as minimum requirements. We will strive for continuous improvement to reach clearly stated objectives, in order to promote a sustainable development.

To ensure that Charge Amps' sustainability activities function optimally, Charge Amps will:

- Manage operations in accordance with the UN Sustainable Development Goals and the International Climate Change Agreement, to the fullest extent that Charge Amps can exert its influence. This is done by prioritizing relevant goals for Charge Amps' operations and by systematically working with challenging objectives.
- Follow the Charge Amps' Code of Conduct and enable all Group employees and partners to understand and comply with the respective Codes of Conduct.
- Continuously develop the skills of employees through education and communication about sustainability issues.
- Regularly monitor, evaluate, and improve sustainability efforts.

## 5. Policy owner

The CEO is responsible for Charge Amps' sustainability policy.

## 6. Distribution of responsibility

### 6.1 Board of directors

Charge Amps' sustainability policy, including associated sustainability goals for all operations, will be revised on a regular basis, and approved by the Board in accordance to the Corporate Governance policy.

### 6.2 Executive management group

Identifying and prioritizing the Group's sustainability goals requires diligence and active participation from the leadership team who are individually responsible for each of the Group's divisions.

### 6.3 Strategic responsibility

Head of Operations is responsible for the Group's sustainability activities and further development of the sustainability plan.

### 6.4 Operational responsibility

Head of Operations is supported by a forum consisting of representatives from each of the Group's divisions to actively monitor, evaluate and report the sustainability activities.

### 6.5 Each respective employee's responsibility

Through continuous training, all Group employees should thoroughly understand how they contribute to Charge Amps' sustainable development in their respective roles, as well as how each employee is key to achieving the Group's sustainability goals.

### 6.6 Business partner

To adhere to the standard practices of Charge Amps all business partners are to carefully review the Code of Conduct (for business partners) and approve it annually.

## 7. Communication

Charge Amps will be transparent and provide information about the economic, environmental, and social impact of its products and activities in accordance with its communication/information policy. All activities contributing to sustainable development are to be regularly communicated and actively sought for feedback from all stakeholders.

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