



FASTCHARGE

Code of Conduct



Edition 1 | 2024

Introduction

Fastcharge is a supplier of infrastructure supporting fossil-free charging services for HDEVs (Heavy Duty Electric Vehicles) in Norway.

Our mission is to drive prosperity through transport solutions, and our approach to sustainability is an important part of the success of our company. We believe in developing, producing and distributing products and services in a responsible sustainable way, as these builds trust with our customers, society and our business partners. Fastcharge shall always operate its business in a responsibly way, in accordance with applicable laws and regulations.

Our suppliers play an integral role in our sustainability journey, and we can never succeed without our suppliers' contributions in the value chain. In order to achieve our goal of becoming the most sustainable and wanted supplier of fossil-free charging services for HDEVs in Norway, we need our suppliers' full commitment to support our sustainability journey through the care they invest in the parts, components and services they deliver.

The Code of Conduct describes how we will meet our objectives and the expectations of our suppliers.

If we take collective responsibility for making the world a better place, we can make a difference and build a better for future generations.

Oslo, December 2024



Harald Grytten
CEO

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Purpose

Fastcharge is committed to upholding the highest ethical, environmental, and social standards in all aspects of our operations.

This Code of Conduct serves as a guide for our employees, partners, and stakeholders to ensure compliance with legal requirements, industry standards, and our commitment to sustainable development.

1. Ethical Business Practices

1.1 Integrity and Anti-Corruption

- We prohibit all forms of corruption, bribery, and fraudulent behavior.
- All employees and partners must conduct business transparently, fairly, and with integrity.

1.2 Legal Compliance

- Fastcharge complies with all applicable laws, regulations, and industry standards, including environmental and safety regulations related to heavy-duty electric vehicle (HDEV) charging services.

1.3 Conflict of Interest

- Employees and partners must disclose any potential conflicts of interest that could compromise their ability to act in Fastcharge's best interests.

2. Human Rights and Labor Practices

2.1 Respect for Human Rights

- Fastcharge adheres to international human rights standards and ensures fair treatment of all employees and contractors.

2.2 Fair Labor Conditions

- We prohibit forced labor, child labor, and discrimination of any kind.
- Employees are entitled to fair wages, reasonable working hours, and safe working conditions.

3. Environmental Responsibility

3.1 Sustainable Operations

- Fastcharge integrates sustainable practices into our charging network, prioritizing renewable energy sources and energy efficiency.
- We strive to minimize waste and reduce greenhouse gas emissions in our operations.

3.2 Environmental Compliance

- We comply with all relevant environmental laws and regulations and regularly assess the environmental impact of our services.

4. Health and Safety

4.1 Workplace Safety

- We are committed to providing a safe and healthy workplace for employees, contractors, and customers at all Fastcharge locations.
- Regular training and risk assessments ensure compliance with health and safety standards.

4.2 Product and Service Safety

- Fastcharge ensures the safety and reliability of our charging infrastructure through regular maintenance and quality control.

5. Supply Chain Responsibility

5.1 Ethical Sourcing

- We work with suppliers and partners who share our commitment to ethical and sustainable practices.

5.2 Supply Chain Transparency

- Fastcharge conducts regular audits and assessments to ensure compliance with environmental, labor, and ethical standards across our supply chain.

6. Community Engagement

- Fastcharge is dedicated to supporting the communities where we operate, promoting sustainable transportation, and contributing to local economic development.

7. Reporting and Accountability

7.1 Whistleblower Protection

- Fastcharge provides a secure channel for employees and stakeholders to report concerns about unethical or non-compliant behavior without fear of retaliation.

7.2 Monitoring and Continuous Improvement

- We regularly review our policies and practices to ensure continuous improvement and alignment with the latest sustainability standards.

8. Rules, Responsibilities, and Company Practices

8.1 Employee Responsibilities

All employees are expected to:

1. **Uphold the Code of Conduct:** Familiarize themselves with its contents and adhere to its principles in daily operations.
2. **Report Violations:** Promptly report any unethical behavior, unsafe practices, or legal violations via designated reporting channels.
3. **Participate in Training:** Attend mandatory training sessions on ethical behavior, sustainability, and workplace safety.

8.2 Management Responsibilities

Leadership and management are accountable for:

1. **Role Modeling Ethical Practices:** Demonstrate ethical behavior in decision-making and operations.
2. **Enforcing Policies:** Ensure that all employees, contractors, and partners comply with the Code of Conduct.
3. **Facilitating Communication:** Foster open dialogue about ethical and sustainability practices within the organization.
4. **Monitoring Compliance:** Conduct regular evaluations and audits of company practices against this Code.

8.3 Environmental Practices

1. **Energy Efficiency:** Implement measures to reduce energy consumption across all facilities, prioritizing renewable energy for charging stations.
2. **Waste Management:**
 - Develop waste segregation and recycling programs at all Fastcharge locations.
 - Partner with certified e-waste recyclers for disposing of obsolete equipment.
3. **Lifecycle Assessment:** Evaluate the environmental impact of charging infrastructure from manufacturing to decommissioning.

8.4 Health and Safety Rules

1. **Infrastructure Standards:** Ensure that all charging stations comply with local and international safety standards for heavy-duty electric vehicle charging.
2. **Emergency Preparedness:**
 - Equip facilities with safety measures, including fire extinguishers, first-aid kits, and emergency shutoff mechanisms.
 - Train employees on emergency response procedures, including handling battery-related hazards.
3. **Regular Inspections:** Conduct routine checks on charging equipment and facilities to identify and mitigate potential hazards.

8.5 Anti-Discrimination and Equal Opportunity Practices

1. **Inclusive Hiring:** Promote diversity and inclusion by providing equal employment opportunities for all individuals regardless of gender, race, religion, or disability.
2. **Harassment-Free Workplace:**
 - Prohibit all forms of harassment, bullying, or intimidation.
 - Establish confidential reporting channels for employees to address grievances.

8.6 Supplier and Partner Practices

1. **Contractual Obligations:** Require all suppliers and partners to sign agreements affirming their compliance with Fastcharge's Code of Conduct.
2. **Due Diligence:** Conduct risk assessments and background checks to verify suppliers' ethical, labor, and environmental practices.
3. **Capacity Building:** Provide training or resources to suppliers on sustainable practices, especially in areas where compliance may need improvement.

8.7 Data Privacy and Cybersecurity

1. **Customer Data Protection:** Safeguard customer and employee personal data by adhering to international data protection standards, such as GDPR.
2. **Cybersecurity:** Implement robust security measures to protect charging infrastructure from cyberattacks and data breaches.
3. **Transparency:** Inform customers about how their data is collected, stored, and used, ensuring they consent to its usage.

8.8 Community Outreach and Education

1. **Sustainable Transportation Awareness:** Conduct campaigns to promote the adoption of heavy-duty electric vehicles and sustainable mobility solutions.
2. **Local Engagement:** Partner with local governments and organizations to support initiatives that align with Fastcharge's sustainability goals.
3. **Workshops and Seminars:** Organize events to educate stakeholders about the environmental and economic benefits of EVs and renewable energy.

8.9 Continuous Improvement and Innovation

1. **Research and Development:** Invest in new technologies to improve the efficiency and sustainability of HDEV charging solutions.
2. **Feedback Mechanisms:** Establish systems to gather feedback from employees, customers, and partners for continuous improvement.
3. **Benchmarking:** Regularly compare Fastcharge's performance against industry standards and best practices to stay competitive and compliant.

By adhering to this Code of Conduct, Fastcharge demonstrates its commitment to sustainability, ethical business practices, and social responsibility.

Employees, partners, and stakeholders are expected to comply with this Code and contribute to our mission of fostering a sustainable future for heavy-duty electric vehicles.



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