



FASTCHARGE



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HUMAN RIGHTS

&

WORKING CONDITIONS

POLICY

Zero Emissions Trucking

Purpose, Implementation & Monitoring

Fastcharge is committed to respecting and promoting human rights across all aspects of its operations.

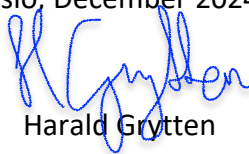
This policy outlines our commitments and practices to ensure fair and equitable treatment of all employees, contractors, and stakeholders, while contributing to a sustainable and ethical supply chain.

Fastcharge is committed to implementing this policy through:

- **Employee Training:** Regular training sessions on human rights and workplace standards.
- **Audits:** Conducting periodic internal and external audits to ensure compliance.
- **Grievance Mechanisms:** Providing accessible channels for employees and stakeholders to raise concerns confidentially.

By upholding this policy, Fastcharge ensures a respectful, equitable, and sustainable working environment while contributing positively to the communities we serve.

Oslo, December 2024



Harald Grytten

CEO Fastcharge AS

Adopted December 2024

1. Child Labour and Young Workers

1. **Prohibition of Child Labour:** Fastcharge strictly prohibits the use of child labor in any part of its operations or supply chain.
2. **Legal Compliance:** We adhere to the minimum age requirements set by local laws or international standards, whichever is stricter.
3. **Protection of Young Workers:** Employees under 18 are not assigned tasks that may endanger their health, safety, or development.

2. Wages and Benefits

1. **Fair Compensation:** Employees are paid wages that meet or exceed local legal minimums or industry standards, whichever is higher.
2. **Benefits:** Fastcharge provides legally mandated benefits and strives to offer additional support, such as health insurance and retirement plans.
3. **Transparency:** Payroll practices are transparent, with clear communication of wage structures to employees.

3. Working Hours

1. **Compliance with Laws:** Working hours, including overtime, comply with local laws and international standards.
2. **Reasonable Hours:** Employees are not required to work more than 48 hours per week, with overtime being voluntary and appropriately compensated.
3. **Rest Periods:** Employees are entitled to regular breaks, weekly rest days, and annual leave in accordance with legal requirements.

4. Modern Slavery

1. **Zero Tolerance:** Fastcharge prohibits all forms of modern slavery, including forced labor, servitude, and human trafficking.
2. **Freedom to Work:** Employees work voluntarily and are free to terminate their employment in accordance with legal notice periods.
3. **Audits and Due Diligence:** Regular assessments are conducted to ensure there is no modern slavery in our operations or supply chain.

12. Ethical Recruiting

1. **Transparency:** Recruitment processes are free of deceptive practices. Employment terms are clearly communicated before hiring.
2. **No Fees:** Employees are not required to pay recruitment fees or provide deposits as a condition of employment.
3. **Equal Opportunities:** Candidates are selected based on merit, skills, and experience, without bias or favoritism.

6. Freedom of Association and Collective Bargaining

1. **Respect for Rights:** Employees are free to form or join trade unions and engage in collective bargaining.
2. **Non-Retaliation:** No employee will face retaliation for participating in lawful union activities.
3. **Collaboration:** Fastcharge engages constructively with employee representatives to address workplace concerns.

7. Non-Discrimination and Harassment

1. **Equal Treatment:** Discrimination based on race, gender, age, religion, disability, or any other protected characteristic is strictly prohibited.
2. **Zero Tolerance for Harassment:** We foster a work environment free from harassment, bullying, and intimidation.
3. **Complaint Mechanisms:** Employees can report concerns through confidential channels without fear of retaliation.

8. Women's Rights

1. **Gender Equality:** Fastcharge promotes equal opportunities for women in hiring, training, and advancement.
2. **Safe Workplace:** Measures are in place to prevent gender-based harassment or violence.
3. **Support for Families:** We offer maternity and paternity leave in accordance with local laws and aim to provide flexible working arrangements.

9. Diversity, Equity, and Inclusion

1. **Inclusive Culture:** Fastcharge values diversity and actively works to eliminate barriers to inclusion in the workplace.

2. **Training:** Regular training on unconscious bias and inclusive practices is provided to all employees.
3. **Accountability:** Leadership is responsible for driving equity and inclusion initiatives.

10. Rights of Minorities and Indigenous Peoples

1. **Cultural Respect:** Fastcharge respects the cultural heritage, traditions, and rights of minorities and Indigenous Peoples.
2. **Free, Prior, and Informed Consent (FPIC):** Operations affecting Indigenous lands or resources are conducted only with their consent.
3. **Collaboration:** Engage with minority and Indigenous communities to create mutually beneficial opportunities.

11. Land, Forest, and Water Rights and Forced Eviction

1. **Responsible Use:** Fastcharge avoids operations that result in environmental degradation or displacement of communities.
2. **Fair Compensation:** In cases of land acquisition, affected parties are fairly compensated, and their rights are respected.
3. **No Forced Evictions:** Relocation is only conducted following lawful processes and with adequate consultation and compensation.

12. Use of Private or Public Security Forces

1. **Human Rights Training:** Security personnel, whether private or public, must undergo training on human rights and appropriate use of force.
2. **Accountability:** Any misconduct by security forces is investigated promptly and addressed transparently.
3. **Risk Assessment:** Security measures are proportional to the level of risk and aim to protect people and assets without infringing on rights.

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