

Supplier Code of Conduct



Introduction

1.1 Purpose

Fastned's Mission is to accelerate the transition to sustainable mobility by giving freedom to electric drivers. This translates into our goal of "a European network of 1000 fast charging stations on prime locations, where all electric vehicles can charge with renewable energy from the sun and wind". Sustainable mobility also translates into ethical business practices, environmental responsibility and social integrity. By adhering to these principles, our suppliers actively contribute to our mission through ensuring the ethical sourcing of materials, promoting energy efficiency in their manufacturing processes and upholding social and labor standards. We extend these principles to our suppliers, including those based in non-EU countries.

Fastned shall periodically review the adequacy and effectiveness of this Supplier Code of Conduct.

1.2 Scope

Our Supplier Code of Conduct applies to all suppliers engaged in providing products or services to Fastned. "Suppliers" includes, but is not limited to manufacturers, distributors, subcontractors, and any other entities involved in our supply chain and business. Suppliers are required to comply with this code in all activities related to our supply chain and business.

1.3 Relation to other documents

This Supplier Code of Conduct operates in conjunction with existing agreements, terms and conditions, and any specific requirements detailed in (procurement) contracts. It is essential for suppliers to ensure full alignment with both the Code and any supplementary agreements.



Principles

2.1 Environment

Compliance with environmental legislation

At Fastned, we strongly believe that addressing climate change is essential for ensuring the well-being of our planet and future generations. Therefore, we require from our suppliers that they shall, at a bare minimum, operate in full compliance with all applicable environmental legislation and requirements.

Sustainable future

Together with our suppliers, Fastned aims to work towards a sustainable future. We request from our suppliers that they prioritise the use of sustainable materials and technologies in their products and services. Suppliers must further identify and take appropriate action to address environmental issues with respect to resource consumption, greenhouse gas emissions, chemicals and waste.

2.2 Human Rights

Fundamental human rights

Suppliers shall respect and promote human rights in all their business activities wherever they operate and their employees shall be treated fairly, with dignity and respect, in accordance with the [UN's Universal Declaration of Human Rights](#).

Rights of equality and non-discrimination

Suppliers are required to promote equal opportunity and refrain from any discriminatory practices in their hiring and employment processes. Moreover, suppliers must neither condone nor tolerate any harassment, violence, or verbal abuse directed at their employees and take active steps to address such issues. Fastned's suppliers are expected to protect and support workplace diversity and equal opportunity within their organisations.

Personal data and privacy

Suppliers must protect the privacy of individuals, including but not limited to employees, customers, and other business partners. Suppliers must design and maintain processes to provide appropriate protections for this information.

2.3 Labour Rights

Health and safety

Suppliers shall provide safe, clean and healthy work environments conform to the local legal standards for all their employees and provide their employees with adequate training and protective equipment. Suppliers should make sure that these standards are met by both their own employees and their subcontractors.



Child labor

Suppliers must not employ individuals who are under the legal minimum working age in their respective jurisdictions and comply with all local and international laws, regulations and standards pertaining to child labor.

Forced labor

Suppliers shall not use any forced labor, whether in the form of physical coercion, debt bondage, or other forms of exploitation and ensure that all workers are employed voluntarily and have the freedom to leave their employment.

Harassment and discrimination

Suppliers are expected to treat all workers with dignity and respect, regardless of their gender, race, nationality, religion, age, disability, or any other characteristic, and implement policies and training programs to prevent and address harassment and discrimination within the workplace.

Right to organise and collective bargaining

Suppliers must not interfere with workers' rights to join or form trade unions, or engage in other forms of lawful worker representation and engage in good-faith negotiations with representative organisations chosen by their workers.

Remuneration and benefits

Suppliers must ensure that wages meet or exceed legal minimums and industry standards, providing compensation that covers basic needs and reflects the value of the work performed.

2.4 Anti-Corruption

Bribery and corruption

Suppliers must conduct themselves with integrity and refrain from engaging in any form of bribery or corruption. Suppliers are responsible for ensuring that their employees do not engage in any activities such as offering, pledging, providing or accepting any advantage, whether directly or indirectly, and they must not accept improper payments to gain new business or attain any other illicit advantage.

Conflict of interest

Suppliers must avoid situations in which a conflict of interest may arise between the supplier and Fastned. This includes refraining from involvement in activities where personal or any other relationships could potentially influence a business decision.



3

Regulatory compliance and monitoring

Regulatory compliance

Compliance with laws and regulations is an absolute minimum requirement for doing business with Fastned. All suppliers doing business with Fastned shall comply to the fullest extent with the laws and regulations of the jurisdictions in which they operate.

Compliance with this Code of Conduct

Suppliers shall ensure their own compliance with this Supplier Code of Conduct and throughout their value chains. Any form of non-compliance with this Supplier Code of Conduct must be reported promptly and effectively to our designated company representative responsible for supplier relationships, or via the [“whistleblowing”](#) procedure.

Monitoring

Fastned may request proof of suppliers’ performances concerning matters outlined in this Supplier Code of Conduct. In the event that a supplier falls short of the standards articulated in this Supplier Code of Conduct, the supplier may be required to institute a corrective action plan aimed at enhancing its performance level.

Finally, as Fastned’s mission centers on sustainability, the organisation may request information about a supplier’s value chain or CO2 emissions, or even a life cycle assessment of a product or material.

Acknowledged and Accepted

Supplier name

Signed by

Title

Date

