

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 labour 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 and their employees, parent, subsidiary or affiliate entities engaged in providing products or services to the Fastned group. "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. Suppliers further undertake to communicate the Fastned Supplier Code of Conduct to their employees, parent, subsidiary and affiliated entities as well as any subcontractors and undertake that these parties will also acknowledge and respect and abide to these conditions and principles. Suppliers should be aware that the Fastned Supplier Code of Conduct applies to all agreements with Fastned and is binding. Non-compliance with these provisions constitutes a default towards Fastned.

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. The supplier is also able to demonstrate the product's life cycle upon request.

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 and equally, with dignity and respect, all 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 in accordance with the local legal standards as well as the international treaties on terms of employment and working conditions drawn up by the International Labour Organisation (ILO) for all their employees. They must mitigate risks for their employees, including (sub)



contractors, to a level that is “as low as reasonably possible.” This includes measures such as providing training and proper equipment.

Child labour

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 labour. ILO Conventions [138](#) and [182](#) are particularly important. Among other provisions, they state that school-age children (i.e., those who have not yet completed compulsory education as defined by the relevant country or jurisdiction) must not be employed, and that children under the age of 18 must not be engaged in hazardous work, slavery, or armed labour.

Forced labour

Suppliers shall not use any forced or compulsory labour, 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 age, nationality, race, ethnic background, colour, religion, political opinion, national extraction, social origin, gender, sexual orientation or physical impairment, 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. Employees shall not be discriminated against for exercising their right to organise, for participating in collective bargaining, or for their membership in any association or union.

Remuneration and benefits

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

Conflict minerals

Fastned is committed to responsible sourcing and expects the same from its suppliers. Suppliers must ensure that any metals sourced for any products or services provided must be sourced ethically. Conflict minerals such as tin, tantalum, tungsten and gold must not be sourced from any “Conflict Affected and High Risk Areas”¹ and must not be, directly or indirectly, used in a manner to facilitate conflict, human rights abuses or environmental harm. Suppliers must make efforts to identify and eliminate the use of conflict minerals in products that are being supplied to Fastned and conduct due diligence in line with OECD (Organisation for Economic Co-operation and Development) guidelines.

¹ CAHRAs: <https://www.cahraslist.net/cahras>



2.4 Ethical business practices

Bribery and corruption

Fastned maintains a strict zero-tolerance policy towards bribery and corruption in all its forms, whether committed directly or through third parties. 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.

Regardless of where business is conducted—even in jurisdictions where bribery may be considered customary—it must be unequivocally understood that neither Fastned nor any associated parties will engage in or tolerate any form of bribery in dealings with public or private sector entities.

Bribery is not limited to the exchange of cash. It can also take the form of gifts, hospitality, or entertainment, especially when these are intended to improperly influence a business decision. Similarly, political contributions, charitable donations, or sponsorships may be misused as a cover for bribery.

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.



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 Supplier 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](#). German suppliers may also report concerns through the dedicated German [whistleblowing policy](#).

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.

To support our commitment to sustainability, Fastned may ask suppliers for detailed information about their entire value chain, from sourcing materials to disposal. This could include specific data on direct and indirect carbon emissions during operations and product lifecycles. We might also request full product or material life cycle assessments to understand the environmental impact of what we buy. This thorough review helps Fastned make informed decisions that fit our sustainability goals and build a more environmentally responsible supply chain.

Fastned reserves the right to conduct or commission independent audits of our suppliers' operations and practices to ensure adherence to the principles outlined in this Code of Conduct. Such audits may assess, but are not limited to, compliance with ethical labour standards, environmental regulations, anti-corruption policies, and supply chain due diligence. Suppliers shall grant Fastned and its designated representatives reasonable access to relevant facilities, personnel, and documentation for the purpose of these audits, with appropriate notice.



Acknowledgement and acceptance

To comply with legal requirements, Fastned must ensure that all individuals and entities to whom this policy applies have read and understood its contents. Accordingly, all suppliers will be required to sign an acknowledgment confirming that they have read and understood this policy. This acknowledgment may be provided as a separate document or incorporated into the relevant contract with Fastned.

Acknowledged and Accepted

Supplier name

Signed by

Title

Date

