

Supplier

CODE OF CONDUCT





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01 INTRODUCTION

Introduction

Recharge is committed to conducting business in a responsible, ethical, and sustainable manner. Our mission is to support the green energy transition by providing accessible, reliable, and smart electric vehicle (EV) charging infrastructure throughout the Nordics. We are guided by our core values: to care, to share, and to dare.

This Supplier Code of Conduct ('Code') sets expectations for our suppliers and partners to uphold the same high standards. Together, we can reduce environmental impact, protect human rights, and ensure responsible business practices across the value chain.

The Code is aligned with the UN Global Compact, the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights. These international frameworks provide the foundation for sustainable and ethical operations.

We believe collaboration with our suppliers is essential in achieving our ambition of becoming net zero by 2035. This Code provides clarity on the responsibilities expected from our suppliers and business partners.

About Recharge

Recharge is a leading Nordic EV charging provider, operating a wide network of fast chargers across Norway, Sweden, Finland, and Denmark. Our infrastructure supports a high volume of charging sessions every month, helping thousands of EV drivers stay powered on the road. As a pioneer in sustainable mobility, we aim to empower EV users and contribute to a fossil-free future.

More at: www.rechargeinfra.com

Scope & Validity

This Code applies to all suppliers, vendors, and business partners of Recharge. It is effective from June 2025 and will be reviewed annually or as needed.



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02 BUSINESS PRACTICES

Business Practices

Recharge expects suppliers to conduct business legally, ethically, and transparently. Upholding strong business integrity is essential to building trust and sustainable partnerships.

- Comply with all applicable laws and international standards.
- Implement clear policies to prevent corruption and bribery.
- Avoid conflicts of interest and disclose any potential issues.
- Ensure transparency and fairness in all transactions.
- Avoid anti-competitive behavior and respect trade regulations.



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3. HUMAN & LABOR RIGHTS

Human & Labor Rights

Recharge is committed to protecting and promoting human and labor rights throughout our supply chain. We expect suppliers to create safe, fair, and inclusive workplaces that align with international human rights standards.

- Respect the rights to freedom of association and collective bargaining.
- Prohibit forced, bonded, and child labor.
- Ensure fair wages, transparent contracts, and reasonable working hours.

- Create a non-discriminatory environment and treat all workers with dignity.
- Establish safe channels for reporting concerns without retaliation.

In addition, Recharge expects its suppliers to implement a structured due diligence process to identify, prevent, and mitigate adverse impacts on people, society, and the environment. This includes:

- Conducting regular risk assessments related to human rights, labor conditions, environmental impact, and business ethics.

- Implementing appropriate policies and controls to address identified risks.
- Monitoring and evaluating the effectiveness of these measures.
- Reporting on due diligence activities and outcomes upon request from Recharge.

Suppliers shall also ensure that their sub-suppliers and business partners are subject to similar due diligence processes. Recharge may request documentation or conduct assessments to verify the implementation of due diligence practices.



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4. HEALTH, SAFETY & WELLBEING

Health, Safety & Wellbeing

A safe and healthy workplace is fundamental. Recharge expects suppliers to prevent harm, support wellbeing, and ensure fitness for duty among all personnel.

- Follow all health and safety laws and use proper protective measures.
- Provide safety training and necessary equipment to all workers.
- Prohibit alcohol and drug use on worksites.
- Comply with site-specific safety protocols when working with Recharge.

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5. ENVIRONMENTAL RESPONSIBILITY

Environmental Responsibility

Recharge's climate goal of achieving net-zero emissions by 2035 extends across our entire value chain. As part of this ambition, we rely on our suppliers to actively support environmental protection and contribute to sustainable practices throughout their operations.

- Track and reduce greenhouse gas emissions (Scope 1, 2, and 3 where applicable).
- Adopt energy-efficient and low-carbon practices across operations.
- Use circular economy principles to reduce waste and extend product life.
- Protect biodiversity and comply with environmental laws.
- Ensure responsible sourcing of minerals to avoid supporting conflict.

When delivering goods or services to Recharge, suppliers are expected to:

- Use zero-emission machinery (e.g., electric or hydrogen) where feasible.
- Prioritize low-carbon, certified, or sustainably sourced materials.
- Apply circular principles to major deliveries or projects.
- Assess and minimize impacts on nature and biodiversity through planning and reporting.

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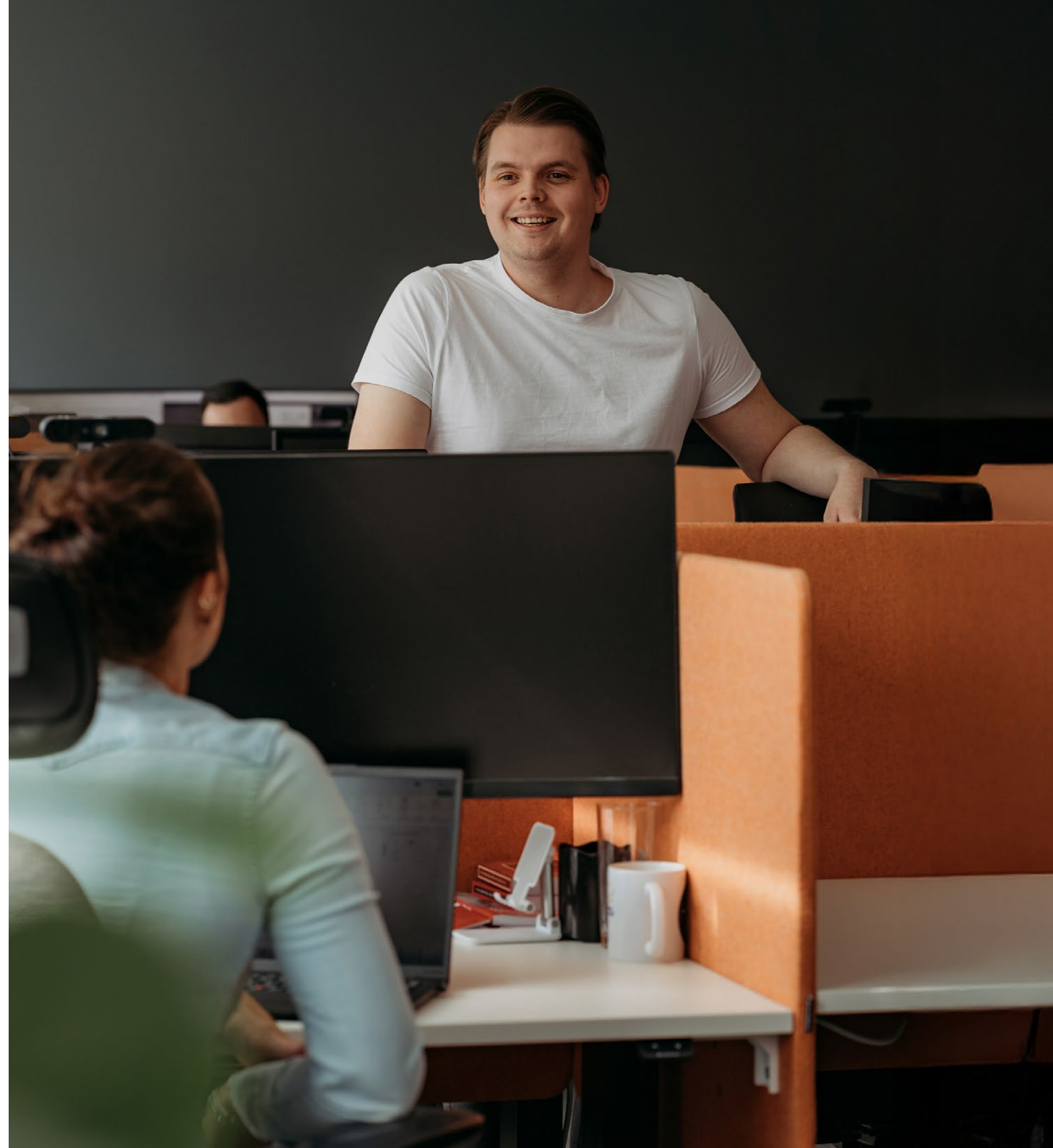
6. DATA PRIVACY & INFORMATION SECURITY

Data Privacy & Information Security

Suppliers shall establish, implement, and maintain an appropriate Information Security Management System (ISMS) to ensure the confidentiality, integrity, and availability of information.

This includes applying risk-based security measures, access control, incident reporting, business continuity, and protection of personal and confidential data in line with ISO/IEC 27001 principles and the requirements of the NIS2 Directive.

Suppliers must ensure that security controls are continuously monitored, regularly reviewed, and improved, and that employees and sub-contractors are aware of and adhere to these requirements.



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7. QUESTIONS & REPORTING

Questions & Reporting

Advice

For questions or clarification on this Code, suppliers should reach out to compliance@rechargeinfra.com

Reporting Concerns

Breaches or concerns can be reported anonymously through Recharge's whistleblower channel, accessible via our website:

[Whistleblowing - Recharge Main](#)



We encourage a culture of openness and proactive dialogue.



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8. MONITORING & COMPLIANCE

Monitoring & Compliance

Suppliers are responsible for implementing and maintaining compliance with this Code, including monitoring their own operations and those of sub-suppliers and contractors. Recharge reserves the right to audit and assess compliance at any time.

Assessments

Recharge may request self-assessment questionnaires or supporting documentation. Timely, complete, and honest responses are required. Results may influence future collaboration and supplier evaluations.

Non-Compliance

Failure to comply with the legal and ethical standards in this Code may result in audits, requests for corrective actions, or termination of the business relationship. Recharge is willing to work with suppliers to resolve concerns but reserves the right to take appropriate action when expectations are not met.



Supplier

CODE OF CONDUCT

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