

Heliox Code of Conduct | Suppliers

October 2022, version 2

Dear Supplier,

Heliox¹ has over 30 years of Professional Power Conversion experience and is a Global Market Leader in charging infrastructure for electric buses. Our products are being used in the world's largest opportunity DC charging projects in Europe. Our excellent R&D capabilities enable us to create and develop, together with our suppliers and customers, innovative and high quality future proof charging solutions in the most demanding markets.

Heliox has a strong focus on Corporate Social Responsibility. Further information about Heliox Corporate Social Responsibility, can be found on Heliox-website.

We care about the impact we have on our customers, suppliers, our people, our environment and future generations to come. It is our standard to conduct every aspect of Heliox business with openness, honesty, integrity, freedom, trust, respect, fair business practice, protection of the environment and health and safety performance. These ethical standards form the basis of our Heliox DNA which we include in this Supplier Code of Conduct. We explicitly ask and expect all of our suppliers to observe them and to follow practices that are in line with this Code.

¹"Heliox" means Chargeco Holding B.V. and its Affiliates, being entities that are directly or indirectly controlled by Chargeco Holding B.V.

Fair business practices and ethics

Heliox suppliers shall uphold the highest standards of fair business practices and ethics, including:

Compliance with the legislation

The suppliers' respective practices shall be compliant with all applicable international, national and local laws. Heliox suppliers shall support the 'United Nations Universal Declaration of Human Rights', its core treaties, the UN Guiding Principles of Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the International Labor Organization Conventions and Recommendations, as well as other similar laws, standards and principles that aim protecting human dignity.

Labor Practice

Heliox suppliers shall recognize the right of their employees to join or to refrain from associating freely and bargaining collectively. Heliox suppliers shall comply with the laws and the collective labor agreements in the countries in which they operate, relating to wages, benefits, working hours and working conditions.

Heliox shall not tolerate any form of forced or child labor by its suppliers.

Non-Discrimination

Heliox suppliers should recognize and appreciate the existence of different values and cultural standards. Each supplier shall commit to provide equal opportunity in employment and shall not discriminate on the basis of age, race, nationality, social or ethnic descent, gender, physical disability, sexual preference, religion, political reference, or union membership. Only professional qualifications should matter.

Employee Relations

Heliox supplier shall ensure its employees treat each other with fairness and respect regardless of their hierarchical position in the company and keep at all levels a trustful and open working atmosphere.

Health and Safety

Heliox seeks to work with suppliers that provide a safe and healthy workplace for all of their employees.

Supplier shall provide its employees with all the necessary trainings and personal protection means.

Suppliers who are given access to Heliox premises to conduct contracted services are obliged to acknowledge and fully comply with the Heliox Health and Safety guidelines for visitors and outsourced contractors.

Environmental Stewardship

Heliox expects its suppliers to comply with all applicable environment regulations and legislations. Heliox suppliers are committed to develop cleaner processes and aim to minimize the impact on the environment and follow best practices in environmental management, including:

- energy and resource efficiency
- limitation of CO2 emissions and other greenhouse gases
- responsible water management
- waste treatment and reduction
- recycling
- establishing a reasonable environmental management system.

Business Integrity

Heliox suppliers shall not engage in any form of corruption, extortion, embezzlement or bribery. They shall comply with all applicable anti-corruption laws and regulations of the countries in which they operate, and all applicable international anti-corruption conventions. Heliox suppliers are obliged to foster fair and impartial competition. Heliox suppliers shall adhere to international trade regulations and export control regulations. Heliox suppliers shall avoid conflict of interest situations in relationships with Heliox and Heliox employees.

Suppliers shall maintain an unquestionable standard of integrity, which includes that no excessive gifts and meals, entertainment, travel, accommodation or other gratuities will be offered to Heliox employees. Similarly, Heliox undertakes not to offer or give any payments, services, gifts, entertainment or other benefits to any supplier for the purpose of influencing the way in which the supplier performs its duties.

Heliox shall not support suppliers in evading tax, or let their owners or employees benefit from price settlements that are not in line with ethical business practices and with tax and other legal requirements. Supplier shall comply with the applicable export control and customs regulations.

Anti-Money Laundering and Trade Sanctions

Heliox expects from its suppliers to comply with the trade sanctions rules and minimize the risk that business with Heliox will be misused by third parties as a means to launder money. Heliox expects the suppliers to identify risks and prevent Heliox from being involved with terrorists and other criminals. This includes taking special care when accepting cash for payment of invoices. The suppliers have to make sure that their every new business partner – whether customer or supplier – is evaluated (screened) on the basis of the sanctions list.

Responsible sourcing of minerals

Heliox is committed to use raw materials of legal and sustainable origin. Heliox wants to avoid sourcing “conflict minerals” as they contribute to the financing of armed conflicts and enable human rights abuses. Heliox maintains due diligence processes to achieve compliance with this commitment and requests relevant suppliers to fully support Heliox in this aspect.

Product quality and Product Compliance

In order to prevent counterfeit parts, Supplier shall only use audited and proven suppliers for purchases of any kind such as raw materials, parts and components. Supplier shall pursue improving quality through programs that enable each employee to do his job right. Supplier shall ensure correct implementation and maintenance of a compliance program with the products throughout the company, in line with developing market and business requirements.

Protection of intellectual property

Heliox suppliers shall respect intellectual property rights and shall manage the existence of and information on technology and know-how in such a manner that the Heliox intellectual property rights shall be adequately protected.

Suppliers shall not use or publish the Heliox-logo or Heliox-brand in their online or printed communication tools without prior consent from Heliox.

Confidential information

Heliox suppliers shall treat the information obtained from Heliox strictly confidential and shall not disclose this information to others without prior written notice of Heliox.

Information regarding the suppliers' business activities, structure, financial situation and performance should be disclosed to Heliox in accordance with applicable regulations.

Data Protection

Heliox suppliers should handle personal data confidentially and with particular care in accordance with the applicable data privacy legislation.

Secure Business

Heliox suppliers shall conduct their business in a secure manner and will implement reasonable measures for minimizing their exposure to security threats.

Documentation, Monitoring and Speak-Up

This Supplier Code of Conduct applies worldwide and is the basis for all contractual relationships. All Heliox suppliers are required to comply with this Code of Conduct and communicate these basic principles and standards to their direct suppliers and sub-contractors and use reasonable effort to make their suppliers and sub-contractor comply with the principles of this Code of Conduct. This is intended to ensure compliance with these basic principles and standards along the supply chain and to continuously improve the associated processes with our supplier's subcontractors. Supplier shall develop an effective grievance mechanism and provide access to this mechanism for its employees to report possible violations of the compliance rules.

In order to ensure and demonstrate compliance with the Supplier Code of Conduct, suppliers shall keep record of all relevant documentation, and provide to Heliox supporting documentation upon request. Monitoring may take the form of self-assessments, site visits and follow up on remediation plans. Heliox will work with its suppliers in addressing gaps identified.

Any breaches of the rules of the Code of Conduct shall constitute a contractual breach. Heliox reserves the right to suspend and/or terminate the contractual relationship with the suppliers who do not meet the requirements of this Supplier Code of Conduct or who cannot provide or commit to an improvement plan.

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