

## **CHARGEPOINT CANADA, INC.**

### **FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS**

ChargePoint Canada, Inc. (“ChargePoint”) considers any and all forms of forced labour and child labour to be abhorrent and ChargePoint is committed to conducting business in a way that ensures that everyone it deals with is treated with respect and consistently within their legal rights and protections.

ChargePoint strives to ensure that no form of forced labour or child labour exists in our business or supply chain. ChargePoint continues to work to ensure that the way we run our business both prevents and deters any form of forced labour or child labour from affecting what we do and how we do it. ChargePoint is also committed to working with our suppliers to ensure that they uphold the law and the principles set out in this report.

This report is given for the financial year ending 31 January, 2025.

#### **Structure, activities, and supply chains**

ChargePoint is a leading electric vehicle (“EV”) charging technology solutions provider and is creating a new fueling network to move people and goods on electricity. ChargePoint Canada, Inc. is a corporation in legal classification and legal structure. It has 14 employees in Canada and ChargePoint, Inc. has 510 employees outside of Canada.

ChargePoint designs its products in-house and sources production and components from various contract manufacturers based all over the globe, including in Malaysia, Mexico, Taiwan, Thailand, and the United States. ChargePoint imports EV charging hardware to Canada, manages the network on which the hardware operates, and offers repair and maintenance services for hardware installed in Canada.

ChargePoint recognizes that its operations require working with partners in a variety of jurisdictions, and as such, the company must be alert to all potential risks that may arise. In consideration of these potential risks, ChargePoint strives to build relationships with its suppliers, ensuring that each supplier exemplifies ChargePoint’s standards and adopts an ethos based on the same standards.

#### **Policies**

As part of putting our standards and expectations at the core of what ChargePoint does, ChargePoint has implemented policies on Anti-Discrimination & Harassment, Workforce Conduct, Ethical Behaviour, and Compliance with Laws and Regulations. These policies ensure that it is clear that respecting diversity and individual rights of those both within our business and those with whom ChargePoint works is essential.

ChargePoint has also implemented a whistleblowing policy and hotline. This is an anonymous reporting hotline, reached by telephone or via an online form, which can be used from any country in the event that any employee has any concerns about the practices of any business or person

within ChargePoint's supply chain. Any individual who issues a report to the whistleblower hotline or the online reporting form is protected from all forms of retaliation.

ChargePoint joined the Responsible Business Alliance (RBA) and the Responsible Labor Initiative (RLI) as a commitment step to support best industry practices. ChargePoint adopted the RBA Code of Conduct as its Supplier Code of Conduct. The RBA Code prohibits all forms of forced labor and human trafficking.

### **Due diligence**

ChargePoint expects all contractors, suppliers, and other business partners with whom it works to achieve and maintain high standards, not only in what they provide but also in the way they do so. This includes ensuring that all suppliers' employees and workers are treated with dignity and respect in a fair and ethical environment. ChargePoint also expects suppliers to have policies and controls in place to reduce the risk of forced labour and child labour.

ChargePoint continues to work to identify, assess, and monitor any potential areas of risk in relation to our business and supply chains with a view to identifying and remedying any concerns that may arise. As part of this, ChargePoint considers how long we have partnered with the entity concerned, the nature of what is being supplied and the location from where it is being supplied.

Carrying out due diligence is a continual and ever-changing process and ChargePoint continues to build on and improve our existing processes.

### **Assessing and managing risk**

The assessment and management of risk is done regularly on a case-by-case basis, considering each individual circumstance to ensure the right approach.

As part of managing the risks involved in engaging with suppliers, ChargePoint starts by assessing areas where there is a higher potential for risk. This includes considering the type of services being carried out, the nature of what is being supplied and the location from where it is being supplied.

Once this has been done, ChargePoint considers what additional steps may be necessary to manage any risks which have been identified. This may be done through the use of contractual obligations, or wider monitoring.

### **Remediation measures**

ChargePoint has not identified any forced labour or child labour in its activities or supply chains, nor any loss of income to vulnerable families resulting from measures to eliminate forced or child labour, therefore no remediation measures have been conducted.

### **Employee training**

ChargePoint's employees receive on-boarding training and recurring courses covering our policies, including our code of conduct (which covers the basic tenets of our commitment to do business ethically), as well as the responsibility to protect ChargePoint's property, reputation, and good legal standing.

### **Assessing effectiveness**

ChargePoint assesses its effectiveness in ensuring that forced labour and child labour are not used in its activities and supply chains by monitoring, auditing, and working with its contract manufacturers to ensure that all applicable policies, codes and mechanisms are in place. Additionally, as described above, ChargePoint maintains a whistleblowing policy and hotline for reporting concerns about the practices of any business or person within ChargePoint's supply chain.

### **Attestation**


In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I, in the capacity of Chief Financial Officer, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

Full name: Mansi Khetani

Title: CFO

Date: 5/19/2025

Signature:

Signed by:  
  
0612FB1871E447F...

I, Mansi Khetani, have the authority to bind ChargePoint Canada, Inc.