

# California Transparency in Supplies Chain Act Statement

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December 15, 2020

# Statement Overview

ChargePoint, Inc. and all of its Affiliates (“ChargePoint”) believe in responsible sourcing and condemns human trafficking in all of its forms. ChargePoint partners only with those suppliers that it believes share its commitment to operating with integrity and embodying ethical decision-making. All suppliers are expected to comply with local laws as a condition of doing business with ChargePoint, and ChargePoint preferentially selects supply partners with robust operating systems that include strong codes of conduct. ChargePoint continues to invest in responsible sourcing best practices and will update the notice as warranted.

In accordance with the California Transparency in Supply Chain Act, ChargePoint discloses the following:

## Verification

ChargePoint does not directly or through a third-party assess the specific risks of forced labor practices in our supply chains.

## Supplier Audits

ChargePoint conducts audits of supplier facilities, sometimes unannounced, that may reveal problematic worker conditions. These audits may be several layers down in ChargePoint’s supply chain. However, ChargePoint does not conduct audits for the specific purpose of uncovering forced labor or human trafficking

## Certification

Our commercial agreement with suppliers requires compliance with all laws, including the Fair Labor Standards Act and its international equivalents. Suppliers are similarly responsible for any subcontractors that they might retain to support ChargePoint business. Our final assembly contract manufacturers maintain formal management systems for fair labor aligned to the UN Guiding Principles on Business and Human Rights and/or the Responsible Business Alliance.

## Internal Accountability

Each supplier has an assigned ChargePoint supply chain manager responsible for monitoring and improving that supplier’s performance. The supply chain manager, or anyone else in the organization, is empowered to report a concern or recommend a corrective action. ChargePoint supply chain leadership will meet with the team to assess the severity of any issue along with the history of a given supplier before deciding on the best course for remediation or, if warranted, termination of the relationship. ChargePoint encourages open discourse and is a no-retaliation workplace.

## Training

All members of ChargePoint’s supply chain management organization receive yearly training on ChargePoint’s Code of Conduct. That Code of Conduct training, along with ethical practices training for all new hires, includes material on respecting the human rights and dignity of others. Supply chain managers are not specifically trained on identifying human trafficking risks in supply chains.