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CHARGEPOINT HOLDINGS, INC.

MODERN SLAVERY ACT TRANSPARENCY STATEMENT

ChargePoint Holdings, Inc. and its subsidiaries ("ChargePoint") considers any and all forms of modern slavery and human trafficking 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 modern slavery or human trafficking 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 modern slavery and human trafficking 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 statement.

Our organisational structure and our business

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 was founded in 2007, and is a global company with offices across several countries including ChargePoint Network (UK) Limited in the United Kingdom.

Our staff

ChargePoint has approximately 1,661 employees worldwide. ChargePoint's employees are essential to the proper and successful operation of its business. It is an intrinsic part of that success that employees are treated with dignity and respect, wherever in the world they are based.

ChargePoint takes necessary steps to ensure that all procedures it has in place for recruitment are consistent with relevant local laws, regulations and standards, and works to create an equal, diverse and supported workforce.

Our supply chains

ChargePoint designs its products in-house and outsources production to an assortment of contract manufacturers based all over the globe, including in the United States, Mexico, Asia and Europe. Components are sourced from a number of global suppliers, with concentrations in the United States and Asia.

ChargePoint recognises that its operations means working with partners in a variety of jurisdictions, and as such it must be alert to the risks which may arise in each case. In consideration of these potential risks, ChargePoint strives to build relationships with its suppliers; ensuring that each maintains the standards required and adopts an ethos which reflects its own.

ChargePoint joined the Responsible Businenss Alliance (RBA) and the Responsible Labor Inititiave (RLI) as a commitment step to support best industry practices. ChargePoint adopted the RBA Supplier Code of Conduct which prohibits all forms of forced labor and human trafficking and is in process of implementing compliance across its supply chain.

Our policies and principles

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, 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.

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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 in the event that any employee has any concerns about the practices of any business or person within ChargePoint's supply chain.

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. That includes ensuring that all of their employees and workers are treated with dignity and respect in a fair and ethical environment.

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 look 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 any potential areas of 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.

Training

ChargePoint's employees receive on-boarding training sessions and are also required to follow 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.

Looking ahead

In the future ChargePoint will continue to work to embed the principles of the Modern Slavery Act into our business and operations.

This statement is given on behalf of ChargePoint Holdings, Inc. and its subsidiaries for the financial year ending 31 January, 2024. It sets out the steps taken during the financial year to prevent modern slavery and human trafficking in our business and supply chains.

6/27/2024

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Henrik Gerdes
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Henrik Gerdes

Chief Accounting Officer, ChargePoint Inc.

On behalf of ChargePoint Holdings, Inc.