

# Code of Conduct for Suppliers



**Allego wants everyone to be able to charge their electric car wherever and whenever they want to, simply and affordably. On behalf of local councils, businesses and transport companies, Allego works on user-friendly and future-proof charging points, including the corresponding services and standards. The wishes of EV-drivers and other end users form the basis of our charging solutions. Allego is the independent binding party whereby we work together with all market parties on a European, interoperable charging network, sharing all the knowledge and experience which is acquired.**

**We do all this in a responsible and sustainable manner. We expect our suppliers to likewise put a lot of work into socially responsible business practices. We use the Code of Conduct for Suppliers for that purpose.**

The Allego Code of Conduct for Suppliers is based on the guidelines of the Organisation for Economic Cooperation and Development (OECD). It sets requirements on doing business ethically and fairly and sets out how we want to treat our people, how we want to improve our living environment, and how we want to work (together). Allego attaches great importance to compliance with this Code of Conduct and can also check this, for instance by visiting companies or requesting reports.

## How we treat our people

Everywhere in the world, employees should be able to work in decent, fair and safe conditions. Together with our suppliers we therefore respect the Universal Declaration of Human Rights and the international treaties on terms of employment and working conditions, as drawn up by the International Labour Organisation (ILO). The following points are of particular importance:

### • Anti-discrimination

All anti-discrimination provisions as defined in (supra) national laws and regulations are respected and complied with. There is no discrimination on grounds of age, nationality, race, ethnic background, gender, sexual orientation or physical impairment.

### • Unions

Employees have the right to join (labour) unions. They have the right to participate in (collective) negotiations aimed at reaching agreement about terms and conditions of employment.

### • Voluntary labour

It is recognised that labour is based on a voluntary agreement. Forced labour is not used under any circumstances such as in the case that, in spite of human rights conventions, people are pressured to perform work.

### • Child labour

Suppliers refrain from using child labour. All (supra) national laws and regulations which apply to child labour are respected to this aim. The ILO conventions 138 and 182 are of particular importance in this respect. They declare, among other things, that school-age children (generally up to the age of 15) are not included as employees, and that children are not deployed in dangerous work, forms of slavery and armed labour.

### • Working conditions

Measures are taken to enhance and guarantee working conditions. This concerns in any case working hours and rest periods, safety measures and precautions, measures for specific risk groups and the handling of hazardous substances.

### How we treat our living environment

Caring for the living environment is part and parcel of sustainable business operations. Measures for protecting and improving the quality of the environment, public health and safety are important points for attention. Basic principles in caring for the living environment are:

- **Life-cycle analysis**

It is important to keep the footprint of products and services as low as possible. Negative impact on the living environment must be minimised. Valuable methods include LCA (life-cycle analysis), EIA (environmental impact assessment) and TCO (total cost of ownership). The consumption of raw materials and energy is analysed, as are emissions during the production and entire service life of the product. The supplier can demonstrate the life cycle of a product and thereby endeavour to use sustainable materials.

- **Product composition**

The raw materials used, the risks of hazardous substances, combinations of raw materials and the possibilities of reuse of raw materials and/or parts at the end of a product's service life are taken into consideration in the product composition.

- **Waste and recycling**

Waste is avoided as much as possible. The possibilities of recycling are investigated and put into practice whenever possible. One highly valued option is for the supplier to accept returned products at the end of their service life (whereby suppliers assume responsibility for the product and the raw materials).

- **Information**

Information about environmental, health and safety issues of activities is provided to employees and the local residents.

### Attitude and conduct

We believe in transparency in all that we do. We are Allego's business card when we visit on location, and we behave accordingly towards the customer. Work is performed and completed properly. Nuisance for the surroundings is limited as much as possible.

### How we work

Allego believes in doing business openly, honestly and independently. In concrete terms this means:

- **Laws and regulations**

All (supra) national laws and regulations which relate to business activities must be respected. If local (industrial) standards are stricter than the legislation, these (industrial) standards will be complied with.

- **Transparency**

The aim is to provide optimum transparency about operations. Measures taken to that aim include regular public publications, provision of information about and accountability for the efforts as stated in this Code of Conduct. Insight is provided into performances, criteria, viewpoints and decisions made.

- **Integrity**

Suppliers are ethical: they do not become involved in bribery and are cautious in giving and receiving business gifts. The laws and culture of countries where business is done are respected. Measures are taken to minimise the risk of corruption and/or misuse of authority, in the production as well as the supply of goods, products and services.

- **Supply chain responsibility**

Allego works together with suppliers on responsible supply chain management. The supplier will apply the principles of the code of conduct and introduce and discuss them with employees. The supplier will also, whenever reasonably possible, request its upstream suppliers in the supply chain to comply demonstrably with the Code of Conduct.

- **Sustainable transport**

Allego believes in sustainable transport. It is not just something for our customers, but also for our partners and our own employees. We want everyone to think consciously about sustainable transport and the environment. Whenever possible, we drive electric ourselves. We also hold our meetings online whenever possible.