



Modern Slavery Statement

March 2024

Statement

Introduction

This statement is made by char.gy in accordance and compliance with the relevant obligations under section 54(1) of the UK Modern Slavery Act 2015. It constitutes char.gy's modern slavery statement for the financial year ended 31 March 2024.

Who is char.gy?

char.gy is a leading on-street charge point operator in the UK, managing over 3,000 public charge points. We are committed to providing reliable, convenient, and cost-effective charging infrastructure that is accessible to all, particularly those without private driveways who rely on public charging.

Through a solution-focused approach and a charging model designed to serve communities, our network delivers value for both our drivers and partners. char.gy is dedicated to reshaping the landscape of electric vehicle charging by delivering meaningful and long-lasting outcomes, to ensure a sustainable, reliable, and accessible future for all.

char.gy is the trading name of char.gy Limited, a company incorporated in England and Wales, with registered number 10222179, whose registered office is 55 King William Street, London, England, EC4R 9AD.

Super-charging good

Modern slavery is a very real and present threat to society, harming some of the most vulnerable people. The term covers all forms of slavery, servitude, forced labour, human trafficking, and exploitation for personal or commercial gain.

With over an estimated 50 million people globally living in modern slavery, we are all responsible for eradicating this crime. At char.gy, we take this responsibility seriously and are committed to achieving the highest level of ethical standards and implementing robust governance practices to ensure integrity and objectivity throughout our operations and supply chain.

As a business with sustainability at its core, we are committed to delivering the Sustainable Development Goals (SDGs), including the eradication of forced labour, modern slavery and human trafficking and the protection of labour rights, as described in SDG 8.7.

Adopting a zero-tolerance approach to the crime, this statement shares the actions we are taking to help combat this offence.

Policies and process

We are committed to ensuring that there is no modern slavery in our supply chains or in any part of our business.

We give our people a framework of policies, processes, and technical standards to run char.gy safely and effectively. We foster a culture of openness and accountability through living our values every day and it is important we create a safe space for our people that empowers individuals to speak up should they observe

suspicious behaviour. We have a code of conduct which requires all our employees to act with integrity in all their dealings with each other and suppliers. All employees are encouraged to raise suspicious behaviour with their people leader/line manager. We recognise it is our responsibility to provide a safe and confidential mechanism for raising concerns or suspected breaches and we are committed to exploring/developing a whistleblowing policy and tool.

Our Values reinforce our commitment to guaranteeing we operate to high ethical standards.

Suppliers, due diligence, and risk assessment

We function in a responsible, ethical, open, and transparent way, so it is no surprise that we expect the same from the suppliers and other stakeholders we work with. We want to ensure they uphold the same standards as we do, encouraging greater transparency within company supply chains to stamp out modern slavery-related offences. We are not prepared to accept any form of exploitation by the companies we do business with. We will ensure that where practicable new supplier contracts we enter contain an anti-slavery clause. This clause prohibits suppliers and their employees from engaging in slavery or human trafficking.

As part of our due diligence in respect of partners and suppliers, all partners and suppliers are asked if they have a Modern Slavery Policy, and they are expected to comply with their relevant policies.

We are keen to make modern slavery a thing of the past, but we rely on the people we work with (like our suppliers) to make it happen. We know that by working closely together with a shared mission and values, better things are bound to follow.

Training

Everyone should have knowledge and awareness of these offences, and our focus has been on equipping our people with the information and approach to identifying these crimes. With the support of an external consultancy, all our employees spent time during the year learning about modern slavery – the varying approaches to identification and mitigation best practice. We are committed to further educating our people on these offences.

Looking forward

We understand that the risk of modern slavery and human trafficking is not static, and we must continue to build upon existing efforts and improve our mitigation in the years ahead to ensure the company is alert to, and acts upon, emerging industry risks. It is crucial that we respond to modern slavery in a way that reflects our values.

We are committed to improving our compliance with the Modern Slavery Act 2015 and will continually monitor and review our approach in line with best practice.



John Lewis, Chief Executive Officer

For and on behalf of the Board of char.gy

22 March 2024