



# Empowering the **next level** of e-mobility

CharIN – Charging Interface Initiative e. V.

## Code of conduct





## Vision, mission and code of conduct

### **Our vision:**

Empowering the next level of green mobility and energy. CharIN stands for an interoperable charging infrastructure around the globe and the best possible use of all renewable energy resources in the entire mobility sector.

### **Our mission:**

CharIN paves the way for members and beyond to compete and grow based on consistent and commonly supported norms, standards and regulatory frameworks.

**This code of conduct** clarifies CharIN's values and principles. It shall articulate the values CharIN wishes to foster in leaders, employees, ambassadors, volunteers and, in doing so, defines desired behavior which ultimately helps to achieve a good and lasting reputation. This perception will determine the sustainable success of CharIN as a platform and service provider for global exchange and cooperation across all industries.

# Code of Conduct

*Doing the right thing in the right way.*

## What We Stand For

- Community norms
- Antitrust
- Conflicts of interest
- Ethical standards
- Political payments

## What we do for Society

- Sustainable mobility and energy

## How we Work





# Code of conduct

## What we stand for

- **Community norms** are vital for an association acting on a global scale. With our rules of association, we provide a framework within our members can develop trust and take risks associated with sharing their opinions and making themselves open to the perspectives of others. All companies and organizations that join CharIN as new members agree to abide by those norms as the trustworthy conversation within our various Task Force and Focus Group crucial to ensure sustainable progress.
- Agreements that contradict **antitrust** law and thus the open CharIN approach will not be accepted. Therefore, we make clear verbal and written statements in every meeting ensuring that no activities will violate this core principle.
- Avoiding **conflicts of interest** represents the baseline for all our activities. CharIN understands itself as a global but neutral voice and does not get involved if a particular activity poses a conflict of interest. If a conflict of interest arises, we take immediate action and reduce risks by disclosing information about the situation.
- The most effective way to prevent conflicts of interest is to follow **ethical standards**. Our ethical conduct includes fairness, objectivity, and confidentiality. We constantly implement those principles since they are crucial for the good governance of our global association.
- **Fairness** refers to honest, reasonable, and decent behavior characterized by equal treatment and impartiality toward others. The CharIN reputation is largely determined by the conduct and behavior of its staff and volunteers. Therefore, respectful and fair treatment of each other and of third parties is of great importance for the culture of the association internally and for its external reputation.



# Code of conduct

## What we stand for

- CharIN employees and volunteers must be impartial and must not allow prejudice to override **objectivity**. People who work with and for the association must be always independent.
- **Confidentiality** is the pre-requisite for acting in compliance with antitrust law. It is the principle and practice of keeping sensitive information private unless the owner of the data gives explicit consent for it to be shared with another party. Confidentiality within CharIN is important because it builds trust. It promotes confidence in the association as such and it protects the CharIN reputation.
- We guarantee that no funds, including financial means collected in membership fees or contributions, will be used to make **political payments** to any political party or candidates, political campaigns, or any of their affiliated organizations.



# Code of conduct

## How we work

- **Preventing discrimination** on grounds of race, ethnic origin, sex, religion or belief, disability, age, or sexual orientation has been and is a matter of course for us. We do not only intend to prevent or stop discrimination but actively promote diversity and mutual respect.
- We put a special spotlight on **gender equality** because we are convinced that it is essential for economic prosperity. Gender equality goes hand in hand with financial stability, it can stimulate economic growth, boosts private and public sector performance, and reduces income inequality.
- **Collaboration is key** as CharIN is a global table. Members, even competitors, work together because they are aware that a global roll-out of e-mobility is only feasible when cross-industry stakeholders along the entire value chain jointly offer a seamless, easy, and sustainable charging ecosystem and infrastructure.
- Committed people are our most powerful resource. We show our appreciation to candidates that consider CharIN as a valuable work environment by offering a sound and transparent **recruitment process**. Throughout the entire application process, we ensure to engage with applicants and communicate our reasons for an offer, respectively a rejection in a timely and understandable manner.





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## What we do for society

### Sustainable mobility and energy

- CharIN is thriving for sustainable mobility and energy on a global scale. We at CharIN believe that e-mobility is a key technology on the way to clean transportation and with that to a cleaner and greener future. The CharIN community is committed to help accelerate the electrification of two-wheelers, buses, trucks, heavy-duty vehicles, marine vessels, and even aircrafts.
- We believe that mobility is an achievement that leads to progress, prosperity, and intercultural interaction. According to us, e-mobility is essential to cut CO2 emissions in the mobility sector around the globe. Therefore, the smart interlinkage with the energy sector is a decisive step to constantly reduce emissions and to scale up e-mobility at the same time.

# Thank you for your kind attention!

## Any questions?

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# CHARIN