Corporate Social Responsibility

Improvement Action Plan 2024

ChargePanel

Improvement Action Plan
2024

We continuously work on enhancing ChargePanel's Corporate Social Responsibility (CSR) initiatives to further align with industry best practices, meet stakeholder expectations, and contribute positively to environmental, social, and economic sustainability.

1. Environmental Sustainability

The goal is to minimize ChargePanel's environmental footprint and lead the industry in sustainable practices.

1.1 Energy efficiency and renewable energy integration

Action	Audit current energy usage and identify opportunities to improve energy efficiency in operations.
Timeline	6 months
Responsibility	Operations team
Outcome	Reduce energy consumption by 10% and increase the use of renewable energy sources in facilities by 50%.

1.2 Sustainable service development

Action	Integrate sustainability criteria into the service development process, ensuring that all new features and services contribute to environmental goals, where applicable.
Timeline	Ongoing
Responsibility	Service development team
Outcome	All new service and updates meet defined sustainability benchmarks.

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1.3 Annual CO2 savings through ChargePanel's platform

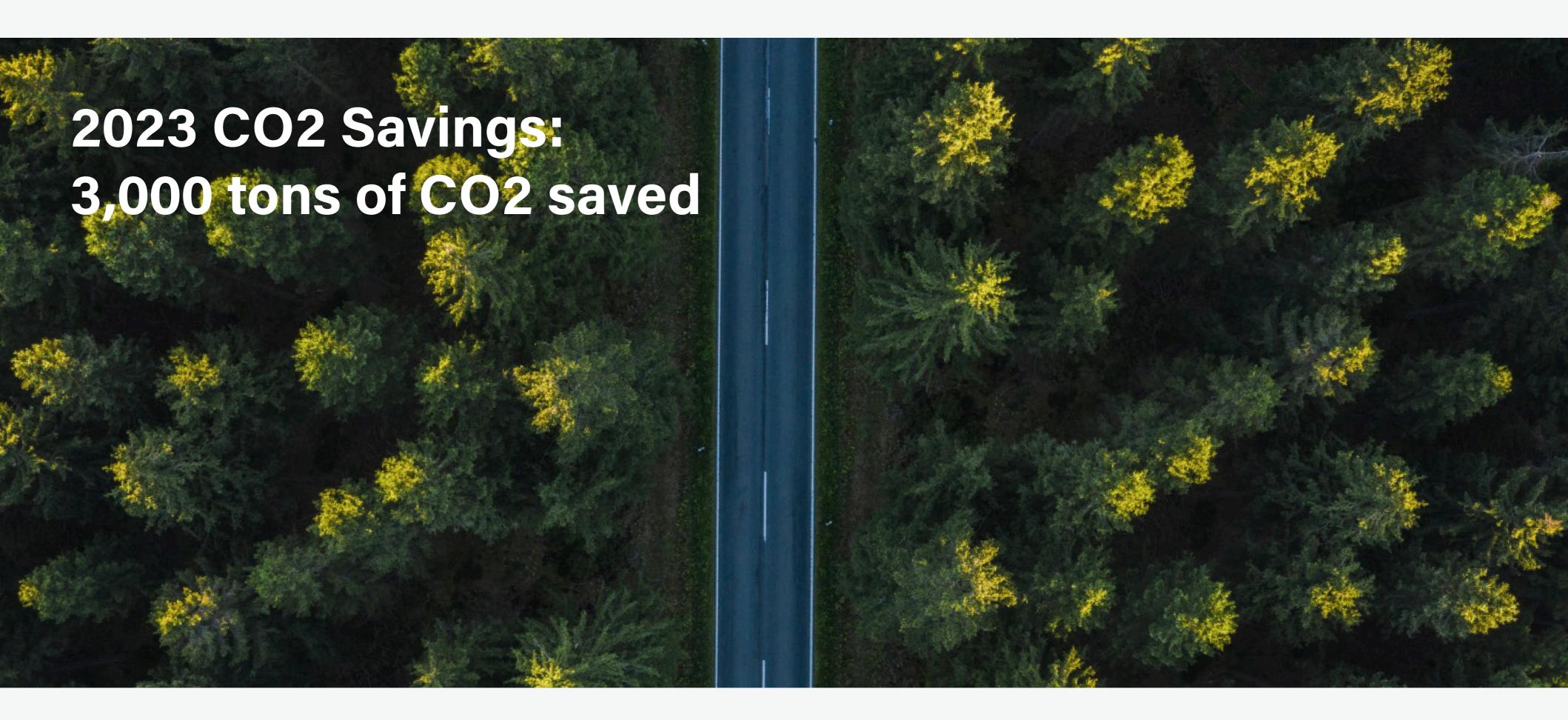|	
Description	This KPI measures the total annual CO2 savings achieved by ChargePanel's platform, reflecting the Company's impact on reducing carbon emissions through sustainable transportation solutions. The savings are calculated based on the adoption and usage of ChargePanel's technologies and services for managing transportation networks.
Performance:	2023 Performance - CO2 Savings: 3,000 tons of CO2 saved. This reduction in CO2 emissions is equivalent to the amount of CO2 that approximately 123,000 thirty-five-year-old trees would absorb in one year.
Goal:	Maintain or increase the annual CO2 savings, reinforcing ChargePanel's commitment to environmental sustainability and aligning with the company's strategic direction towards sustainable growth.
Timeline	1 year
Responsibility	Operations team
Outcome	Increase CO2 Savings by 100% to 6,000 tons. The CO2 savings should equate to the absorption capacity of 246,000 thirty-five-year-old trees by the end of 2024.

2023 CO2 Savings:
3,000 tons of CO2 saved

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2. Social Responsibility

The goal is to foster a diverse, inclusive, and supportive workplace while positively impacting the communities where ChargePanel operates.

2.1 Diversity, equity, and Inclusion (DEI) program enhancement

Action   Review and expand DEI initiatives, including enhanced training programs, mentorship opportunities, and partnerships with diversity-focused organizations.

Timeline   Ongoing

Responsibility HR, Management team

Outcome   Increase workforce diversity metrics by 15% and achieve higher employee satisfaction in DEI-related surveys.

2.2 Community engagement

Action   Support a community engagement program that includes, partnerships with local non-profits, to support the community and encourage sustainability in areas aligned with ChargePanel's mission.

Timeline   1 year

Responsibility Corporate team, HR

Outcome   Establish at least one long-term community partnership.

2.3 Employee well-being and development

Action   Increase new wellness programs, including mental health support, flexible working conditions, and continuous learning opportunities.

Timeline   Ongoing

Responsibility HR

Outcome   Increase employee retention rates by 10% and improve scores in employee satisfaction surveys.

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3. Ethical Governance and Compliance

The goal is to strengthen ChargePanel's ethical standards and ensure full compliance with all relevant laws and regulations.

3.1 Ethical business practices training

Action	Develop and implement comprehensive training programs focused on ethical business practices, anti-corruption, and compliance.
Timeline	3 months
Responsibility	Legal department, Compliance officer
Outcome	100% employee participation in training, with post-training assessments showing a 90% or higher understanding of the material.

3.2 Strengthening supply chain ethics

Action	Continue to revise supplier agreements to ensure compliance with ChargePanel's ethical standards, focusing on labor practices, environmental impact, and anti-corruption measures.
Timeline	9 months
Responsibility	Legal Department
Outcome	100% of suppliers comply with revised ethical standards.

3.3 Transparency and reporting

Action	Enhance transparency in CSR reporting by adopting international standards (e.g., ISO, GRI, SASB and regularly publishing detailed reports on progress.
Timeline	1 year
Responsibility	Sustainability officer, Corporate communications
Outcome	Publish bi-annual CSR reports with clear, measurable outcomes and increase stakeholder engagement by 20%.