

FORCED LABOR COMMITMENT LETTER

Fluence takes responsibility for ensuring ethical business practices in its supply chain, which entails human rights as a fundamental value. We strive to ensure ethical sourcing and Fluence already has a strict human rights policy in place, included in our Supplier Code of Conduct.

Our [Code of Conduct](#) states Fluence's expectations with respect to responsible sourcing including our commitments to human rights, environmental efforts, health and safety, ethical business practices and the development of a diverse and resilient supply chain. The Code of Conduct is aligned with the International Bill of Human Rights, The ILO Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights (UNGPs). Fluence neither uses nor tolerates any form of abusive or illegal labor such as forced labor or human trafficking. All labor must be voluntary, and workers must be allowed freedom of movement. **All forms of forced labor and human trafficking are prohibited**, including but not limited to any form of prison, slave, bonded or forced indentured labor.

As we are concerned about the allegations regarding the treatment and forced labor found in certain parts of the world, Fluence wants to emphasize its **zero tolerance** towards the violation of basic human rights of employees including but not limited to forced labor in its supply chain. We take any allegations of improper labor practices very seriously and will investigate. If true, we will take appropriate action, including **terminating** the agreement.

We are dedicated to governing our supply chain in accordance with our Code of Conduct to ensure everyone in our supply chain is treated with dignity and respect. Specific compliance clauses are included in the contractual documentation between Fluence and its suppliers, we expect adherence to those requirements. This includes cooperation with our representative as well as incident-driven audits. In case these requirements are not fulfilled, this can have consequences up to a termination of the contractual relationship.

As always, Fluence reserves the right to further update our Supplier Code of Conduct at any time, in our sole discretion. We thank you for your collaboration and your continued support.



Julian Nebreda
President & CEO



Manavendra Sial
Chief Financial Officer



Carol Couch
SVP & Chief Supply Chain &
Manufacturing Officer