

## Code of Conduct/ Verhaltenskodex für Lieferanten und Business Partner

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# Content

Foreword.....	3
Compliance .....	3
Corporate responsibility .....	4
Equal opportunities and anti-discrimination.....	4
No child and forced labor .....	5
Freedom of association .....	5
Product safety.....	5
Safety at work and working hours .....	5
Minimum wage .....	5
Environmental and climate protection.....	5
Compliance with legal requirements .....	5
Minimizing environmental impact.....	6
Organizational measures in environmental management.....	6
Waste prevention .....	6
Transparent business relationships.....	6
Avoidance of conflicts of interest .....	7
Prohibition of corruption .....	7
Gifts, hospitality and invitations .....	7
State as customer and dealing with authorities.....	7
Fair market conduct.....	7
Free competition .....	7
Export control.....	7
Money laundering.....	8
Business information .....	8
Protection of data and trade secrets .....	8
Data protection .....	8
Plagiarism.....	8
Protection of know-how, patents, trade and business secrets.....	8
Legal consequences of violations of the Ambulance Mobile Code of Conduct for suppliers and business partners.....	9



## Foreword

Since 1991, we have been developing Europe's safest and most innovative special vehicles in the field of ambulances on the site of the former tractor factory in Schönebeck (Elbe). Ambulanz Mobile GmbH & Co KG is a globally active company with a 30-year tradition. Part of this corporate responsibility towards customers, suppliers, employees, investors and the public is compliance with applicable laws, respect for fundamental ethical values and sustainable action.

Ambulanz Mobile attaches great importance to human rights, labor standards, and environmental protection, as well as to following its anti-corruption rules.

All business partners can find out about our applicable codes of conduct and compliance management system on our homepage:

<https://www.ambulanzmobile.eu/impressum/compliance>

We pass on our expectations to our suppliers/business partners and define the following basic principles in addition to the contractual agreements between Ambulanz Mobile and the supplier/business partner, including Ambulanz Mobile's General Terms and Conditions of Purchase, which remain unaffected by the following provisions:

## Compliance

1. In the exercise of its activities and in connection with the contractual agreements and its supplies and services to Ambulanz Mobile,
  - a. the Supplier/Business Partner undertakes to comply at all times with all applicable laws, ordinances and regulations, in particular all antitrust requirements as well as all provisions against corruption and money laundering; with regard to prices and conditions, Section 8.8. of the General Terms and Conditions of Purchase of Ambulance Mobile shall also apply;
  - b. the Supplier/Business Partner warrants in particular that it has not offered, promised or handed over, authorized, demanded or accepted (or indicated that it will or might do so in the future) any unlawful monetary or other benefits and will not do so in the future;
  - c. the Supplier/Business Partner further warrants that it will take all reasonable measures to ensure that its suppliers, subcontractors, persons engaged by it or other third parties engaged by it in connection with the performance of the contractual services (collectively "Subcontractors") comply with the requirements set forth in clause a. above or do not violate the requirements set forth in clause b. above. To this end, the Supplier/Business Partner shall in particular (i) carefully select the Subcontractors, (ii) as far as legally possible and reasonable, also impose the compliance regulations on them accordingly or encourage them to comply with the standards, (iii) monitor compliance with these obligations to a reasonable extent, and (iv) inform Ambulanz Mobile immediately in the event of not insignificant violations, in compliance with any applicable data protection provisions;



- d. the supplier/business partner must also make reasonable efforts to ensure that other third parties, in particular those engaged by its subcontractors along the supply chain, also ensure compliance with the requirements under a. b. and c. above.
  - e. The Supplier/Business Partner further undertakes, without prejudice to the following provisions, to observe and comply with internationally recognized human rights, the internationally agreed basic principles and standards on employee matters, in particular on remuneration, health protection, etc. and the prohibition of forced and child labor, as well as the environmental standards applicable to it and the contractual product.
2. Paragraph 1 c. and d. above shall apply accordingly with regard to these obligations.
  3. The supplier/business partner is obligated to provide Ambulanz Mobile and/or representatives of Ambulanz Mobile, who are obligated to professional secrecy, with information about the compliance with the requirements according to paragraph 1 and 2 above and the measures taken, if required, in compliance with the provisions of the following paragraph 5, sentence 3, and to submit the documents required for this purpose to Ambulanz Mobile for inspection.
  4. If the supplier/business partner culpably violates an obligation according to paragraphs 1-3 above, he is obligated to compensate all damages incurred by Ambulanz Mobile from the violation of this obligation and to comprehensively indemnify Ambulanz Mobile from claims of third parties. The indemnification obligation of the supplier/business partner refers thereby to all claims of the third parties as well as expenditures, which arise for Ambulanz Mobile from or in connection with the claim by the third party, as far as the supplier/business partner does not prove that he is not responsible for these. Further rights, in particular the right to extraordinary termination of the underlying contract, remain unaffected.
  5. Ambulanz Mobile is entitled to inform itself with a notice period of one week within the business or operating hours, also on the premises of the supplier/business partner, about the contractual execution of the delivery/service as well as the compliance with the regulations according to above paragraphs 1-4. Upon request Ambulanz Mobile shall be provided with the necessary documents for inspection. These disclosure obligations exist only in compliance with the data protection regulations and not if this disclosure leads to a violation of - also mandatory to Ambulanz Mobile - company and/or business secrets of the supplier/business partner or of third parties to whom the supplier/business partner is obligated to maintain secrecy.

## Corporate responsibility

### Equal opportunities and anti-discrimination

The supplier/business partner of Ambulanz Mobile is obliged not to discriminate against anyone on the basis of ethnic, national or social origin, skin color, gender, religion, world view, age, physical or mental limitation, sexual orientation or political attitude, insofar as this is based on democratic principles and tolerance towards those who think differently.



## **No child and forced labor**

Ambulanz Mobile rejects child labor in its supply chain. The supplier/business partner must avoid any kind of child labor in his company. Employees under the legal minimum age are not employed. The supplier/business partner must not practice, knowingly tolerate or support forced labor in any way.

## **Freedom of association**

The supplier/business partner and Ambulanz Mobile shall uphold the rights of an acting employee representation. The basic right of all employees to join this is guaranteed.

## **Product safety**

The supplier/business partner of Ambulanz Mobile shall comply with all applicable product safety regulations and specifications, in particular the legal requirements regarding safety, labeling of products and the use of hazardous substances and materials.

## **Safety at work and working hours**

The supplier/business partner of Ambulanz Mobile must comply with the legal requirements for health and safety at work. He supports the further development and improvement of the working conditions, the working time must not violate the respective national legal requirements.

## **Minimum wage**

The supplier/business partner of Ambulanz Mobile is responsible for an adequate remuneration of his employees, which at least corresponds to the legally valid and to be guaranteed minimum.

If there are no statutory or collectively agreed regulations, remuneration shall be based on the industry-specific, local collectively agreed remuneration and benefits that ensure an appropriate standard of living for the employees and their families.

## **Environmental and climate protection**

### **Compliance with legal requirements**

The supplier/business partner shall ensure sufficient environmental protection within the scope of its business activities. The national laws and regulations on environmental protection shall apply as minimum requirements in this sense.



## **Minimization of environmental impact**

Ambulance Mobile expects that the supplier/business partner minimizes environmental impacts and continuously improves its environmental protection measures and can provide documented proof of the measures taken upon request.

## **Organizational measures in environmental management**

Ambulance expects that the supplier/business partner operates or establishes a systematic and organizationally anchored environmental management and that this is demonstrably lived in his company.

## **Waste prevention**

The supplier/business partner must ensure safety and compliance with legal regulations in the handling, storage, transport, disposal, recycling and reuse of waste, exhaust gases and wastewater. Activities that may have adverse effects on human health or the environment must be adequately managed, measured and controlled. The release of hazardous substances must be minimized.

## **Energy consumption and greenhouse gas emissions**

Ambulance Mobile expects the Supplier/Business Partner to use natural resources (e.g., water, energy sources, raw materials) sparingly and to conserve them. In order to preserve renewable natural resources, the Supplier/Business Partner will support the application of generally accepted sustainability standards and certifications. Negative impacts on the environment and climate caused by the supplier/business partner itself or within its supply chain must be minimized or better avoided at the point of origin.

Its practices shall comply with circular economy principles, such as material efficiency & substitution as well as return, shared use, maintenance, reuse, remarketing, remanufacturing, remanufacturing and recycling. The Supplier/Business Partner shall be committed to the development and use of environmentally and climate friendly products, processes and technologies. The Supplier/Business Partner shall commit to minimizing greenhouse gas emissions.

## **Transparent business relations**

The supplier/business partner further undertakes in particular to comply with the following principles:



## Avoidance of conflicts of interest

Ambulanz Mobile's supplier/business partner makes its decisions solely on the basis of factual criteria and is not influenced by personal interests and relationships.

## Ban on corruption

The supplier/business partner of Ambulanz Mobile does not tolerate corruption. In addition to the compliance regulations in paragraph 1, it shall ensure that its employees, subcontractors or representatives do not grant, offer or accept bribes, kickbacks, improper donations or other improper payments or benefits to customers, public officials or other third parties.

## Gifts, hospitality and invitations

The supplier/business partner of Ambulanz Mobile shall neither directly nor indirectly offer inappropriate advantages in the form of gifts, hospitality or invitations to undue influence to the employees of Ambulanz Mobile or third parties in addition to the regulations on compliance in paragraph 1. Nor does he solicit or accept such improper advantages.

## State as customer and dealing with authorities

The supplier/business partner of Ambulanz Mobile also complies with the strict legal requirements when dealing with governments, authorities and public institutions. He observes the respective legal requirements and the rules of free and fair competition when participating in public tenders.

## Fair market behavior

Ambulanz Mobile is a fair and responsible market participant and adheres to contractual obligations. Ambulanz Mobile also expects this from suppliers and business partners who, in addition to fulfilling contractual obligations including Ambulanz Mobile's General Terms and Conditions of Purchase and the aforementioned provisions, undertake to comply with the following basic principles:

## Free competition

The supplier/business partner of Ambulanz Mobile shall comply with the applicable antitrust laws. In particular, he shall not enter into any anti-competitive agreements with competitors, suppliers or customers and shall not abuse any dominant position that may exist in the market.

## Export control

The supplier/business partner of Ambulanz Mobile shall ensure compliance with all applicable laws or other legal requirements for the import and export of goods, services and information.



## Money laundering

The supplier/business partner of Ambulanz Mobile shall only maintain business relations with such business partners of whose integrity he is convinced. He shall ensure that the respective applicable legal provisions against money laundering are not violated.

## Business information

The supplier/business partner of Ambulanz Mobile shall publish business data and report on its business activities truthfully and in accordance with the applicable laws. In doing so, he must also observe the legal and contractual regulations for the protection of business secrets and other confidential data.

## Protection of data and trade secrets

Confidential data, business secrets and company assets must be protected. The supplier/business partner undertakes in particular to comply with the following basic principles:

## Privacy

Ambulanz Mobile's supplier/business partner shall comply with all applicable laws regarding the protection of personal data of employees, customers, suppliers and other data subjects.

## Plagiarism

The Supplier/Business Partner shall implement all necessary and reasonable measures within its area of responsibility to ensure that neither Customer Products nor their processable components or raw materials or the corresponding know-how fall into the hands of counterfeiters, smugglers, thieves or other unauthorized third parties or leave the legitimate supply chain.

## Protection of know-how, patents, trade and business secrets

In addition to confidentiality obligations agreed between the supplier/business partner and Ambulanz Mobile, e.g. in contracts, the general terms and conditions of purchase of Ambulanz Mobile etc., as well as the aforementioned provisions, the supplier/business partner of Ambulanz Mobile shall respect the know-how, patents, trade and business secrets of Ambulanz Mobile and third parties. He shall not pass on such information to third parties without the prior express written consent of Ambulanz Mobile or in any other inadmissible manner.



## **Legal consequences of violations of the Ambulance Mobile Code of Conduct for suppliers and business partners**

If a supplier/business partner of Ambulanz Mobile does not comply with the basic principles laid down in this Code of Conduct, Ambulanz Mobile is entitled to terminate the business relationship with this supplier or business partner by extraordinary notice. Further legal or contractual rights of Ambulanz Mobile remain unaffected.