

Ambu Group's Code of Conduct for Business Partners

This Code of Conduct defines the basic requirements placed on any person or entity doing business with Ambu A/S and its associated companies ("Ambu") with respect to its responsibilities towards its stakeholders, employees, business partners, to conduct business in an ethical, legal and socially responsible manner.

The undersigned hereby declares and undertakes:

Legal compliance

- to comply with all applicable laws, regulations and practices, treaties and regulations, including but not limited to corruption, bribery, money laundering, terrorist financing, competition, sanctions, human rights, confidentiality, IP, personal data protection, general ethics and responsible business practices;
- to maintain accurate records for documentation of compliance

Respect for the basic human rights

- to promote equal opportunities for, and treatment of, its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- to respect the personal dignity, privacy and rights of each individual;
- to refuse to tolerate any unacceptable treatment of employees, such as mental or physical cruelty, sexual harassment or discrimination;
- to prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to recognize the right of employees to work freely and by own will;
- to comply with all applicable laws and/or industry standards on the number of hours an employee can work
- to recognize the right of free association of employees and to neither favour nor discriminate against members of employee organizations or trade unions;
- to maintain the workplace in a safe manner in accordance with all applicable national laws and/or industry standards
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- not to discipline employees for raising safety concerns, and recognize the right of refusal to work in unsafe working conditions
- to set up or use a reasonable occupational health & safety management system;
- not to hire employees under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, not to hire employees under the age of 14;

Environment

- to act in accordance with applicable statutory and international standards regarding environmental protection;
- to minimize environmental pollution and make continuous improvements to minimize its environmental footprints and adopt sustainability

Anti-corruption and anti-bribery

- to ensure that business is conducted in an honest way, and without the use of corrupt practices or acts of bribery to obtain an unfair advantage.
- to avoid participation in or benefits from any kind of bribery or corruption as expressed in the UK Anti Bribery Act.
- to not offer, promise, authorise, solicit, accept or give anything of value to any public official in any country, to any business partner or sub-contractor in order to gain an improper business advantage. This includes, but is not limited to, facilitation payments, which are typically small, unofficial payments made to secure or expedite a routine or necessary government action by a government official, when one has already paid for, or is entitled to, that action.

Under this code of conduct a bribe includes financial or other advantages (such as gifts, loans, rewards etc.) which are given, promised, offered, accepted, requested or received with the intention to influence the ability to make objective and fair business decisions.

Anti-money laundering and anti-terrorist financing initiatives

- to help financial institutions prevent money laundering and terrorist financing by being able to identify their clients and report suspicious activity consistent with applicable laws in their jurisdiction
- to comply with anti-money laundering and anti-terrorist financing laws wherever you do business

Sanctions

- to comply with sanctions-related requirements as governed by applicable local laws and regulations and EU laws and regulations, including, but not limited to sanctions that prohibit: operating in certain countries and locations, doing business with sanctioned entities or individuals (or entities owned or controlled by such individuals), extending credit or facilitating certain types of credit or equity financing to sanctioned individuals or entities.

Competition

- to engage in fair and honest competitive business practices and to be compliant with anti-trust and competition legislation that apply in the jurisdictions where Ambu or the business partner does business.

Confidentiality and IP-rights

- To comply with the principles of confidentiality and intellectual property of information
- to comply with regulation on data protection, classification and management of Ambu's information

Compliance – verification and promotion

- to ensure knowledge and compliance to this code of conduct, including using reasonable efforts to ensure and promote compliance among your suppliers / customers / business partners, as appropriate.
- to allow Ambu, or an appointed third-party auditor, to perform announced audits to verify compliance with this Code of Conduct.
- to accept that unannounced audits may occur in response to severe allegations or proof of breaches of this code of conduct, and in the event that severe non-compliance and unwillingness was the conclusion of an announced audit;

During audit the undersigned shall provide Ambu access to reasonably requested documentation, personnel, and information to aid in.

A violation of the principles and requirements set out in the Code of Conduct will be regarded as a serious violation of the obligations towards Ambu. The consequence of such a violation may be termination of any or all collaboration or contract with the undersigned.

Company		Date	
Name		Signature by duly authorized management representative	
Position			

Deviations – In case of non-compliance with any of the above requirements, please state deviation(s) below. In the event of deviation(s) Ambu will work together with the undersigned with the purpose of finding a constructive and acceptable solution.
