



# Business Partner Code of Conduct

## Our Partners

At Ambient, we know our business partners are vital to our operations and long-term success. The strength of our collaboration lies in a shared culture of trust, integrity, and transparency throughout our value chain. As a reflection of our own commitment to conduct business honestly and ethically wherever operations are maintained, we hold our partners to the same high ethical standards as we hold ourselves. Our Business Partner Code of Conduct outlines the principles we expect our partners to join us in upholding.

## Human and Labor Rights

Ambient holds human rights in the highest regard, and we are committed to protecting these rights and freedoms of all internal and external company stakeholders. We expect our partners to uphold human rights by employing fair labor, non-discrimination, and anti-harassment practices aligned with international standards. Ambient's full Statements on Human and Employment Rights can be found [here](#).

## Child Labor

Children's health, safety, and well-being are of utmost priority. Ambient condemns child labor and prohibits it across our organization. We expect business partners not to exploit any child labor in their operations and not to knowingly do business with companies or suppliers who exploit child labor.

## Forced Labor and Human Trafficking

Forced labor, modern slavery, human trafficking, and other associated activities are not permitted within Ambient's operations and supply chain. We expect our partners not to engage in any of these practices and not to knowingly do business with companies or suppliers who do so.

## Ethical Sourcing

Ambient values ethical and socially responsible procurement methods. We expect our partners to do business only with suppliers who uphold the principles of human rights, provide safe and healthy working conditions, and adhere to fair labor practices. We encourage our partners to prioritize supplier diversity and local sourcing where feasible.



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## Discrimination

Our Equal Employment Opportunity (EEO) policy outlines our commitment to anti-discrimination in the workplace. Ambient expects our partners not to discriminate based on age, race, color, religion, national origin, ancestry, citizenship, disability, medical condition, reproductive health decision-making, protected medical leaves, sex, gender, sexual orientation, marital status, veteran and/or military status, political affiliation, or any other status protected by federal, state, or local laws.

## Harassment and Abuse

Ambient Enterprises has a strict zero-tolerance policy against all types of workplace harassment. Our partners are expected to prohibit any form of harassment, abuse, or intimidation, which includes but is not limited to physical, verbal, and sexual harassment. Particular attention should be paid to vulnerable groups, including but not limited to women and gender-diverse individuals, members of racial and ethnic minority populations, persons with disabilities, younger and older workers, and migrants.

## Health and Safety

Our partners are expected to value the health and safety of all internal and external stakeholders throughout their operations. Partners should provide healthy, safe, and clean working environments for all employees and adhere to applicable regulations. To minimize safety risks, partners should implement safety protocols and provide employees with necessary personal protective equipment and training.

## Environmental Responsibility

Our employees, partners, and clients deserve to thrive in safe, sustainable spaces. Ambient expects our partners to share these values and commit to upholding environmental stewardship by complying with all applicable environmental laws and regulations. Ambient's full Statements on Environmental Responsibility can be found [here](#).

We track our annual Greenhouse Gas emissions and are actively reducing our carbon footprint. We encourage our partners to work with us and similarly integrate environmental responsibility into their business practices. If you have questions about how to get involved, please get in touch with [info@ambient-enterprises.com](mailto:info@ambient-enterprises.com).



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## Sustainable Procurement

As Ambient's market presence and geographical footprint continue to grow, we have a responsibility to promote environmentally responsible sourcing practices within our value chain. We encourage our partners to source parts and materials from suppliers who share our commitment to environmental stewardship and to select products that minimize environmental impact.

## Anti-Bribery and Corruption

Ambient Enterprises values honesty, transparency, integrity, and professionalism in all business dealings. Our partners must conduct business in full compliance with the U.S. Foreign Corrupt Practices Act of 1977 (FCPA) and all other applicable anti-corruption and anti-bribery laws and regulations.

Ambient has zero tolerance for any corruption in business activities. Bribes or other improper or unauthorized payments that directly or indirectly make, offer, or promise to make, kickbacks, benefits, or advantages to any person, individual, organization, or entity, are prohibited. Our business partners are expected to adhere to this policy's spirit and letter.

## Raising Concerns

To report conduct or activity that violates the Business Partner Code of Conduct, please bring your concerns to your primary Ambient contact or reach out to Ambient through [integrity@ambient-enterprises.com](mailto:integrity@ambient-enterprises.com). Ambient will not tolerate discrimination or retaliation against any individual who, in good faith, reports a concern regarding violations of the Business Partner Code of Conduct.