



Our Code of Conduct

Doing the right thing.

Light Mobility Solutions GmbH



Compliance with competition and antitrust law

LMS clearly stands for strict compliance with competition and antitrust law. Any illegal agreements with our business partners are strictly prohibited in accordance with our Code of Conduct.

Avoidance of acceptance of benefits, corruption and bribery

The LMS Code of Conduct prohibits any kind of acceptance or granting of advantages. Corruption and bribery are in no way compatible with our values and are strictly prohibited. Our conduct aims at fair competition based on good morals and fairness.

Presents, personal benefits and invitations

The granting of valuable gifts, any kind of monetary gifts or other financial benefits to employees, representatives of other companies or office or mandate holders is strictly prohibited.

The principle of absolute proportionality and exception applies to the granting of attention.

The value is aligned to the principle of adequacy and the non-expectation or acceptance of compensatory measures.

Offering gifts to public officials and elected representatives requires special sensitivity. In particular, different legal regulations in different countries are urgently needed. Therefore, any gifts, presents or invitations to public officials, elected representatives, civil servants or employees in the public service must be approved by the management before they are granted. Irrespective of this approval, the principle of absolute proportionality and honesty applies at all times. Any gifts, presents or invitations may not be granted at any time in connection with a consideration or with the expectation that a consideration of any kind will be granted at a later date.

Employees of LMS may not accept gifts, benefits or invitations, e.g. trips, admission tickets, the use of vehicles, holiday facilities, valuable goods, discounts, etc. from third parties which exceed a value of € 35. Acceptance is permitted if it is only occasional, occasion-related and of proportionate value.

The acceptance of monetary gifts is strictly prohibited.

Excluded from the aforementioned regulation are invitations from third parties in the context of business and work lunches, e.g. restaurant visits. Here, the value limits of € 35 do not apply. However, the principle of proportionality also applies here.

Employees of LMS are strictly prohibited from demanding personal benefits from customers, business partners or suppliers or accepting the promise of receiving a service in return. This also applies to gifts, benefits and invitations for spouses, partners, relatives or other related persons or companies.

Donations and sponsoring

Any granting of donations and sponsoring requires the approval of the Executive Board.

When granting donations, LMS addresses non-profit organisations, associations and charities with which LMS does not maintain a business relationship.

A grant is always made on the basis of non-profit character and is clearly distinguished from sponsoring.

Avoidance of conflicts of interest

Avoiding conflicts of interest for LMS employees is a top priority.

Existing conflicts of interest make the employees concerned vulnerable. In the event of potential or actual conflicts of interest, these must be disclosed immediately to the respective general manager or the local HR department.

