



# Code of Conduct Ethical

Resolux Group

A Gexpro Services Company



**Gexpro**<sup>®</sup>  
Services



## Intro

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At Resolux Group, we strive to act and behave in a manner that aligns with our values as a global company. Our ethical guidelines help us define the expectations we have for ourselves and our colleagues, setting the standard for proper behavior when representing Resolux Group.

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### Act with integrity and honesty

Employees should always act with integrity and honesty and should not engage in any behavior that could be seen as dishonest, fraudulent, or deceptive.

# 2

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### Act in the best interests of the company, online nor offline

Employees should always act in the best interests of the company and should not engage in any behavior that could harm the company or its reputation.

# 3

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### Respect confidentiality and privacy

Employees should always respect the confidentiality and privacy of customer and company information, including personal data and intellectual property.

A background image showing multiple hands of various skin tones reaching up from the bottom and down from the top to form a circular shape, symbolizing unity and ethics.

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### Avoid conflicts of interest

Employees should always act in the best interests of the company and should not engage in any behavior that could harm the company or its reputation.

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### Use AI ethically

Employees should use AI in an ethical manner, including avoiding any biased or discriminatory use of AI, ensuring that AI is used in compliance with applicable laws and regulations, and avoiding any use of AI that could be harmful to customers or stakeholders.

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### Human rights/Labor rights

We are fully committed to respecting all internationally recognized human rights standards, including, at a minimum, the International Bill of Rights and the ILO's Declaration on the Fundamental Principles and Rights at Work.

1. We do not use forced labor in any of our operations.
2. We do not use child labor in any of our operations.
3. We comply with applicable laws, industry standards.
4. We ensure that all employees are aware of the basic terms and conditions of their employment.

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### Follow applicable laws and regulations

Employees should always follow applicable laws and regulations and should seek guidance from management if they are unsure about the appropriate course of action.

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### Report misconduct

Employees should report any suspected misconduct or unethical behavior by other employees.

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### Protect the environment

Employees should act in an environmentally responsible manner and should take steps to minimize the impact of their activities on the environment.

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### Continuously improve

Employees should continuously seek to improve their skills and knowledge and should embrace opportunities for professional development and growth.

# 11

## Respecting employee rights/Health & Safety in the workplace

Resolux Group values our employees as our most important asset. We are committed to providing a safe and secure workplace that respects employee rights and prioritizes their health and safety.

We respect local regulations regarding work environment, to ensure a safe and healthy workplace.

# 12

## Mutual Respect & Non-Discrimination

Resolux Group is committed to respecting the personal dignity, privacy, and rights of every individual, and to treating all employees with dignity and non-discrimination regardless of race, color, religion, political conviction, gender, age, national origin, sexual orientation, marital status, disability, or any other characteristic protected by national or local laws.

The management of Resolux Group is responsible for ensuring that the appropriate policies and guidelines are in place, to ensure the full effect of the Employee Ethical Guidelines. It is your responsibility as employee to make sure that you understand the relevant policies and guidelines. If you are in doubt about the proper action to take, consult one from the management team. You are always welcome to raise a question in the ethical conduct.

Non-compliance with these guidelines may result in disciplinary action.



Contact us or read more:

[www.resolux.dk](http://www.resolux.dk)

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