

# Code of Conduct Supplier



Resolux Group

A Gexpro Services Company





## Statement from CEO

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I firmly believe in the importance of sustainable development and corporate social responsibility.

At Resolux Group, we recognize our responsibility to positively impact both people and the environment. We have proudly committed to upholding the United Nations Global Compact (UNGC) ten principles.

**Mads-Ole Astrupgaard**  
CEO

## Intro

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At Resolux Group, we have established a strong relationship with our customers, by earning their trust with our commitment to ethical behavior.

To maintain this trust, we expect our suppliers to operate in accordance with this Supplier Code of Conduct that is based on responsible business principles.

## Compliance

Our suppliers must comply with this Supplier Code of Conduct, in addition to all applicable laws, regulatory requirements. This Code of Conduct sets out minimum requirements to operate as a supplier for Resolux Group. Where the standards in this Code differ from local and national laws as well as international standards, we expect our suppliers to apply the stricter standard.

If suppliers are not meeting our expectations, we will work together with the supplier to agree on a corrective action plan.

Suppliers and partners are required to allow Resolux Group or an authorized third party, approved by both the supplier and Resolux Group, to conduct audits and assessments of their operations in compliance with the Code. These audits may include the inspection of supplier and partner facilities, among other relevant areas.



## Labour and Human Rights

Resolux Group expects its suppliers to respect internationally proclaimed human rights. Suppliers should take measures to avoid causing, contributing, or being linked to negative human rights' impacts.

Resolux Group are committed to creating and sustaining a working environment where workers are treated with dignity and respect.

We require our suppliers to also adopt and enforce similar workplace practices. Where local laws dictate any additional requirements, those will be applicable along with the requirements mentioned below:

### *Health and safety*

We require our suppliers to provide a safe, secure, and healthy working environment for all their workforce. Complying with local legislation and provision and must as a minimum ensure that:

- Facilities meet current fire regulations and legislation concerning building safety.
- Facilities ensure sound, light and ventilation on the working station.
- Circulation areas and exits are accessible at any time.
- Employees are familiar with safety procedures – including relief- and evacuation plans.
- All types of safety equipment must be tested and controlled on a regular basis and systematically.

The supplier must carry through whatever is needed to prevent industrial accidents and injuries and/or illnesses related to the working environment.

### *Modern Slavery*

Supplier shall ensure that it will not use forced, bonded, indentured, and involuntary or prison labor and will not engage in slavery or trafficking of any persons. Supplier shall not retain a worker's government-issued identification, passport, or work permit as a condition of employment and shall allow workers to resign from their positions at any time.

### *Child labour*

Suppliers shall work against all forms of child labour. Suppliers should not participate in, or benefit from any form of child labour. If child labour is detected a remediation programme shall be put in place.

By definition, child labour is work that is mentally, physically, socially, or morally dangerous and harmful to children, and/or interferes with their schooling.

The supplier must at any time be able to verify the age of the whole workforce.

### *Discrimination*

Supplier shall not discriminate against any worker in hiring or other employment practices, based on race, age, disability, marital status, ethnicity, pregnancy, national origin, religion, sexual orientation or any other factors protected by applicable law.

Differences must be acknowledged and accepted. Nevertheless, all employees must be treated according to abilities and qualifications in any decision, related to the work, employment, education, dismissal or termination and other relevant conditions for the employees.

### *Harassment*

Resolux Group prohibits workplace harassment, violence, bullying, and any other behavior that is perceived to be disrespectful, offensive, or humiliating, regardless of whether it is spoken or written, physical, or psychological.

Harassment can refer to a range of unacceptable behaviors and practices that result in physical, psychological, sexual, or economic harm.

### *Freedom of Association*

Supplier shall comply with all applicable laws on freedom of association and collective bargaining without interference.

### *Conflicts Minerals*

Supplier shall not source minerals and metals that contribute to ongoing conflicts, In accordance to OECD Due Diligence Guidance for Responsible Supply Chains of Minerals.

### *Working conditions*

Supplier shall comply with all applicable work hours and overtime laws. In addition, except in extraordinary work situations all employees must have at least one day off in a period of 7 days.



## Business Ethics

Resolux Group expects its suppliers to conduct business in compliance with all applicable national and international laws and regulations and adhere to internationally agreed standards of business ethics.

### *Anti-Bribery and Anti-Corruption*

Suppliers shall not engage in or tolerate any forms of corruption, bribery, money laundering, extortion, or embezzlement.

Supplier shall have a written zero tolerance policy prohibiting the offer or acceptance, directly or through third parties of any bribes, kickbacks, illegal political contributions or other improper payments to any customer, government official or third party with the intention of obtaining or retaining a business or other improper advantage.

### *Conflicts of interest*

Supplier shall avoid all conflicts of interest that may adversely affect business relationships.



## Environment

Resolux Group is committed to the environment and expects the same from its suppliers and partners. We assess our environmental impact and work to improve and promote environmental responsibility. Our suppliers and partners are expected to manage their operations responsibly and reduce environmental risks and impacts in their supply chains. We encourage a proactive and precautionary approach to environmental concerns and to consider the full value chain perspective.

### *Environmental requirements*

Supplier shall be sensitive to its impact on the environment, including but not limited to, the use of resources such as energy, water, land and raw materials, air emissions, water discharge, hazardous waste handling and non-hazardous waste recycling and disposal.

### *Environmental legislation*

Supplier shall comply with applicable environmental laws and regulations within its facilities, obtain all required environmental permits and use care when handling hazardous materials to prevent unplanned releases into the environment. Supplier will adhere to all applicable laws and regulations regarding prohibition of specific substances in its products and will include all required product labeling for recycling and disposal.





## Data / Information security

Supplier shall protect information, including intellectual property, and other sensitive business information from unauthorized access, use, and disclosure, and shall implement appropriate measures to safeguard such information, consistent with industry best practices and applicable laws and regulations.

## Whistleblowing

If any supplier or partner, along with their employees, consultants, or contractors, or any other stakeholder, suspects that Resolux Group is not following the Code's terms or acting in line with its own Code of Conduct and Integrity, they are encouraged to raise their concerns through the whistleblowing channel.

If you are concerned that Resolux Group is not complying with this code of conduct, you have the option to report your concern to our whistleblower hotline: [gexproservices.ethicspoint.com](mailto:gexproservices.ethicspoint.com)

## Contact us or read more:

[www.resoluxgroup.com](http://www.resoluxgroup.com)

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**Resolux Group**

*Resolux Group, your preferred supply chain partner for Wind Turbines.*