



Resilux Business Ethics Policy

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1. Introduction

The purpose of this Ethics Code is to ensure that all employees of Resilux and anyone acting on behalf of Resilux and other stakeholders, have a common framework and consistent standpoint on how we do business. This code contains specific rules of conduct for Resilux employees to ensure ethical business conduct and compliance with all relevant laws and regulations throughout the Resilux.

2. Work environment

2.1 Working conditions

Resilux provides a safe and hygienic work environment adopting the necessary measures to prevent accidents, eliminating the dangers or minimizing the risk of their occurrence. In this way, Resilux has a Health and Safety Committee at work, in charge of identifying improvements in preventive matters and ensuring that workers receive training regularly on hazards and their prevention in different places of work and hazards associated with their job.

2.2 Discrimination

The hiring in Resilux is based exclusively on individual merit and training related to professional competence. In Resilux there is no discrimination based on sex, sexual orientation, gender identity, race, religion, ideas or beliefs, country of origin, ancestry, pregnancy, age, marital status, physical or mental disability, medical condition, or any other characteristic protected by all anti-discrimination legislation in every jurisdiction where Resilux companies are located.

2.3 Privacy

Resilux is committed to protect the privacy of employee personal information. Employee personal information will not be collected, used or disclosed other than as authorized or as required for business reasons.

2.4 Harsh or inhumane treatment

Physical abuse or punishment, the threat of physical abuse, sexual harassment or other harassment, as well as verbal abuse or other forms of intimidation are prohibited.

Employees who believe they have been harassed by anyone in the Resilux environment, should immediately report the incident to their supervisor, human resources or both. HR will quickly investigate the event and take appropriate action.

3. Employee commitments

3.1 Conflicts of interest

It's the duty from every employee to avoid business, financial or other direct or indirect interests or relationships which conflict with the interests of Resilux, or which divides his or her loyalty to Resilux. A potential conflict of interest that is unavoidable need to be carefully managed. In all cases they must be disclosed to your manager and discussed openly, promptly and straight forwardly and must be documented by writing for future reference.

3.2 Bribery and corruption

Resilux never admits bribes, given or received. Receiving or giving bribes will have disciplinary consequences within the organization. Thus, neither does it support the practice of facilitation payments by any of the members of the organization, nor will it offer or receive gifts from public or private agents, meals or entertainment that go beyond legitimate business purposes.

Resilux does not make political contributions, nor makes donations to obtain inadequate commercial advantages.

3.3 Use of company assets

Employees have the duty to protect Resilux assets, ensure their efficient use and be sure it's protected from use by unauthorized individuals. Resilux employees shall not steal company assets or resources. All assets and resources of the company must be used for legitimate business purposes only. Corporate property includes, but is not limited to: premises, equipment, supplies, furnishings, Employee search accounts, funds, reports, records, vehicles, trade secrets, computer software, hardware and networks, internet accounts and intangible items such as the details of business application systems.

3.4 Confidential information

Resilux employees shall not disclose or misuse confidential information obtained through business transactions or otherwise. Confidential relationships between Resilux and its stakeholders shall be duly protected. Employees who possess or have access to confidential information must not use the information for his or her own benefit or the benefit of persons inside or outside Resilux. The confidentiality of information entrusted to the employee by Resilux or its customers must be maintained except when disclosure is authorized or legally mandated.

4. Corporate Governance

4.1 Legal, social and environmental responsibility

Resilux ensures that all their activities comply with and are within the meaning and intent of all applicable laws and regulations to protect the interests of our shareholders and our organisation. All actions are free from suspicion and criticism and have no unfavourable effects on society. Resilux will carry out its business with respect for the environment and will strive for a reduction of the corporate overall impact on environment (management of waste, energy consumption, carbon emissions,...).

4.2 Competition

Resilux provides all its workers a stable and regular employment. As far as possible, the work to be carried out should be based on labour relations recognized and established through national legislation. All workers have a written contract* prior to their entry and Resilux obligations to employees are defined. (* not applicable to US labour system)

5. Labour

5.1 Forced labour

Resilux shall not engage in or support forced, bonded or compulsory labour, nor shall Resilux require any form of deposit or confiscate identification papers from employees. Employees are free to leave their employment after reasonable notice as required by law and contract.

5.2 Child labour

Child labour is not tolerated. Resilux meets the minimum age requirement in all countries in which the company is active and does not contract without prior verification of employee identity documents in order to determine compliance with the age requirements. Managers of each business unit are responsible for ensuring that these standards regarding child labour are known to their contractors and key suppliers.

5.3 Working hours and compensations

Working hours are in accordance with national legislation and the collective agreement for chemical industries. Overtime is voluntary, should not take the place of a regular job and is always compensated. They are carried out in a responsible manner taking into account the scope, frequency and hours worked by each worker individually and the workers as a whole. All wages and benefits paid to workers comply with the national and industrial reference regulations. Resilux therefore provides all its workers with written information about their working conditions in relation to salaries before accepting employment.

5.4 Freedom of association

All workers of Resilux, without distinction, have the right to join, as well as to negotiate collectively. Resilux adopts an open attitude towards the negotiation activities of its workers. The representatives will not be discriminated against and will have access to develop their representative functions in the workplace. Where the law restricts the freedom of association, Resilux recognizes the rights of workers through negotiation with analogous means.

5.5 Stable and regular employment

Resilux guarantees all its workers a stable and regular employment. As far as possible, the work to be carried out should be based on labour relations recognized and established through national legislation. All workers have a written contract prior to their entry and Resilux obligations to employees are defined.

This document is distributed and made known to the entire organization, customers, suppliers, collaborators and other interest groups. Likewise, each of these groups may communicate any irregular practice related to the breach or violation of the behaviours contained in this document to the mail Ethics.Manager@resilux.com, through which they may also come in contact to resolve any questions regarding the interpretation of these principles. Retaliation against individuals who have reported or provided information concerning acts of misconduct or wrongdoing, or who have cooperated with audits or investigations or other inquiries is prohibited. Such behaviour violates the fundamental obligation of all staff members to uphold the highest standards of efficiency, competence and integrity and to discharge their functions and regulate their conduct with the best interest of Resilux only in view.

Signed on : 26/03/2019

Peter De Cuyper
Managing Director
Resilux Group