

Ethics Policy

Management in GF Inveco Group

Updated December 2024

Purpose of the Ethical Rules

The core is not the ethical rules themselves but rather ensuring that in all situations, we perform our work in an ethically responsible manner.

Therefore, we must concretize and clarify what we understand by an ethical culture, where all employees, both individually and collectively, take responsibility for behaving ethically correctly and speak up when something feels wrong.

This means that the process, debate, and engagement around ethical issues are far more important than the rules themselves.

The most important thing is to ensure implementation in the organization, so as many as possible gain awareness of the many dilemmas we may encounter in everyday life, and how these can best be handled.

In this work, the ethical rules are a central tool.

Our Fundamental Ethical Principle: Freedom with Responsibility

GF Inveco Group expects employees to act honestly towards employers and colleagues as well as customers, suppliers, and others affected by the company's activities. This means that each employee must demonstrate correct behavior through their professional integrity and personal conduct.

GF Inveco Group wants to establish a framework for employees' actions and conduct so that everyone understands what acceptable behavior is. It is the group's wish that all employees can act freely with responsibility.

Obvious breaches of this policy are also a breach of the trust relationship between the company and the employee.

Aalborg, December 2024

Gunnar Fantoft

ETHICAL RULES

PROFESSIONALISM

- We must know our markets.
- We must treat our customers and suppliers the way we wish to be treated by them.

- We must know and comply with all relevant laws and regulations.
 - Confidential information must not be disclosed or used in unintended contexts.
 - All information we provide must be correct. We must not deliberately communicate ambiguously or unclearly.
-

ENTHUSIASM

- We must show that we are committed to our work.
 - We must all contribute to joy and well-being in daily life.
 - We must demonstrate collegial respect and support each other.
 - We must collaborate actively and positively.
-

HONESTY

- We must keep our agreements.
 - We must not receive or give gifts that could compromise our or others' integrity or decisions, or that could be perceived in such a way. The same applies to participating in trips or events organized by others.
 - We must not carry out tasks on behalf of GF Inveco Group in which we have personal interests, or which could be perceived as such by others.
 - We must always seek advice and maintain open dialogue about doubts and ethical dilemmas with our immediate superior or the person deemed most suitable.
-

INNOVATION

- We must be innovative in our behavior and actions.
- We must constantly and systematically work to improve.
- We must always seek the best solutions across professional, organizational, and geographical boundaries.