

SUMMARY

FOREWARD

PRINCIPLES & CORPORATE VALUES

PHARMACOS CORPORATE COMMITMENT

FOREWARD

PHARMACOS believe that the integrity, reputation and good business practices are mainly depending by the ethics and by the conducts of the Directors, Employees, Partners, Production Units.

PHARMACOS ETHIC CODE has the purpose to define the principles, core values, conduct rules that must guide daily business management and operations at PHARMACOS and to provide a reference guide for every decision.

PHARMACOS wants to promote and share with its stakeholders, including Employees and Collaborators who are personally required application, the adherence to ethical standards and compliance with laws and regulations, through the respect of the CODE of CONDUCT for PERSONNEL.

Suppliers and Production Units are also invited to adopt the ethical principles and to be engaged proactively in the application when they are involved on behalf of PHARMACOS through the respect of the CODE of CONDUCT for SUPPLIER.

Anyone who becomes aware of situations that do not meet the ethical values and behavior standards of this Code, shall inform the Company's Management Board so that the situation can be brought under control conditions.

PRINCIPLES & CORPORATE VALUES

PHARMACOS has adopted and is committed to apply the ethical principles for the work management established by the European and Italian legislation, and International Labor Organization conventions.

The VALUES specifically adopted by **PHARMACOS** are:

- respect for each human being;
- equity and non-discrimination;
- employee health and safe work conditions;
- consumers safety;
- business integrity, honesty and transparency;
- fairness and respect for competitors;
- ethics and professionalism;
- sustainability and environmental respect.

The FUNDAMENTALS which must be adopted and respected within the company management and each business decision, including management of the production and supply chain, are:

- do not use, support or accept child labor;
- do not use, support or accept forced labor;
- ensure to all staff a safe and healthy workplace;
- respect the right of employees to join and form trade unions;
- do not discriminate people in particular for race, sex, religion, political affiliation, union membership, sexual orientation, health status;
- do not use, encourage or accept corporal punishment, mental or physical coercion, verbal abuse or harassment;
- recognize and respect the right of everyone to the confidentiality of his private life;
- recognize and promote the professional growth, personal satisfaction and involvement in business activities;
- ensure compliance with international conventions (ILO), local laws on labour and with the National Labor Contracts;
- ensure compliance with the minimum wage levels required by law and by local regulation;
- ensure compliance within the maximum working hours levels as required by local regulation and do not force the personnel to work extra-time;
- ensure full respect of environmental local regulation and promote the culture of environmental sustainability and energy & water saving;
- implement procedures and compensation programs and social improvement;
- apply good business practices: do not use, support or accept any kind of bribery, corruption, or any type of fraudulent business practice, including counterfeit;
- support and encourage confidential communication of any violation at the present ethic code, protecting by any form of discrimination or negative consequences who inform the Company.

PHARMACOS CORPORATE COMMITMENT

COMMITMENTS VERSUS EMPLOYEES

PHARMACOS does not use and does not intend to support in any way the use of child labor within its own production and supply chain.

PHARMACOS does not use and does not intend to support in any way the use of forced labor.

PHARMACOS is committed to ensure that all Employees are fully aware of their rights and duties under the employment contract.

PHARMACOS guarantees to its Employees a safe and healthy workplace by complying with the local regulation and by the implementation of the corporate management system, the training and information program on health and safety, the distribution of appropriate Individual Protection Devices. **PHARMACOS** ensure that Production Units and Suppliers are equally committed on safety.

PHARMACOS ensures all necessary actions to minimize the safety and health risks within a proper corporate management system including operative procedures, training, information and the use of proper Personal Protective Devices.

PHARMACOS respects the right of Employees to form and join trade unions of their own choosing and the right to participate in collective bargaining.

PHARMACOS is committed to adopt policies and procedures designed to prevent and combat discriminatory practices during recruiting and hiring, salaries, access to training, professional careers, termination or retirement. **PHARMACOS** provides equal opportunities to all Employees and equal employment opportunities to new qualified candidates, combating discrimination due to social castes, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, age, health state.

PHARMACOS intends to work with the utmost respect for privacy and dignity of Employees whether they are direct Employees, or Temporary Employees, Freelancers or Collaborators. The Company requires and records only those personal data that are necessary for the management of personnel or that are required by law. The Company must also comply with all applicable laws regarding the protection and personal data employee management.

PHARMACOS intends to protect the dignity and the privacy of all its Collaborators, prohibits any interference in the conduct and of the same on the workplace outside, provided that such conduct is not harmful to the performance at work, undermining reputation business or adversely affecting the confidentiality of business and intellectual property.

PHARMACOS does not use and does not intend to support in any way the use of corporal punishment, mental or physical coercion, verbal abuse. Any disciplinary sanctions applied to employees are carried out in full respect of the Statute of Employees and the National Agreement.

PHARMACOS is committed to respect National Labor Regulation and to follow the ILO Convention (International Labor Organization).

PHARMACOS is committed to stimulate and to support training and professional growth of employees, encouraging them to improve and enhance their professional skills.

PHARMACOS is committed to providing timely relevant information on to employees working, on product/services, on customer relations and on the results achieved by employees.

PHARMACOS is committed to manage a confidential communication channel that allows Employees to openly express opinions, attitudes and concerns and is committed to ensuring an adequate response to received remarks. No action or sanction will be given to those employees who disclose any remarks or manifest any problems or complaints.

PHARMACOS is committed to apply penalties for violations through a fair and approved disciplinary code conforming to the local regulation.

PHARMACOS is committed to inform Employees regarding the good business practices risks as un-proper practices of bribery, corruption, or any type of fraudulent business practice, counterfeit, loose of confidentiality that could be acted by colleagues, suppliers, customers or authorities, scammer, thieves or criminals, hackers or crackers.

PHARMACOS is committed to inform Employees regarding the local regulation for environmental protection and the culture of sustainability.

PHARMACOS is committed to inform Employees regarding the local regulation for good manufacturing practices and the protection of the final consumers.

COMMITMENTS VERSUS PRODUCTION UNIT AND SUPPLIER

PHARMACOS is committed to ensuring fairness, transparency and respect for the rules of loyal competition in all the activities of selection, qualification, negotiation, supply, payment and management of issues.

PHARMACOS is committed to seek and recognize the value of the product, equipment and tools, services and supplier's professionalism, to promote a working relationship based on trust, exchange of information, transparency and professional integrity.

PHARMACOS is committed to maintain a sincere and open dialogue with Suppliers, following good commercial practices, in order to facilitate the management of supplies and constantly ensure the satisfaction of the organization's needs in terms of quality, cost and time delivery.

PHARMACOS is committed to treat with fairness, justice and without discrimination all business Suppliers, guaranteeing supplies payments on time established in the contract or in the purchase order.

PHARMACOS is committed to assure that its personnel does not apply un-proper business practices as bribery, corruption, or any type of fraudulent business practice, counterfeit, loose of confidentiality in the relationship with the supply chain. **PHARMACOS** is committed to ensure that none of its Collaborators act with undue or illegal pressures on Suppliers and is committed to punish deviant behavior, ensuring the Supplier full readiness to accept any remark of abnormal interference.

PHARMACOS is committed to respect confidential information and trade related to Suppliers, in their activities and their products or production processes, even in cases where it has not been defined and signed a specific confidentiality agreement.

PHARMACOS is committed to inform their suppliers of any accounting or administrative error and correct them immediately with credits, refunds or other measures acceptable to both parties.

PHARMACOS is committed to ensure that its Suppliers and in particular their Production Units are properly informed and involved in understanding and applying its ethical principles, ensuring assistance and cooperation to ensure that any discrepancies or deviations are filled with remedies or improvement activities.

COMMITMENT VERSUS CUSTOMERS AND CONSUMERS

As part of all promotional, marketing, development, negotiation, order management and delivery to its Customers activities, **PHARMACOS** is committed to ensuring fairness, transparency and respect for the rules of fair competition.

PHARMACOS is committed to ensure to Customers whether they are potential, new or consolidated, attention and listening to the needs and requirements in order to always create a constructive working relationship based on trust, on the exchange of information, transparency and professional integrity.

PHARMACOS is committed to offer to Customers only products and processes which, by their structure and the conditions of production on the basis of available knowledge, are safe and not harmful to the health of consumers.

PHARMACOS is committed to offer and sell products and services assigning a proposed and correct value in relation with the intrinsic value of the materials, workmanship, degree of innovation and the degree of exclusivity.

PHARMACOS ensures that all formulations, processes and services are carried out complying the cosmetic good manufacturing practices, in accordance with industry regulations and all contract requirements. PHARMACOS is committed to ensure quality of products, even in the absence of technical requirements defined by the customer, in order to guarantee in any case the suitability and absence of critical defects.

PHARMACOS is committed to respect confidential information and trade related to the Customer, in their activities and their projects or products, even in cases where it has not been defined and signed a specific confidentiality agreement.

PHARMACOS is committed to inform their Customers of any accounting or administrative error and correct them immediately with credits, refunds or other measures acceptable to both parties.

PHARMACOS is committed to treat with fairness, justice and without discrimination all business relationship with Customers, guaranteeing equal supplies management. PHARMACOS is committed to assure that none of its Employees apply un-proper business practices as bribery, corruption, or any type of fraudulent business practice, counterfeit, loose of confidentiality in the relationship with the customers.

COMMITMENT VERSUS AUTHORITIES AND PUBLIC ADMINISTRATION

PHARMACOS is committed to ensuring fairness, transparency and respect in all relationships with authorities and public administration.

PHARMACOS is committed to assure that none of its Employees apply un-proper business practices as bribery, corruption, or any type of fraudulent business practice, counterfeit, loose of confidentiality in the relationship with the with authorities and public administration.

COMMITMENT VERSUS ENVIRONMENTAL AND TERRITORY

PHARMACOS is committed to ensure that all its activities and the activities of all its production units are respectful of the local environmental legislation and are committed to adopt programs and available technologies to ensure and improve the sustainability of products and the reduction of environmental impacts.

PHARMACOS is committed to support and to improve the relationship with local community mainly with industrial association and professional schools.

VERSIONE - DATA	REDAZIONE VERIFICA E APPROVAZIONE
4-ENG 11/11/2021	 CEO (Vincenzo Misitano)