Allt the Pharmacos Stakeholders can report any violation or sospected violation of the ETHICAL CODE to the Management regarding the following:

- any omissions, negligence or falsification in the keeping of the accounts or in the conservation of the documentation
- any irregularities or malfunctions or falsifications relating to commercial relations or in the methods of supply to the Company
- any offers of gifts (exceeding the modest value) or fees from subjects with whom the Company has business relationships
- any orders received from the superior and deemed in contrast with the law, the internal rules or the CODE OF ETHICS any orders received from the superior and considered in contrast with the law, the internal management rules for health and safety at work, or for the privacy and data protection

Notifications can be collected through this form or in another way, as long as in writing and in non-anonymous form, and be sent through **closed letters** and / **or e-mails** addressed to the following addresses:

PHARMACOS Srl via volta 7 -24043 Caravaggio (BG) email: pharmacos@pharmacos.it

Ente di Certificazione: BUREAU VERITAS Viale Monza, 347 -20126 Milano email: csr@it.bureauveritas.com

Ente di Accreditamento:SAI-SAAS- email: saas@saasacreditation.org

SOCIAL ACCOUNTABILITY ACCREDITATION SERVICE info@sa-intl.org

220 East 23th Street, Suite 605, New York 10010 USA

NOTIFICATIONS			
DATE			
VIOLATION TO:	o Ethical Code	o LAWS	
	o Administrative Responsibility Management System	o Accounting and Administrative Rules	
DESCRIPTION	o OCCURED VIOLATION	o ATTEMPTED VIOLATION	o SUSPICION OF VIOLATION
NOTES & REFERENCES			
CARRIED OUT BY	Name and Surname: adresse: Phone:	e-mail:	
WITH THE ROLE OF:	o PERSONNEL	o MANAGEMENT	o EXTERNAL AUDITORS/ ADM.CONTROLLERS
	o EXTERNAL COLLABORATOR	o SUPPLIER	o CUSTOMER
	o (give more details)		

I declare under my own responsibility that all the above information is true.

Date, Signature: