



FarmaMondo
RESPONSIBLE ACCESS TO SPECIALTY MEDICINES

CODE OF CONDUCT

“Being ethical means applying standards of behaviour to the way we live our lives.”

January 2023

QUALITY - INTEGRITY - FAIRNESS - TEAMWORK



INDEX

Page

INTRODUCTION

<i>FarmaMondo Mission Statement</i>	3
<i>FarmaMondo Care Corporate Principles</i>	3

1. SERVICES

<i>1.1 Access to Healthcare</i>	4
<i>1.2 Quality Standards and Good Practices</i>	4
<i>1.3 Commitment towards Patients</i>	4

2. PEOPLE

<i>2.1 Conflicts of Interests</i>	5
<i>2.2 Respect towards Associates</i>	5
<i>2.2 Safe and Healthy Workplace</i>	5

3. RESPONSIBILITY

<i>3.1 Bribery and improper Advantages</i>	6
<i>3.2 Business Integrity</i>	6
<i>3.3 Confidential Information</i>	6
<i>3.4 Privacy</i>	6
<i>3.5 Compliance</i>	6
<i>3.6 Environmental Responsibility</i>	6

INTRODUCTION

FarmaMondo Mission Statement

“YOUR HEALTH IS OUR CARE SINCE 1915”

We are a fast-growing, Swiss-based pharmaceutical group focused on providing market access and specialty distribution services through a unique infrastructure and geographical footprint. We aim to give health care professional and their patients access to both licensed and unlicensed medicines. In the process we increase the value of a pharmaceutical product by extending and expanding its lifecycle.

We offer high value market access and specialty distribution services, through a unique infrastructure and geographical footprint, targeted to enable patient access to specialty medicines in key Emerging Markets through a combined approach of named Patient Access and full commercialization.

This FarmaMondo Code of Conduct expresses the core principles which guide FarmaMondo as an employer towards its employees, as a business partner towards its counterparts and as a service provider towards its customers.

The Code applies to FarmaMondo and all global affiliates of the FarmaMondo Group. While the Code is primarily directed toward Company employees, in some circumstances, it may be applicable to the activities of our business partners, vendors and third-party agents. All employees should ensure their personal decisions and actions comply with the Code, regardless of their location and the nature of their work.

FarmaMondo Core - Corporate Principles



Services

Our Services shall strive to provide broad and equal access to healthcare while maintaining a Patient-Centric focus



Responsibility

Our way of doing business should emphasize FarmaMondo corporate responsibility towards anti-corruption and compliance, integrity, respect for intellectual property, privacy and protection of personal information and environmental responsibility



People

Our organization should always foster respect towards employees and business partners

1. SERVICES

1.1 | ACCESS TO HEALTHCARE

We are a company focused on serving patients with their unmet medical needs, aiming to enhance access to healthcare on a global basis.

We believe that healthcare innovation should be available to the global pool of patients when there is an unmet medical need. We work hard to spot unmet medical needs in those geographies which we cover and then work even harder to secure the access to such needed medicines.

We have developed specific methodologies around the mission of enhancing efforts for universal access to medicines..

1.2 | QUALITY STANDARDS AND GOOD PRACTICES

Respecting quality standards and developing good practices is prerequisite for our business.

We serve patients through high-quality operations that meet all regulatory requirements and pursue quality and good practices beyond compliance in our daily processes.

We protect patient safety by identifying, managing and reporting any product-related risk in a timely manner where those fall within our operations.

1.3 | COMMITMENT TOWARDS PATIENTS

We are expected to act in full commitment towards every single patient who seeks our services. Our commitment is to operate with the desired sense of urgency and with patient needs at outmost priority.



2. PEOPLE



2.1 | CONFLICT OF INTERESTS

We make decisions in the best interests of FarmaMondo. Personal interests must not influence our business judgment or decision making. We avoid situations where anyone could question whether we were inappropriately influenced in making a business decision. We resolve any potential conflicts of interest in a transparent and open manner. Our Employees and Directors shall avoid any action that might put them into a conflict of interests and must disclose actual or potential conflicts of interest with the company. Employees and Directors must disclose all potential conflicts of interest to their Manager or to Human Resources or Compliance Managers. Written approval is required before engaging in outside employment, consulting, or serving on a board of directors of an external organization.

2.2 | RESPECT TOWARDS ASSOCIATES

We believe that a diverse workforce reflecting the global community of our patients and customers is critical to our success. We therefore attract, develop and retain highly talented people with diverse backgrounds and inclusive mind-sets.

We treat our associates fairly, equally and respectfully. We expect associates to demonstrate respect toward each other and we do not tolerate any form of harassment or discrimination.

We appreciate the diversity and individuality of our associates and do not discriminate on the basis of personal characteristics such as nationality, gender, age, ethnicity, religion, sexual orientation or disability.

2.3 | SAFE AND HEALTHY WORKPLACE

FarmaMondo cares about the safety of its employees and conducts its activities with the highest regard for the safety and health of its employees and the general public.

3. RESPONSIBILITY

3.1 | BRIBERY AND IMPROPER ADVANTAGE

We do not tolerate any form of bribery or corruption. We do not bribe any public official or private person and we do not accept any bribes. In particular, our employees and business partners are not allowed to give, promise to give, solicit or accept any form of improper advantage. This principle is widely treated and stated in our internal Anti-Corruption Policy.

3.2 | BUSINESS INTEGRITY

FarmaMondo's reputation significantly relies on the level of integrity we maintain in doing business. Integrity is a focal concept for our company that takes a sustainable position in the healthcare industry.

3.3 | CONFIDENTIAL INFORMATION AND INTELLECTUAL PROPERTY

We have frequent access to confidential information and intellectual property related to innovators, patients, customers and service providers. We respect the confidential information and intellectual property belonging to third parties and we commit to handle it appropriately and lawfully. Confidentiality obligations are part of our employees' commitments and are subject to continuous enforcement also after the end of employment.

3.4 | PRIVACY AND THE PROTECTION OF PERSONAL INFORMATION

FarmaMondo uses and treats all personal information about employees, clients, business partners and suppliers as well as other third parties in complete accordance with data protection laws. FarmaMondo is committed to collecting and keeping only personal information that is legitimately needed to carry out our business, and to implementing measures designed to protect that information.

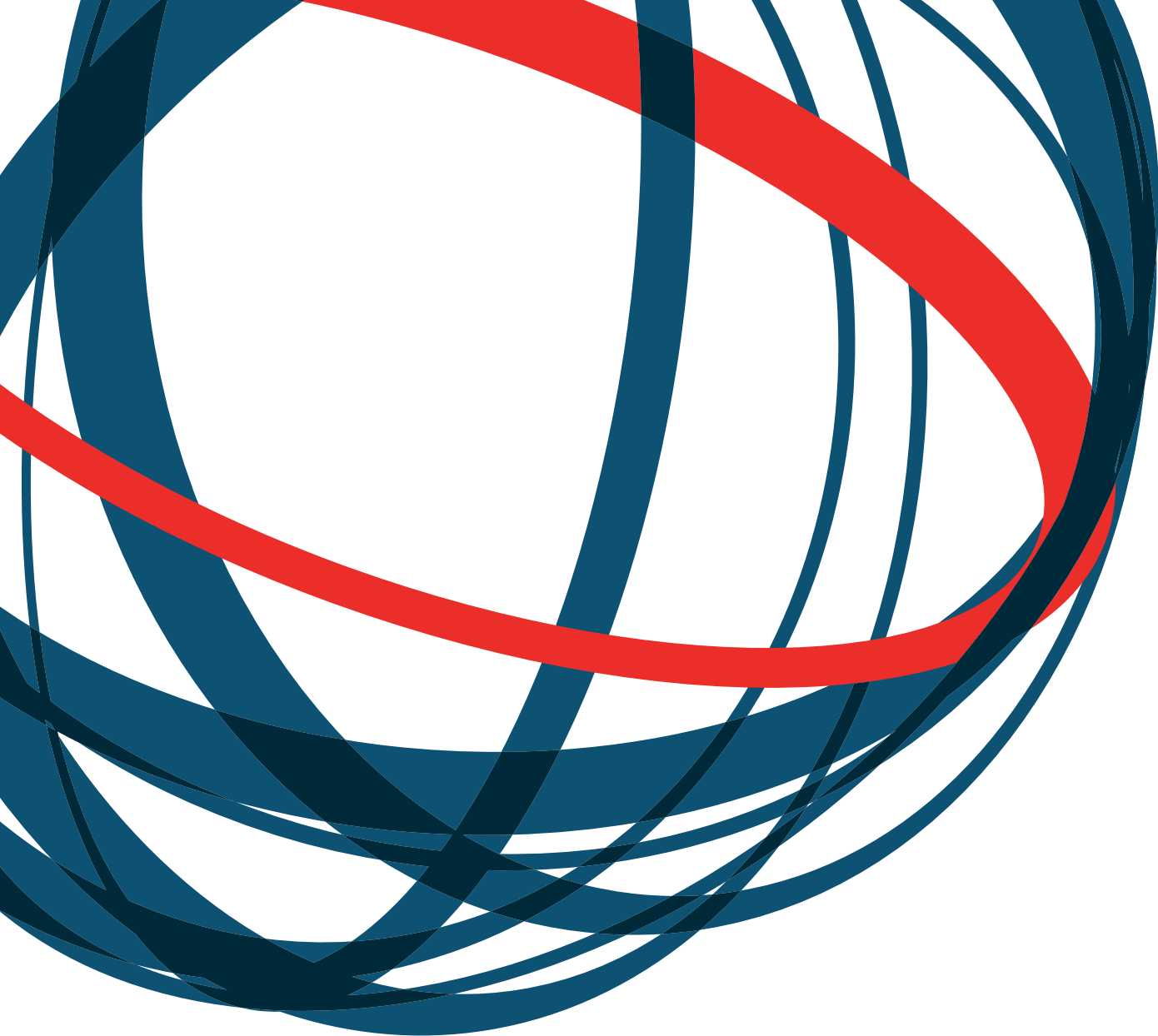
3.5 | COMPLIANCE

Performance is not only measured by the results achieved, but also by how these results were achieved. Compliance means that we act in adherence with applicable laws, regulations and industry codes. It is the responsibility of FarmaMondo employees to assure that our working environment is compliant.

3.6 | ENVIRONMENTAL RESPONSIBILITY

FarmaMondo is committed to reducing the environmental impact of our operations. Our goal is to promote sustainability and environmental awareness at all levels of our business.





Channels for Raising Concerns

If a difficult situation arises, employees are expected to seek advice from their manager or the Human Resources or Compliance Departments before acting.

You may also report directly to the company Compliance Hotline at
<https://farmamondo.trusty.report>

or

+41916976712

Violations of the Code will not be tolerated and may result in disciplinary action, up to and including termination of employment.



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