



Together with responsibility!

OUR CODE OF
Conduct & Ethics
 IN BRIEF



Pharmaceutical Laboratories S.A.



OFET

GROUP OF PHARMACEUTICAL COMPANIES





INTRODUCTION

We are committed to comply with the European and International regulatory framework and to promote ethical behavior internally and externally.

Our Code of Conduct & Ethics sets the framework of ethical behavior in the various aspects of our operation and forms a point of reference for our people and business partners.

We assume full responsibility with regards to ethical behavior and we expect our people, regardless of their position and place in the hierarchy, and our business partners to act as role models for their integrity and to promote the compliance with applicable laws and regulations.

If you are aware of a violation of law or regulation, please report it to our HR Department and give us all relevant information. We have a strict non-retaliation policy which states that no one may retaliate against you for raising any ethical or legal concern in good faith.



OUR COMMITMENTS

Towards our people and business partners

We are committed to provide our people and business partners a safe working environment, free of unfair or unethical behaviors, where each one of us may express their opinion freely and be treated with respect, justice and equality. Within this framework, we have developed special policies with regards to discrimination, harassment, health & safety and the handling of personal or business information.

Towards the patient and any third party

We are committed to act ethically in the safety of the patient and the consumer, in general, with respect to the applicable Law, promoting transparency and fair trade. Within this framework, we have developed special policies with regards to legal compliance, product quality, safety and effectiveness, communication with third parties, marketing activities, fair trade and anti-corruption, gifts, meals and entertainment activities and the relationship management of healthcare professionals.

Towards our shareholders

We are committed towards our shareholders to ensure the good reputation of the Group and always act in its interests, with transparency and reliability and with respect to its assets, including intellectual property. Within this framework, we have developed special policies with regards to communication with stakeholders, intellectual property, financial transactions, conflict of interest, political and collective activity, internal communication and confidentiality and the use of electronic means.

Towards the society

We are committed to act in the public interest and sustainable development and to operate with transparency and respect for the public opinion and we acknowledge our duty towards future generations. Within this framework, we have developed special policies with regards to sustainable development, Corporate Social Responsibility, the media, public relations and the social media.

RESPONSIBLE SUPPLIERS

We apply very strict procedures for the selection of our suppliers and sub-contractors and we occasionally conduct site visits in order to ensure their active contribution to a sustainable future. From our suppliers and sub-contractors we expect:



Ethics

To operate with integrity and in compliance with the highest ethical standards



Labor

To respect human rights and human dignity and operate in compliance with the international labor regulations



Health & Safety

To provide a healthy and safe work environment to their employees



Environment

To make special provisions for the environmental management and proper use of natural resources



Quality

To invest in quality as part of their corporate strategy