



Our Code of Ethics: Core Principles

- **Integrity and Transparency** We act with honesty, fairness and clarity. All communications must be truthful and complete; promises made to clients and employees are honored.
- **Regulatory Compliance** Compliance with laws and industry standards is mandatory. We strictly follow GMP, ISO guidelines and all regulatory requirements, ensuring quality at every stage.
- **Product Quality and Safety** We deliver sterile, reliable and fully compliant products. Compromises on quality, controls or traceability are not tolerated.
- **Respect for People** We promote a safe, inclusive and respectful workplace. We do not tolerate discrimination or harassment; professional development is supported through merit-based growth.
- **Safe Working Environment** Safety is a core value. We apply rigorous procedures in certified cleanrooms, invest in advanced protective equipment, and ensure ongoing training.
- **Confidentiality and Data Protection** Safeguarding intellectual property and sensitive data is essential. All information is managed according to secure protocols and GDPR regulations.
- **Fair Business Practices** We conduct business with loyalty and professionalism. We reject unfair practices, conflicts of interest or any behavior that may damage the company's reputation.
- **Environmental Responsibility** We reduce our impact through responsible resource usage and waste management, fostering an ecological mindset within the company.
- **Responsible Innovation** We innovate consciously, assessing ethical and safety implications. Our R&D aims to improve product quality and enhance patient well-being.
- **Reporting and Whistleblower Protection** We encourage reporting of non-compliance. All reports are handled confidentially, ensuring the protection of the whistleblower from any retaliation.

