



FARMAFLOR SRL ETHICS CODE

Description of the Code of Ethics

This Code, updated to the principles UNI/pdr 125:2022 "Guidelines for the system of management of gender equality", which consists of 8 pages, defines the principles and models of conduct of business of the Farmaflor s.r.l. Company and the commitments and responsibilities of the collaborators.

Farmaflor s.r.l. acts in full compliance with the laws, transparency, fairness and professional commitment in order to develop its value for the benefit of members and the professional growth of its human resources. In this regard, the Code provides information on the solution of ethical and commercial problems. In particular, the conviction to act in some way to the advantage of the Company does not justify the adoption of behaviours contrary to these principles.

All actions, transactions and transactions relating to the activity of the Company must be undertaken and pursued in full respect of the legality, impartiality and principles of fair competition, must be managed in the utmost fairness, be based on the completeness and transparency of the information, be supported by documentary evidence and be subject to checks and controls.

Relations with the Authorities must be characterised by maximum transparency and cooperation, with full respect for their institutional functions. The Code, together with all other rules, policies and provisions issued by the Company, constitutes the program to ensure effective perception and detection of violations of laws.

Recipients of the Code of Ethics

The Code applies to all employees, collaborators/bulls, interns/s of the Company and to all other subjects or companies acting on its behalf, which are, therefore, are committed to observing and enforcing the content of this Code of Ethics in the context of their duties and responsibilities, as well as in the course of their professional activity.

The Company shall endeavor to ensure that the Code is considered a standard of best practices for the conduct of business by those parties with whom it has long-term relationships such as consultants and experts.

Key provisions of this Code

- Impartiality
- Probity
- Fairness in the event of potential conflicts of interest
- Internal controls
- Transparency and completeness of information
- Duties of employees and collaborators
- Business assets
- Environment and safety
- Gender equality policy
- Rules of conduct
 - Relations between employees
 - Hierarchical relationships within society

FARMAFLOR S.R.L.

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- Relations with public authorities and institutions and other bodies representing collective interests
 - Payment of money, gifts and free services by third parties
 - Transparency of accounts
 - Business communication
 - Confidential information
 - Relations with political, trade union and welfare organisations
 - Relations with customers and suppliers
 - Protection of the company's assets
- Sanction system
 - Towards employees
 - To executives, directors and senior management
 - Towards collaborators/managers, consultants and other third parties
 - Validity
 - More information
 - Information and consent

GENERAL PRINCIPLES

Impartiality

In decisions that affect relationships with its workers, Farmaflor s.r.l. avoids any discrimination based on age, gender, health status, race, nationality, political opinions and religious beliefs of its interlocutors.

Probity

As part of their professional activity, the Company's employees are required to comply with due diligence with applicable laws, the Code of Ethics and internal regulations. Under no circumstances can the pursuit of the interest of Farmaflor s.r.l. justify their non-compliance.

Fairness in the event of potential conflicts of interest

The conduct of any activity must avoid situations where the parties involved in the consultation and data processing are, or may even appear, in conflict of interest. This refers to the case where an employee/collaborator pursues an interest other than the mission of the company and the balancing of corporate interests or takes advantage "personally" of business opportunities of the company, whether the representatives of customers or suppliers, or institutions, act contrary to the fiduciary duties attached to their position.

In this perspective, the employee and the collaborator are required to avoid any situation and to refrain from any activity that may oppose a personal interest to those of the Company or that may interfere and hinder the ability to hire, impartially and objectively, decisions in the interest of the Company itself. Employees and collaborators must therefore exclude any possibility of overlapping or otherwise crossing, exploiting their functional position, economic activities corresponding to a logic of personal and/or family interest and the tasks they perform within the Company.

Any conflict of interest, even indirect or potential, must be promptly referred to the appropriate bodies (e.g. Legal Representative of the Company) in order to assess its viability and gravity and to exclude or mitigate the resulting effects.

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