



CODE OF ETHICS

Amaxa



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1. Introduction

Amaxa is a privately held pharmaceutical company successfully operating in the Eastern European pharmaceutical market.

Amaxa operates in two areas:

- supply and distribution of registered medicines;
- ensuring logistics in the process of clinical trials;

Throughout the entire period of its activity, the Amaxa company adheres to the highest ethical standards of business conduct and behavior.

Amaxa is a company that pays special attention to culture and generally accepted moral standards.

An integral part of the company's business is honesty, responsibility and professionalism. Compliance with ethical standards by the management and all other employees of the company is defined as an important condition for strengthening the position of Amaxa in the pharmaceutical market. Increasing the value of the company, maintaining the success achieved, and taking care of the name and image are the priority goals in relations with customers and partners.

This Code of Ethics document demonstrates Amaxa's desire to be responsible for its activities. It describes the rules of conduct for personnel and management in the performance of their work duties and business conduct.

Amaxa's Code of Ethics is a combination of ethical principles, rules and regulations that are mandatory for every employee.



2. Obligations of the employer towards the employees of the company

Amaxa carries out its activities in accordance with labor legislation, the collective agreement and all mandatory legal regulations.

When hiring, a standard employment contract is established for each employee. Before signing the employment contract, the employee is informed about working conditions, rights and obligations related to his or her work activity. Particular attention is paid to labor legislation relating to the duties performed.

When the management of the company select personnel, decisions are based on the suitability of the candidate's characteristics with the requirements of the position, as well as the candidate's ability to fulfil the duties assigned to him or her.

The company's attitude and behavior towards Amaxa candidates and employees is based on mutual respect for fundamental human rights.

Investigation of and discussion on the personal lives, views, priorities and inclinations of employees is prohibited. Legal regulations forbid the dissemination of personal information on a company employee without the employee's prior consent, unless required by law.

Amaxa employees undergo advanced training in accordance with both the requirements of their professional skills and the current legislation of the country.

Personnel training is carried out at all stages of the employees' time within the company - hiring, induction, scheduled training (several times a year) and unscheduled training (if necessary).

Amaxa management of Amaxa does not prohibit employees from expressing their personal opinion and encourages them to present proposals on the functioning and development of the company.

The company strictly complies with all rules and regulations related to health and safety.

Through risk assessment processes and the subsequent implementation of preventive actions, the company maintains the health and safety of all Amaxa employees.



3. Obligations of the employees towards the company

When performing tasks set by the management, Amaxa employees are obliged to work in good faith and to fully fulfil the duties they were familiarized with and agreed to perform when they were hired.

Amaxa employees must follow the rules for ensuring information security. The knowledge acquired by employees and the information received are essential factors for the success of the company's business. All employees are obliged to prevent unauthorized people accessing knowledge and information.

Upon hiring, each new Amaxa employee undergoes introductory training covering the company's information security policy.

New employees must sign a confidentiality agreement when hired. The employee agrees to not talk about the internal affairs of Amaxa even after terminating the employment contract.

All Amaxa employees must protect the company's property and not use it for personal purposes.

All employees have a responsibility to avoid situations that could give rise to a conflict of interest.



4. Responsibilities towards customers and partners

All relationships between Amaxa and its clients and partners are based on respect and professionalism.

Amaxa undertakes to maintain confidentiality agreements on all industrial and commercial information received from customers and partners both during the working relationship and after it has ended. All such information is protected from disclosure by all employees of the company.

Confidential information is shared only with those recipients who need the information for their work in the respective project. Additionally, they are advised of the requirement to maintain confidentiality.

Amaxa is committed to supplying quality products and providing a high level of service that will always meet and exceed customer requirements.

Amaxa responds in an appropriate manner to the suggestions and comments of customers and partners. Employees are always ready to offer each client and business partner an individual approach in matters of cooperation and business.



5. Attitude towards competitors

Amaxa only uses the methods of fair competition in its activities. It does not try to illegally or in any other similar way to obtain data and information about competitors.

Amaxa respects the rules governing competitive relations. In a fair competition, Amaxa relies on the implementation of its goals, customer orientation, and the high quality of its products and services.

6. Attitude towards state and governing bodies

Amaxa undertakes to act honestly and responsibly towards government and regulatory authorities and to provide them with truthful and up-to-date information in a timely manner. Amaxa regularly pays the necessary taxes and complies with all the rules and regulations of the current legislation of the country.

Amaxa strives to establish honest and open relations with all competent regulatory institutions and departments.



7. Conflicts of interest

A conflict of interest is any situation where the personal activities of an employee and/or his/her relatives threaten the interests of the Amaxa Company. One such conflict is a situation where an employee is engaged in entrepreneurial activities similar to those of Amaxa, without the consent of the management of Amaxa.

Employees are obliged to take measures to exclude the possibility of a conflict of personal interests with the interests of Amaxa.

Employees may be allowed to realize their personal interests in cases where the company itself offers cooperation of this kind.

Employees who are interested in pursuing a business opportunity with the company must coordinate this issue with Amaxa management.

Examples of possible conflicts of interest:

- Carrying out business or entering into a partnership with competitors of Amaxa;
- Working for another employer without obtaining pre-agreed permission from the Amaxa management;
- Passing on information to competitors;
- Using company information or equipment for personal gain or other purposes;
- Receiving funds or services from suppliers and customers who have business ties with the company;
- Conducting political actions or any other act of defiance on behalf of the company or in the workplace.



8. Confidentiality of information

All employees of Amaxa are strictly obliged to not disclose confidential information, trade secrets and know-how of the company. Confidential information not subject to disclosure is any non-public facts and information about the company that may provide competing firms with a business advantage. Trade secrets include all types of intellectual property, information about trademarks, business plans, prospects and development strategies of the company, as well as any other information of this kind.

9. Compliance with the code of conduct

All company employees are required to comply with the rules of this code.

The Code of Ethics applies to all Amaxa employees, as well as to everyone who is a representative of the company and acts on its behalf.

In case of detection of violations of this Code of Ethics, the employee who discovers such violation is obliged to report this to the head of the company.

The measures applied to an employee who violates the Code of Ethics are determined by the head of the company, depending on the severity of the violation. Measures can be any sanctions consistent with labor legislation.

In relation to a person who reported a violation of the Code of Ethics, anonymity is maintained, except as otherwise provided by law.

Reports of violations of the labor code by the company's employees must be sent to oe@amaxa-pharma.com