

CODE OF GOOD BUSINESS PRACTICES

CONTENTS

INTRODUCTION.....	4
I. GOOD BUSINESS PRACTICES IN THE HASCO GROUP	5
A. RELATIONS WITH BUSINESS PARTNERS.....	5
B. INFORMATION PROTECTION	5
C. QUALITY, EFFICIENCY AND CONTINUOUS DEVELOPMENT	6
D. ENVIRONMENTAL AWARENESS	6
E. ANIMAL WELFARE	6
F. RELATIONS WITH STATE BODIES AND NON-GOVERNMENTAL ORGANIZATIONS ..	7
G. MEDIA RELATIONS	7
H. MONITORING AND AUDITING	7
I. INTERNATIONAL CONFLICT	8
J. VERIFICATION OF BUSINESS PARTNERS.....	8
II. APPLICATION OF THE CODE	9
CONTACT.....	10

INTRODUCTION

The Code of Good Business Practices defines the standards of conduct that apply in the HASCO Group in relations with Business Partners, clients, public authorities and the media. This document is an integral part of Compliance and a key element of the transparent model of building and managing the activities of the HASCO Group Companies.

The purpose of the Code is to ensure an appropriate level of business relations that will reflect the values and principles in the HASCO Group. Relationships are built in accordance with the adopted standards and values and generally applicable law. The Code also aims to integrate ethical values with the conducted business, which translates into a positive image of the HASCO Group Companies.

An integral part of the Code of Good Business Practices are other declaratory documents in force in the HASCO Group, i.e. the Code of Ethics and the Code of Conduct for Business Partners.

The purpose of the Code of Ethics is to define the values and ethical principles that guide Persons Employed in the HASCO Group. In turn, the Code of Conduct for Business Partners is a set of values and principles that we expect our Business Partners to follow, ensuring compliance with our ethical and business standards. All these documents constitute a coherent whole, the purpose of which is to support ethical, transparent and effective practices within the HASCO Group's activities.

At HASCO Group, we strive to shape awareness among our Employees and Associates, expand knowledge and strengthen effective communication in relations with our Business Partners.

I. GOOD BUSINESS PRACTICES IN THE HASCO GROUP

A. RELATIONS WITH BUSINESS PARTNERS

We place particular emphasis on building and maintaining relationships with Business Partners that are based on respect, compliance with applicable laws, transparency, trust and good industry practices. In our activities, we are also guided by the principle of fair competition, observing all ethical standards contained in the Code of Ethics and the Anti-Corruption Policy of the HASCO Group. We apply clear and transparent cooperation procedures, ensuring timely implementation of obligations and reliability in financial and contractual matters.

Taking care of the professionalism of our activities, we are guided by appropriate principles in our business relations, in particular:

- selecting Business Partners based on clearly defined criteria and adopted ethical, social and environmental standards,
- avoiding any unethical practices and actions,
- reliable implementation of agreed commercial terms,
- ensuring full confidentiality of information obtained during negotiations and ensuring proper maintenance of trade secrets and business secrets,
- equal treatment of all Business Partners, regardless of their size or nature of activity, including compliance with the principles of fair competition.

B. INFORMATION PROTECTION

We protect confidential information about our Business Partners by taking the necessary actions in a manner consistent with the provisions of generally applicable law and Internal Regulations. We exercise the utmost care to ensure that our IT systems and tools used in current operations come only from legal sources.

C. QUALITY, EFFICIENCY AND CONTINUOUS DEVELOPMENT

Operating in various industries, we understand how crucial it is to provide products and services that meet the expectations of our customers.

The quality of products and services is our priority, which is why we constantly monitor new trends, implement innovations and search for the best solutions that are a response not only to our needs, but also to the needs of our Business Partners and customers. We take full responsibility for the quality of the products and services provided, constantly striving to ensure the highest standards at every stage of their implementation. Our products undergo quality control, numerous tests and market verification before they reach the final recipient.

We strive for continuous employee development through assessment in line with the adopted competency model and involvement in reporting internal innovation initiatives.

D. ENVIRONMENTAL AWARENESS

Taking care of the natural environment is a very important element of the social responsibility of the HASCO Group. We care about building awareness of environmental protection, treating it as an integral part of sustainable development.

By using natural resources, we strive to minimize the negative impact on the environment and local surroundings, striving to act responsibly and in accordance with applicable laws. In our daily activities, we promote ecological awareness among our Employees, Associates and Business Partners. We also work on continuous improvement of our activities in the field of environmental protection, identifying and minimizing risks related to negative impact on the environment.

E. ANIMAL WELFARE

We strive to improve animal welfare by making changes to our practices as far as possible, focusing on ethical and sustainable solutions that prioritise the dignity and needs of animals.

F. RELATIONS WITH STATE BODIES AND NON-GOVERNMENTAL ORGANIZATIONS

Cooperation with institutions acting in the name and on behalf of the state, as well as with non-governmental organisations whose activities are not aimed at making profits (the so-called "third sector"), is carried out in compliance with the provisions of generally applicable law, the principles of the Code of Ethics and the Anti-Corruption Policy of the HASCO Group.

G. MEDIA RELATIONS

Our goal is to build transparent relations with the media, based on mutual respect, which support the social and economic development of the HASCO Group Companies and have a positive impact on their influence on the market and society. In relations with the media, we ensure the reliability of the information provided and high standards of communication, aimed at eliminating the risk of misleading the public opinion - in particular with care for our Patients, Clients and Contractors.

H. MONITORING AND AUDITING

The HASCO Group operates on the basis of Internal Regulations, which define not only the mode and scope of our conduct, but also *the know-how* of the Companies and remain in accordance with the provisions of generally applicable law. For all implemented processes, we define the stages necessary to be covered by monitoring or audit, the intensity of which depends on the type and risks of a given area.

As part of the supply chain management process, an audit of compliance with ethical, social and environmental standards is an integral part conducted by our Business Partners. We treat this as an important element of building trust and ensuring compliance. In our opinion, broadly understood monitoring and auditing are an indispensable element of a properly functioning organization, whose activities are determined not only by internal factors, but also external ones, including those impossible to predict along with their potential effects.

I. INTERNATIONAL CONFLICT

The HASCO Group adopts and applies the EU definition of a conflict of interest, which is understood as " *at least any situation in which members of the contracting authority's or a service provider's procurement service acting on behalf of the contracting authority's staff involved in the conduct of the procurement procedure or who may influence the outcome of that procedure have, directly or indirectly, a financial, economic or other personal interest that may be perceived as compromising their impartiality and independence in connection with the procurement procedure* " ¹. In our business relations, we exercise due diligence to ensure that our actions are free from any form or indication of a conflict of interest or the possibility of such a conflict occurring. The aim of maintaining such standards on the part of our Business Partners is to oblige them to comply with the Code of Conduct for Business Partners, in which, among other things, we emphasize the immediate and complete disclosure of all information that may constitute a conflict of interest or may lead to such a conflict.

J. VERIFICATION OF BUSINESS PARTNERS

Cooperation with Business Partners, both on domestic and foreign markets, requires us to adopt a standard of operation that ensures an appropriate level of security for various activities conducted by the HASCO Group Companies. In the HASCO Group, each Business Partner is verified in detail at the request of the Business Owner or based on guidelines resulting directly from the provisions of generally applicable law, in accordance with the principle of due diligence. An integral element of this process is obtaining appropriate declarations depending on the type of cooperation, which are required to be read and signed by the Business Partners.

¹ Directive 2014/24/EU of the European Parliament and of the Council on public procurement, 26 February 2014, Art. 24.

II. APPLICATION OF THE CODE

Any questions or situations of non-compliance and non-application of the provisions of this Code should be reported to PPF HASCO-LEK SA, Compliance Management Division, Compliance Department, at the following e-mail address: compliance@hasco-lek.pl.

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