

Code of conduct

The most important guideline to how we think and act is the long-term company objective which has been in existence since 12.09.1975 and whose values are timeless. It could even be described as having increased in significance over the years.



A) Long-term mission statement

1. The maintenance of the company's autonomy and complete independence through
 - development of its own products
 - manufacture of its own products and of products under licence and
 - marketing of these products at home and abroad

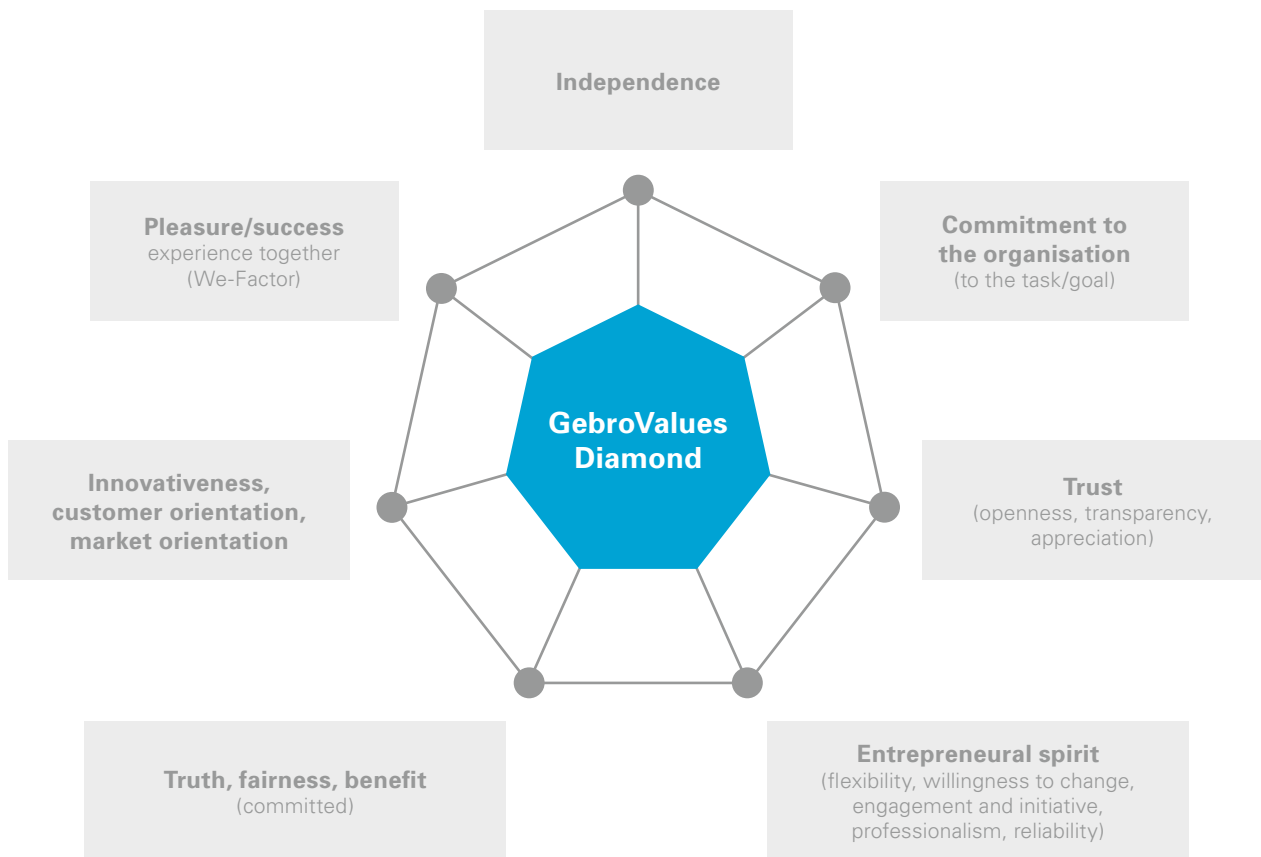
on condition that

- all the manufactured and (or) marketed products serve to maintain or restore health, meet international quality standards and the highest ethical requirements (service and assistance)
- working conditions (operating temperature, premises, equipment, etc.) are such that everyone working for Gebro can be happy
- the environment is not harmed
- and the Gebro corporate style is preserved.

2. Optimisation of profits for the benefit of all those working in the company.

By satisfying these prerequisites, which form the basis for free and productive working, we also enjoy the freedom of high ethical standards without external dictates.

B) The diamond of Gebro values as the basis of our ethical standard



Independence gives us freedom of choice and allows us to focus our actions on our partners in the healthcare system and on our customers, the patients. The results we achieve through our work are the highest possible customer benefit and our ability to respond to the needs of patients.

Through setting clear objectives we create **commitment** in all company employees. This commitment, as well as a high standard of education, has a positive effect on loyalty. Thinking for the company has positive effects in terms of quality on all processes within the company.

Mutual **trust** assumes special significance in a family business and creates fair and respectful working conditions. Discrimination and unlawful treatment have no place at Gebro. We protect the confidentiality, integrity and availability of important information regardless of its type and location.

For us an **entrepreneurial attitude** means taking responsibility for our sphere of influence. It means both any responsibility for personnel and responsibility for time, product and finance as well as responsibility towards the environment. On the part of the shareholders, it also means a prudent financial policy and sustainable use of available resources.

In both our internal and external dealings, we communicate with openness in the face of appreciation or criticism and with **truth and fairness**. Unilateral success is not our intention.

Willingness to innovate, an openness in our outward thinking, consideration of our customers' needs and the flexibility to change direction brings us close to our customers and makes us solution-oriented. This shall be an absolute essential for us.

The key to a successful company is motivated employees. In addition to the values already stated, sharing success is a principle we practice at Gebro. This promotes the **"we" factor** and makes it possible to perform above the norm.

C) Aims of the ethical standard

The values of our diamond ensure that

- patients are treated with the greatest attention and highest possible standard of safety
- our employees are treated considerately, fairly and respectfully as part of the family business
- the situation of Gebro is sustainable in the long term because of its independence
- we have a clear sense of our social responsibility within our environment
- the healthcare system (doctors, pharmacists, healthcare professionals, authorities, funding agencies) have a stable, trustworthy and reliable partner in us.

It goes without saying that we are committed to the Pharmig code of conduct, the IGEPHA code of conduct and the code of medical ethics and observe them completely.

August 2012

This is an English translation of the German original of the Code of Conduct (Verhaltenskodex (CoC)) which was signed by Mag. Pascal Broschek for Gebro Holding GmbH and by Dr. Christian Kollenz for Gebro Pharma GmbH in August 2012.



Mag. Pascal Broschek
Geschäftsführender Gesellschafter
Gebro Holding GmbH



Dr. Christian Kollenz
Geschäftsführer
Gebro Pharma GmbH

