

BUSINESS CONDUCT AND ETHICS COMPANY COMMITMENT

Pharmassist is founded on our commitment to the highest ethical principles and standards. We value honesty and integrity above all else. Upholding this commitment is essential to our continued success.

Our Company is committed to complying with all laws, rules and government regulations, relative to labor practices, occupational safety and health, environmental conservation, fair trade, antitrust and anticorruption, protection of personal information, and all other laws and regulations that apply to our business.

Our Company is committed to sound environmental performance and preventing injury and ill health to all interested parties associated with its operation and will take effective steps to prevent potential accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable the causes of hazards inherent in the workplace.

Our Company will not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination, or retirement based on race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination.

Our Company will respect all relative national collective bargaining agreements, and effectively inform personnel that they are free to join an organization of their choosing and that their doing so will not result in any negative consequences to them, or retaliation.

Our Company will provide to personnel on a regular basis effective education and training, including health and safety instructions and where needed, job-specific instruction. Such instructions will be repeated for new and reassigned personnel.

Pharmassist will treat clients with the highest standards of honesty, fairness and courtesy and will honor all contractual obligations with transparency in good faith. The Company will respect Clients' Business Conduct and Ethical Standards and will adhere to all requirements stipulated in contractual arrangements made. Clients concerns and complaints will be dealt with fairly and quickly.

We seek to outperform our competitors fairly and honestly. We seek competitive advantage through superior performance, never through unethical or illegal business practices. We must never make statements about competitors that are untrue.

We will build business relationships with vendors who share our commitment to strict Business Conduct and Ethical standards throughout their supply chain and who comply with all legal and regulatory requirements relative to their operation.

Pharmassist will take care not to mislead clients or other stakeholders about the financial status and/or services of the Company or its competitors. We will never make promises the Company cannot keep. No manager, supervisor, employee or other associate of the Company will take unfair advantage of anyone, including clients, and other stakeholders, suppliers or competitors. Taking unfair advantage includes manipulation, concealment, and abuse of privileged information, misrepresentation of material facts or any other unfair-dealing practice.

This commitment is made accessible to all personnel, including managers, supervisors, and staff, whether directly employed by, contracted with, or otherwise representing the Company.

This commitment will be reviewed by Top Management regularly, taking into consideration changes in legislation, code-of-conduct requirements, and any other Company requirements.



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Ioanna Koukli,
General Manager