

DOC

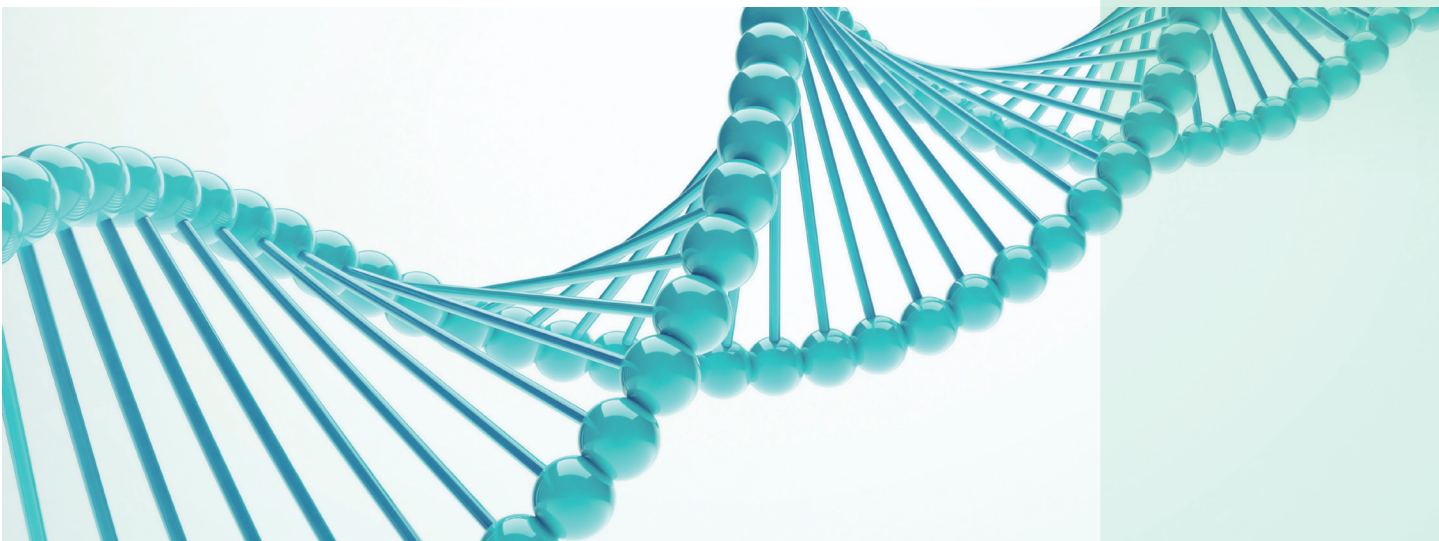
THE CODE OF ETHICS

INTRODUCTION

For us in DOC, the Code of Ethics represents our DNA and expresses the charter of those moral rights and duties that, as a business organization, we intend to honor and internalize in our daily life in order to act with integrity and social ethical responsibility.

We like to “do well”.

And we want that all people and organizations, that work with us and for us, share this chart.



THE CODE OF ETHICS

The Code of Ethics aims at making known the principles to which DOC's activity is directed and which bind the behavior of anyone in it and for it, in order to affirm its business integrity and prevent the adoption of unlawful conduct.

The Code of Ethics is inspired by Italian Legislative Decree no. 231/2001 as well as the Egualia Code of Ethics, to which the Company adheres and whose values and precepts undertakes to respect and enforce.

The Code of Ethics integrates the broader body of principles and precepts that the Company has adopted as pillars of its organizational structure in order to implement its business model successfully and ethically. In particular, it integrates with the Company's Management, Organization and Control Model, adopted pursuant to said Legislative Decree 231/2001, with the Company's system of procedures and disciplinary system.

The Code is an official document of the Company, approved by the Administrative Body.

THE ADDRESSEES OF THE CODE ARE:

- the **Shareholders and corporate bodies**, as well as any person exercising, even de facto, powers of representation, decision-making and/or control within the Company
- the **Personnel of the Company**, irrespective of the type of the relevant employment relationship
- **consultants and suppliers** of goods and services, including professional ones, agents, and anyone who carries out activities in the name and on behalf of the Company or under its control; as well as anyone who has relations with the
- Company (collectively, the 'Third Parties') **all subsidiaries of DOC Generici S.r.l.** and, to that effect, their Shareholders, Corporate Bodies, Personnel and Third Parties.



Adherence to the content of the Code of Ethics and compliance with its provisions are a prerequisite for establishing and maintaining collaborative relations, so that it is DOC's commitment, first and foremost, **to disseminate knowledge thereof, in a transparent context.**

Failure to comply with the principles expressed in the Code of Ethics compromises the relationship of trust that is the basis of the ties between people in DOC, and which DOC intends to severely protect through all the instruments permitted by law and by contract.





DOC AND ITS PROPOSITION

DOC Generici S.r.l. is an Italian Company today proud to be a **leader** in our country's pharmaceutical industry.

Established in 1996 following law no. 425/1996 instituting the so-called **equivalent medicines**, the Company was founded as a manufacturer of equivalent medicines out of an awareness of the social action that these medicines play in helping to reduce so-called **health inequalities**.

Over the years, the Company has embarked on a path of growth and expansion, arriving, also through acquisitions and process innovation, at covering multiple therapeutic areas - including specialised ones - and proposing diversified Health solutions, thus strengthening its role in making Health an accessible good for all.



FOR DOC, HEALTH IS THE SAME FOR EVERYONE.

Offering DOC's solutions to as many people as possible is the biggest goal they want to achieve and one that DOC strives to work on every day.

It is the goal that gives meaning to the whole DOC effort.

DOC wanted to express this Proposition through the elaboration of several documents, spreading the culture of its identity and integrity:

the **Company Profile**, i.e. the document, made public, expressing the Company's positioning and growth prospects;

the **Brand Book**, i.e. the document in which the declinations of the 'DOC' logo are expressed in order to guarantee its uniqueness and recognizability externally, reinforcing the Company's image.





DOC VALUES

To reach its goal, DOC is inspired by values that make the organization unique and strong.

It is first and foremost the Values of DOC people, those in which one believes by living them every day.

And every time you respect them, you have the certainty of doing 'things well'.





QUALITY

Quality is that value that distinguishes us right from our name, DOC.

It is the only way of working that we know. It characterizes all stages of the production of our medicines, as it does every type of activity.



PROXIMITY

Guaranteeing and simplifying care with access to quality medicines is the best way for us to stay close to people. Because everyone deserves to be able to take care of their health.



COLLABORATION

DOC's most valuable resource is its people. What unites us is the team spirit, the ability to look in the same direction, to work together and compare notes. Because we know that only the value of each of us added to that of the others can give us the strength to overcome any challenge.



SPEED AND FLEXIBILITY

The agility to change and the ability to adapt make all the difference.

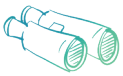
And when we manage to combine this with playing in advance to get ahead of the others, then we can make progress that can leave its mark.



RESPONSIBILITY

Bringing health is a great responsibility for us.

Our work and all our initiatives have a substantial impact on our environment. Following ethical principles and working with the utmost transparency is essential.



FUTURE ORIENTATION

Integrity, credibility and fairness are the levers in DOC to enable us to move into the future ahead of the curve

When we make promises we can trust, when we behave in a consistently correct manner, the future offers more certainty. And this integrity of ours not only takes us faster and more smoothly into tomorrow, but also translates into reliability and credibility towards others.



EXPERIENCE AND INNOVATION

There is no future without a past.

Innovation is rooted in experience. In fact, it is only thanks to our history, a history made up of scientific knowledge and diverse expertise in so many areas, that we can push ourselves a little further every day, in search of new solutions. And only when these become concrete, then we help people - millions of people - to move forward.



BEHAVIOUR IN DOC

In DOC, Values are expressed in a concrete and effective manner in the behaviors that DOC itself requires each person to act in their daily work to realize the mission of Health and **that are the basis of the culture and knowing how to be in DOC.**



IN DOC, EVERY-ONE OPERATES:

- with **integrity**, respecting people as such, without prejudice and presumption, contributing to building an environment, aimed at guaranteeing and protecting the dignity of the individual by managing all interpersonal relationships with responsibility and having regard to the professionalism of each person and the surrounding work context.
- with **awareness**, being fully aware of how one's actions contribute to the achievement of the corporate mission and defining and managing one's daily activities in a responsible, proactive and functional manner with respect to the corporate objectives and mission.
- with **fairness and professionalism**, complying with all laws, industry regulations and internal procedures, in the conduct of business affairs and in interactions with institutions and the public administration, and imbuing relations between colleagues with courtesy and cooperation.

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- with **transparency and honesty**, maintaining open and truthful communication at all levels, fostering dialogue in relations between colleagues, and carrying out its activities with the moral independence and integrity required by the type of activity performed.
with quality, striving to carry out activities to the best of their abilities,
 - with **passion**, determination and flexibility, and always looking for levers for improvement without ever losing sight of the fact that the activity of each person in DOC can make a difference to everyone's health.
 - with **inclusiveness**, each contributing in his or her own small way to developing the Company spirit of welcoming and valuing diversity, of respecting everyone's culture, thinking, role and activities.
 - with **sustainability**, each contributing in his or her own small way to developing the Company's commitments to conduct its business in a responsible and sustainable manner, also by dedicating themselves personally to ESG-relevant activities.

DOC DOES NOT TOLERATE AND CONDEMNNS BY ANY MEANS PERMITTED BY LAW AND CONTRACT:

- any form of discrimination and/or abuse in both external and internal Company relations, whether on the basis of age, gender, nationality, political opinions, religious beliefs, state of health, etc..
- any activity undertaken in conflict of interest.
- any conduct that damages DOC's assets, meaning the Company's confidential information, workplace and Company equipment, including the Company's computer security.
- any form of conduct that is aimed at doing business in an illegitimate manner, especially if engaged in in breach of the rules protecting competition or the rules protecting the confidentiality of persons.

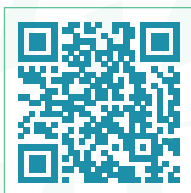
Anyone who believes that an Addressee of the Code of Ethics has carried out acts contrary to the Code of Ethics is required to report this to the Human Resources Department and/or the Legal & Compliance Department, or through the reporting channels made available by the Company, as indicated in SOP DG-16 'Procedure for the management of the whistleblowing system'.



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