



# Code of Ethics

# Principles, rights, duties and responsibilities applicable to all company recipients

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## 1. INTRODUCTION

### 1.1 Preamble

The Bioemtech Code of Ethics delineates a set of fundamental principles, entitlements, obligations, and accountabilities that all individuals associated with the organization must adhere to. This document has been crafted in alignment with compliance protocols and regulatory standards derived from both internal governance and relevant laws, including international statutes.

For the purpose of this Code of Ethics, "Company" or "Bioemtech" encompasses all affiliated entities of the Bioemtech. "Recipients" encompass all directors, employees (across all hierarchical levels), associates, and business partners (such as suppliers, contractors, consultants, agents, distributors), as well as anyone operating for or on behalf of Bioemtech.

### 1.2 In general

Embedded within our operational ethos and business philosophy, social responsibility stands as a cornerstone among the founding principles of Bioemtech. This enduring commitment has fortified the resilience and reliability of our enterprise throughout its evolution.

Our objective is to establish ourselves as a robust and financially viable enterprise, prioritizing preclinical research and biotechnological innovation as the focal point of our mission. This entails delivering top-notch products and pioneering quality-driven solutions, while conducting business with integrity and equity.

#### **Mission**

We take pride in our track record of innovation, the talent of our team and our sustainable practices

#### **Purpose**

Our aim is to enhance preclinical research by shaping the future of precise imaging

In the contemporary business landscape, striking a delicate balance among economic, social, and environmental priorities is paramount. A meticulously devised Corporate Social Responsibility strategy is indispensable for ensuring the enduring prosperity of our organization. Such a strategy achieves optimal effectiveness when harmonized and integrated with existing strategic endeavors, while also being managed with astute consideration of associated risks and rewards. For us, this entails involving all internal corporate functions and exhibiting a dedicated commitment to fulfilling the needs and priorities of all stakeholders.

Presently, Bioemtech is deeply committed to ingraining corporate responsibility into its operational fabric, thereby imparting enduring sustainable value to both the company itself and its stakeholders. Bioemtech actively incorporates stakeholder interests and requirements into its strategic framework, policies, and daily operations. It conscientiously addresses the impacts, whether positive or negative, on the economic, environmental, and societal domains.

Economic sustainability is upheld through transparent and responsible business practices, prioritizing research and safety, fostering trusted partnerships with professionals in biotechnology to advance research practices, maintaining product and service quality, responsibly managing the supply chain, ensuring data protection, fostering digital innovation, and investing in research and development.

Environmental sustainability efforts focus on minimizing direct and indirect environmental footprints, including reductions in energy consumption, emissions, water usage, and waste generation, while also emphasizing environmental protection and sustainable packaging practices.

Social sustainability initiatives center around promoting equality, diversity, and welfare for employees and collaborators, ensuring workplace health and safety, nurturing talent development, engaging in local community initiatives, and advocating for a culture of health and well-being.

## 2. PRINCIPLES

### 2.1 Corporate Integrity

- **Honesty**

Our commitment is to fully comply with Greek and European regulations or any other regulations in the countries where Bioemtech would operate. Your responsibility as a recipient is to conduct yourself with honesty in pursuing the interests of Bioemtech.

- **Reputation**

We prioritize the reputation and sustainability of our products for our future development. Under no circumstances should the pursuit of Bioemtech's interests justify any violation of company policies or misconduct on your part as a recipient of this document.

- **Integrity and Fight against Corruption**

We do not tolerate any form of corruption within the Bioemtech. In conducting business, you must pledge to uphold the highest standards of moral integrity, acting with transparency, honesty, fairness, and good faith in accordance with national and international laws in combating corruption.

- **Human Rights**

All activities of Bioemtech are founded on the respect for internationally recognized human rights. If you suspect any human rights violation, it is imperative to speak up and report your concerns to enable the company to investigate the matter.

- **Fight against Organized Crime and Terrorism**

Bioemtech will abstain from any association with individuals or entities known or suspected to be involved in criminal activities or organizations linked to human trafficking, exploitation of child labor, or terrorist activities.

- **Competition**

We are committed to fully adhering to competition rules and laws protecting consumers. You must refrain from entering into agreements with competitors that contravene competition law, particularly regarding pricing or bidding, and from providing commercial information to competitors.

- **Quality**

The Bioemtech's Quality Management System surpasses compliance requirements and aims to support, assess, and continuously enhance processes and activities with ethics and integrity. Each employee is responsible for upholding quality standards beyond mere compliance.

- **Environmental Protection**

All Bioemtech activities are conducted in compliance with existing environmental legislation, overseen by Bioemtech's dedicated environmental safety department. The company actively promotes scientific and technological advancements to enhance environmental protection and resource conservation, fostering employee awareness of environmental impact. You are expected to demonstrate responsible behavior and adhere to the company's policies on environmental matters.

## 2.2 Standards of behaviour

- **Transparency in Business Transactions**

Our policy dictates complete transparency in all commercial dealings, coupled with measures to prevent money laundering and the receipt of stolen goods. It is your responsibility to adhere to Bioemtech's procedures for evaluating the legitimacy of potential business partners' activities. Additionally, exercise caution in transactions involving the exchange of money or other benefits before establishing any business relationship.

- **Traceability**

Bioemtech mandates thorough traceability for data impacting regulated activities. Each recipient is required to maintain comprehensive records of all transactions, enabling verification of their authorization, execution, recording, and validation stages.

- **Management of Gifts and Free Services**

Recipients may accept gifts, benefits, or free services from individuals, provided they adhere to the thresholds specified by local regulations or, if stricter, their country of origin's regulations. Soliciting or accepting money, gifts, or favors from third parties is prohibited, except when they hold nominal value. Any gifts exceeding permissible limits must be declined, with notification to the department manager if refusal could cause offense to the giver.

- **Conflicts of Interest**

As an employee or collaborator of the company, refrain from leveraging the "Bioemtech" name for personal gain and avoid engaging in activities that conflict with the company's interests. This includes abstaining from participating in business decisions involving companies or institutions in which you or a family member have a vested interest, as such actions may result in improper benefits for you or your family member.

## 3. PROTECTION OF INTANGIBLE ASSETS

### 3.1. Intellectual Property

Our policy underscores the safeguarding and advocacy of Bioemtech's intellectual property assets, encompassing patents, designs, trademarks, domain names, copyrights, trade secrets, and other knowledge, as they serve as significant competitive assets. Additionally, the Bioemtech acknowledges and honors the intellectual property rights of third parties. Your responsibility lies in upholding the protection of the company's intellectual property rights by abstaining from disclosing ongoing projects without appropriate authorization, adhering to company procedures for intellectual property protection, and promptly reporting any instances of misappropriation or fraudulent use within your knowledge.

### 3.2. Data protection and Confidentiality

- **Privacy**

Our policy mandates the implementation of measures to protect and preserve personal data, guarding against unauthorized or unlawful processing, as well as accidental loss, destruction, or damage. This includes considering the latest advancements, implementation costs, and the nature, scope, context, and purposes of data processing, while also assessing the varying risks to individuals' rights and freedoms. Compliance is ensured through the application of suitable technical and

organizational measures in accordance with relevant laws and regulations. Your responsibility entails treating the personal data entrusted to the company with utmost care, questioning the necessity of processing for legitimate company purposes, adhering to and demonstrating compliance with data protection policies, and consulting the privacy officer during both the determination and execution of data processing activities.

- **Confidential Information**

Any information obtained through your association with the company is deemed confidential and should not be disclosed to third parties, including family members, unless already in the public domain. You are required to handle such information in accordance with company procedures.

## 3.3. Accounting

- **Accounting Records**

Bioemtech maintains its accounting records in adherence to principles of transparency, truthfulness, completeness, accuracy, and compliance with relevant laws. It is your responsibility to ensure that each transaction is supported by adequate documentation, facilitating straightforward accounting and accountability identification, and to grant internal and external auditors unrestricted access to necessary data and documents.

- **Management of Payments**

Bioemtech is committed to engaging solely with business partners and customers with legitimate operations and does not accept funds from illicit sources. Your duty is to adhere to the company's procedures aimed at preventing money laundering.

- **Tax Management**

Bioemtech adheres to tax regulations in the jurisdictions where it operates and follows international tax principles for managing cross-border transactions. Should you encounter any tax-related issues in the course of your work for Bioemtech, you are encouraged to contact the designated tax representative within the company where you are engaged in your activities.

## 4. RELATIONS WITH STAFF

### 4.1. Corporation thesis

- **Respect in the Workplace**

Bioemtech upholds a policy of non-discrimination based on race, color, religion, gender, age, sexual orientation, national origin, disability, pregnancy, genetic information, or employment status. The company fosters a workplace environment free from intimidation and hostility, with procedures in place to address claims of harassment, bullying, or mobbing.

- **Staff Recruitment and Remuneration**

The selection process for new staff aligns with the principles outlined in this Code of Ethics, prioritizing the recruitment of the most qualified individuals for vacant positions while prohibiting discrimination, favoritism, or concessions of any kind. Equal opportunities are provided to all employees, with hiring practices compliant with applicable laws to prevent illegal employment or exploitative labor. Remuneration is determined solely based on individual roles, training, specific skills, experience, demonstrated merit, and achievement of assigned targets. Any form of salary increase, procurement of benefits, or career advancement resulting from illegal activities or actions contrary to company procedures is strictly prohibited.

- **Health and Safety in the Workplace**

Enhancing occupational safety and health for workers is a core commitment of Bioemtech. The company ensures a working environment that meets current health and safety standards, including systems for identifying occupational hazards, managing and preventing risks, and mitigating accident factors related to business operations, overseen by the dedicated safety department. This department implements an internal policy governing workplace health and safety protection in accordance with regulations, voluntary management systems, and internal guidelines. All staff members are required to uphold these principles in every company activity.

## 4.2. Role of staff

- **Staff Obligations**

The values and prerequisites of loyalty, competence, professionalism, reliability, preparedness, and dedication among personnel are fundamental for achieving the objectives of Bioemtech. As a member of the company staff, you are expected to foster the development and utilization of new skills and to operate within organizational structures in full compliance. Consistent respect for others, their dignity, and values is mandatory, with a strict prohibition against discrimination.

- **Equipment and Structures**

The assets, facilities, and equipment of Bioemtech located in the workplace must be utilized solely for lawful purposes. Use of company assets, information, and network resources for purposes contrary to law, public order, or morality is strictly forbidden. No employee, officer, or director may make copies or recordings of company documents unless such actions are within the scope of their duties or explicitly authorized. Any conduct that could impair, alter, damage, or destroy computer or telecommunications systems, data, or programs belonging to the company or third parties is expressly prohibited. Unauthorized changes, including software installations, to company assets are forbidden, with all operations involving corporate equipment or assets to be carried out by authorized and qualified personnel. Each staff member bears personal responsibility for safeguarding company assets, as improper use of information systems may expose the company to legal, business, and operational risks.

- **Alcohol, Drugs, and Smoking**

The consumption of drugs and smoking is strictly prohibited in the company workplace. Alcohol consumption during working hours is not permitted, except for moderate consumption of low-alcohol drinks on festive or institutional occasions, and in compliance with local regulations. Such consumption, if allowed, must be limited to small quantities so as not to impair mental or physical faculties. Alcohol consumption is prohibited if one's role requires total sobriety, such as driving, fieldwork, or operating machinery.

## 5. EXTERNAL RELATIONS

### 5.1 Relations with healthcare professionals

- **Healthcare professionals**

Our approach involves gathering and disseminating scientific information to healthcare professionals that is accurate, current, and evidence-based, aligning with industry best practices and fully adhering to relevant regulations. Bioemtech shares clinical study findings and data to support healthcare professionals and providers in making informed diagnostic and treatment choices, contributing to the advancement of scientific knowledge for societal benefit. When engaging with healthcare professionals and utilizing their services, the Company prioritizes ethical considerations, respecting their autonomy and adhering to applicable regulations, particularly those concerning transparency and the provision of benefits.

Your responsibility entails engaging with healthcare professionals in strict accordance with the Company's internal guidelines and procedures.

- **Quality**

Our policy at Bioemtech revolves around the development, marketing, and manufacturing of top-tier products that meet regulatory standards. We are dedicated to delivering safe, dependable, and effective services to customers through a commitment to quality excellence. The Quality organization is empowered with the necessary independence and authority to uphold the highest quality standards and foster a culture of quality throughout the company.

Your role as a Bioemtech employee includes promptly reporting any quality issues identified by healthcare professionals.

### 5.2. Relations with business partners, shareholders and media

- **Business Partners**

At Bioemtech, we forge and uphold business relationships exclusively with partners who adhere to principles of fairness and ethics. To ensure alignment with these principles, the Company mandates contractual agreements requiring partners to comply with all relevant laws, regulations, and the tenets outlined in our Code of Ethics. The Company reserves the contractual right to take appropriate actions, including termination, should partners violate these regulations.

Your Responsibility as a member of the company, you must promptly disclose any personal obligations to business partners to your department manager before initiating negotiations. Any attempts to disrupt normal business relationships should be reported immediately to your department manager. You are expected to select business partners impartially and independently, based on objective criteria such as reliability, integrity, quality, and efficiency.



- **Shareholders**

One of the primary objectives of Bioemtech is to maximize value for shareholders. The Company ensures equitable treatment of all shareholders, fully adhering to existing regulations.

- **Media**

The Bioemtech is dedicated to fostering a transparent and truthful dialogue with the media, aimed at keeping the market and stakeholders informed about company activities and providing an accurate representation of events. Media relations are entrusted to specifically designated employees.

## 5.3. Relations with competitors

The Company adheres to relevant competition laws and upholds the rights of its competitors. It abstains from acquiring competitor information through unfair or illegal methods, avoids collusion, and refrains from engaging in unfair competition practices. You are expected to refrain from engaging in inappropriate or unlawful interactions with competitors. Specifically, you should avoid entering into any agreements with competitors that contravene competition laws. If you suspect any practices that may raise competition concerns, it is important to reach out to the individual responsible for competition law within the company for guidance.

## 5.4. Relations with authorities

- **Judicial and Supervisory Authorities**

The Company maintains ethical and transparent relationships with supervisory bodies and regulatory authorities, respecting their institutional roles and providing accurate and prompt responses to formal requests. You are required to ensure that all documents provided are precise, clear, objective, and comprehensive to guarantee the completeness, accuracy, and integrity of the information furnished. Manipulating, destroying, or altering documents, providing false statements, or influencing others to do so during judicial proceedings, investigations, or inspections is strictly prohibited.

- **Political Parties**

Contributions for political purposes made on behalf of the Company adhere strictly to legal provisions in the countries of operation and require prior approval from the appropriate administrative bodies within the Company.

- **Quality**

We are committed to delivering accurate, clear, unbiased data and information to Health Authorities across all forms of communication.