



Complies with the CODE OF CONDUCT according to
Legislative Decree 8 June 2001, 231.

CORPORATE ETHICAL CODE

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” Human resources are the most important heritage of the Company

Preface

The adoption of this Code completes and enriches the rules contained in Company regulations, and more precisely in:

- Company regulations for the use of the IT system
- Quality Management System Procedures

INTRODUCTION

Human resources are the most important asset of the Company, constitute its strength, effectiveness, intelligence, reputation, and perspective. Only with full involvement, at every level, in the work of team, in sharing objectives, as well as in their protection and promotion, Biosigma can fulfill its mission.

All workers have the right to a safe and comfortable, peaceful and working environment conducive to interpersonal relationships, on one level of equality, mutual fairness and respect of freedom and dignity of the person. They have right to carry out one's functions in an environment that guarantees respect for the human dignity of each, avoiding any type of discrimination and inappropriate and unwanted behavior.

The Code of Ethics adopted by Biosigma is a whole of principles and rules whose observance is mandatory fundamental importance for good functioning and improving the reliability of the Company. It sets the primary objective of satisfying needs and the expectations of the Company's interlocutors, aiming to recommend and promote a high level of professionalism and to prohibit those behaviors that they conflict not only with the provisions from time-to-time relevant regulations, but also with values that the Company intends to promote.

The individual and collective behavior of employees and collaborators of the Company must therefore be in tune with company policies e must translate concretely into collaboration, social responsibility and compliance with current legislation following the standards of behavior identified by this Code of Ethics.



Martino
Marcolin

Managing Director

01

RECIPIENTS

Who is involved.



The Code of Ethics is aimed at all those who, whether employees or collaborators, establish relationships or relationships with the Company, direct or indirect, in a stable or temporary manner or, in any case, they work to pursue company objectives.

They will be referred to below as “recipients”.



Recipients who violate the principles and rules contained in this Code, damage the relationship of trust established with the company.



All recipients are required to know the Code of Ethics, to contribute to its implementation, its improvement and to its diffusion. The Company is committed to distributing to everyone employees and collaborators copy of this Code and a disseminate its contents and objectives. Principles

GENERAL ETHICAL PRINCIPLES

The principles on which the Biosigma Code of Ethics is based



PRINCIPLES

- ✔ Ethically correct behavior of the Company and its various interlocutors and compliant with the laws.
- ✔ Loyalty of employees and collaborators towards the Company.
- ✔ Correctness, courtesy, and respect in relationships between colleagues.
- ✔ Professionalism and professional diligence.
- ✔ Respect for the environment and the health and safety of employees and collaborators.

GENERAL ETHICAL PRINCIPLES

The ethical standards of behavior that Biosigma intends to pursue



ETHICAL STANDARDS

- ✔ Equity and equality in the treatment and recognition of the value of human resources.
- ✔ Diligence, transparency, honesty, confidentiality, and impartiality in the performance of business activity.
- ✔ Protection of people and the environment.
- ✔ The Company also wanted to give greater depth to its business activities obtaining the UNI EN ISO 13485 Quality Certification, which is particularly important attention to the regulatory, organizational and management aspects of the Company, with timely references to internal resources and various external stakeholders to the Company, such as the Customer and Suppliers.

03

RULES AND STANDARDS OF BEHAVIOR

Biosigma is committed to guaranteeing

IMPARTIALITY



Offer equal employment opportunities to all employees and collaborators on basis of professional qualifications e of performance capabilities, without discrimination based on ethnicity, religion, opinions, nationality, sex, age, physical and social conditions.

VALUE RESOURCES



Ensure fair treatment based on criteria of merit and competence.

PRIVACY



Protect information relating to employees and collaborators generated or acquired internally and externally of the Company and to activate any precaution to avoid use misuse of such information.

ENVIRONMENT OF WORK



Ensure that in the relationships of work, internal and external, not gives rise to sexual harassment nor adopted behaviors or initiatives that create an environment of intimidating, hostile or of isolation towards individuals or groups of workers, who interfere negatively with the execution of work tasks others or that hinder others job and/or career prospects, for purely personal competitive reasons.

DEVELOPMENT



Develop skills and skills of each employee and collaborator with activities of training and refresher courses.

HEALTH E SAFETY



Promote and protect health and the safety of its employees e collaborators.

The Company, in pursuing its objectives to improve safety and reduce risks in the workplace and improve the health and well-being of workers, has achieved Certification in compliance with the UNI ISO 45001 standard, improving the policies of prevention and by equipping itself with an internationally recognized tool for combat accidents and occupational diseases in an increasingly effective manner.

A blurred background image showing three people in a meeting. A man in a grey shirt is on the left, a woman in a light blue top is in the center, and another woman in a blue dress is on the right. They appear to be in a modern office or meeting room with a wooden table in the foreground.

”Guarantee fair treatment
based on criteria of merit and
competence

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COMMITMENT OF THE RECIPIENTS

Everyday ethics

01.

RESPONSIBILITY

Provide the contractualized performance, consistently with the tasks, objectives and responsibilities assigned, without delegating the carrying out of activities or the adoption of them to other employees or collaborators decisions of their own.

02.

DILIGENCE

Respect working hours, if employed, unless there are justified reasons and limit absences from the place of work to those strictly necessary; dedicate adequate resources, in terms of time and dedication to the tasks assigned to pursue the relevant objectives, if collaborators.

03.

RESPECT

Adopt respectful and sensitive behavior towards others, avoiding acting under the influence of alcoholic, narcotic or similar substances and to consume or dispose of them for any reason such substances during work performance.

04.

COMPANY CLIMATE

Contribute to the creation of a professional climate in which all colleagues feel involved positively in achieving company objectives.

05.

HONESTY

Use the goods and resources made available in compliance with their corporate intended use and in such a way as to protect its conservation and functionality as each recipient is considered directly and personally responsible for the protection and conservation of property and assets resources entrusted to him for the performance of his duties.

06.

CONFIDENTIALITY

Use the utmost caution and care when using non-public information deriving from the carrying out their duties. Information and any other material obtained during their work are the property of the Company. The recipients undertake not to disclose, use, or communicate information and/or any other type of related news, documents, data, etc. to the acts and operations specific to each task or responsibility that have the character of confidentiality without specific authorization.



07.

CONFLICT OF INTEREST

Avoid all situations and activities in which a conflict of interest between activities could arise personal economic and duties held in the Company or interests of the Company itself.

08.

HEALTH AND SAFETY

Participate in the process of risk prevention, environmental protection and health protection and safety towards oneself, colleagues and third parties.

09.

ADMINISTRATIVE RESPONSIBILITY

Particular value is given to the transparency, accuracy and completeness of the information provided Balance. In this regard, each employee is required to collaborate so that management facts are represented correctly.

”Contribute to the creation of a climate professional where all colleagues feel positively involved in achieving corporate objectives

The information that flows into periodic “reports” or into accounting, both general and analytical, must comply with the principles of transparency, correctness, completeness and accuracy.

GUIDING CRITERIA IN POLICIES TOWARDS THIRD PARTIES

Disclosure

- ✓ Employees and collaborators must adequately inform third parties of the content of the provisions of the Code of Ethics, in order to standardize behaviors of the same to these provisions.



”Inform third parties of the contents of the provisions of the Code of Ethics

RELATIONS WITH CUSTOMER E PROVIDERS

Provide assistance and information

- ✓ Each recipient is required to carry out their duties with the aim of obtaining maximum customer satisfaction. When requested, each recipient is required to provide assistance and information in a courteous, polite, correct and comprehensive manner.
- ✓ The selection of suppliers and the determination of purchasing conditions must be based on an objective assessment of:
 - quality of goods and services requested
 - price of the goods and services requested
 - ability of the counterparty to promptly supply and guarantee goods and services at a level suited to the needs of the Company



”United with the aim of obtaining the maximum customer satisfaction

CONTROLS

Internal checks

- ✔ **The internal control system is made up of a set of instruments necessary or useful to direct, manage and verify business activities, orienting it towards achievement of one's goals and by contrasting them the risks adequately.**
- ✔ The control system as a whole must provide reasonable assurance regarding compliance of state laws, internal procedures, of the Company Codes, the achievement of predetermined objectives, the protection of assets and Company resources, corporate management according to criteria of effectiveness and efficiency, as well as the reliability of the information accounting and management internally and externally the outside of the Company.
- ✔ The Company is committed to defining a system procedural suitable to reduce the risk of violation of the Code, assigning appropriate responsibilities and resources to an internal body of supervision and control so that it is capable to develop the appropriate guidelines in support for the various company functions.



VIOLATION OF THE RULES OF THE ETHICAL CODE

Confidence

The rules contained in the Code of Ethics integrate the behavior that the employee is required to observe, by virtue of current civil and criminal laws and obligations provided for by collective bargaining.

Violation of the rules of the Code damages the relationship of trust established with the Company and, as it is evaluated as a failure to fulfill contractual obligations of the employment or collaboration relationship professional, in compliance to Art. 2104 of the Civil Code, may lead to disciplinary, legal or criminal action; in cases more serious the violation may lead to the termination of the employment relationship, if established by the employee, or to the termination of the relationship, if implemented by a collaborator or third party (supplier, etc.).

”Violation of the provisions of the Code undermines the established relationship of trust with the Company



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DISCIPLINARY SYSTEM

MEASURES AGAINST OF MANAGERS, DIRECTORS AND AUDITORS

- In case of violation of the code or adoption of behaviors and/or acts that conflict with the provisions or principles of managers/Administrators and/or Auditors of BIOSIGMA, the Supervisory Body and Control informs the Board of Directors and the Board of Statutory Auditors, who will take the most appropriate initiatives.

MEASURES AGAINST OF COMPANY MANAGERS

- In case of violation of the provisions by the sector managers of the Code of Ethics or adoption, in carrying out activities in the areas at risk of behavior that does not comply with the provisions of the code himself, or in the cases in which the manager allows, to collaborators subjected to him, to adopt behaviors that do not comply with the Code and/or in violation of the same, the most suitable measures will be applied in accordance to the provisions of current contractual and legal legislation.

MEASURES AGAINST OF EMPLOYEE COLLABORATORS

- The sanctions will be applied in compliance with the provisions of the Contract of work and will be proportionate to the gravity of the facts.



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TOOLS OF IMPLEMENTATION

RESPONSIBILITY

The responsibility for applying the Code of Ethics is entrusted to the operating Board of Directors through an internal organ in a staff position with respect to the Council itself, called the “Body of Supervision and Control”.

The Board of Directors appoints the Body, whose members can be reappointed and remain in office for three years.

The Supervisory Body, established pursuant to the Decree Italian legislative n. 231 of 2001, has the task of:

01. Promote the dissemination of the Code.
02. To ensure that it is periodically updated.
03. To collect and evaluate reports of violations.



GENERAL NOTES

This Code of Ethics is approved by the Board of Administration of Biosigma S.p.A. and it will come adequately updated.

Any variation and/or addition to this Code of Ethics will be approved by the Board of Directors.

Complies with the CODE OF CONDUCT according to the Decree Legislative June 8, 2001, 231.

RESPONSIBLES



Renzo **VETTORATO**
HR Director

Martino **MARCOLIN**
Managing Director

AUTORI



Martino **MARCOLIN**
Managing Director

APPROVATO



BOARD OF DIRECTORS

| **THANK YOU!**



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