



Ethical Code and Pledges

We at Remedica set the highest ethical standards both in our capacity as employees and as individuals. Remedica's excellent reputation both in Cyprus and abroad must be maintained, and this will only be accomplished by ensuring a code of conduct that is based on honesty, openness and trust amongst all employees, and when dealing with customers / suppliers / trading partners etc.

Remedica does business in over 100 countries worldwide and prides itself for having earned an excellent reputation not only for the provision of high quality, safe, and efficacious medicinal products at affordable prices but also for acting with integrity and honesty in its business activities. Remedica greatly values this reputation and considers it as one of its main competitive strengths so, amongst other policies, it employs anti-bribery and anticorruption practices which do not allow any:

- direct or indirect use of any corporate funds for unlawful contributions, gifts, entertainment or other unlawful expenses relating to political activity,
- unlawful payment to foreign or domestic government officials or employees,

- bribe, rebate, payoff, influence payment, kickback or other similar unlawful payment, or any other action which would cause it to be in violation of any applicable Anti-Corruption and Anti-Bribery Laws.

Pledges

To patients around the world

We believe that our foremost responsibility lies with the millions of patients around the world who use our products. To all those men, women and children we promise to provide safe, efficacious and high quality pharmaceutical products at a reasonable cost. Every product must be fit for its intended use.

To our employees – the people that make it all possible

To all those that work in our company we pledge respect and fair remuneration and treatment. We also recognise our responsibility to provide a safe and clean working environment and opportunities for further advancement and personal development. Training must be continuous and effective. Their suggestions and complaints should receive the proper attention, and each individual should feel proud and secure of his or her job. We must seek to employ the best available people and further enrich our culture and know-how. We also pledge dynamic and capable management, fairness and a high moral standard.

A young boy with dark hair, wearing a green long-sleeved shirt, is smiling broadly. He is holding a globe of the Earth in front of him. The background is a soft-focus outdoor setting with green foliage.

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To our suppliers

We pledge honest, courteous and ethical dealing in all our transactions. We realise the need of suppliers for an adequate return in exchange for the supply of high quality raw materials at a reasonable cost.

To our customers

We promise to provide safe, efficacious and high quality pharmaceutical products at a reasonable cost with a continuous stream of new products as these are developed. We also promise a high level of service, flexibility and assistance in promoting both the company's excellent reputation as well as its products.

To our shareholders

We pledge hard work, dedication to our principles, continued and profitable growth and respect for the investment in our company. We also appreciate the trust placed upon us and promise to take good care of the company's buildings and machinery.

We also pledge to use these for the production of new products, the use of new and advanced techniques and continuous improvement in all matters and departments. Adequate reserves must be built up so that they may be used in hard times.

To the world community

We pledge to abide by ethical practices that respect cultural and ethnic traditions and to continue our policy of responsibility, integrity and philanthropy that has become a distinguishing feature of Remedica. We must encourage the progress of science, education and health. We also pledge that adequate reserves be built up so that they may be used in hard times.