

Code of Conduct

Our values are:

Customer orientation - Carefully observing the wishes and needs of the customer

High quality - Scientific orientation with high quality services

Solution-centered - Flexibility and dedication to provide services tailored to customer needs

Humanity - Collaborating to develop solutions for diseases



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“Thank you for living our values and for your commitment to our legal and ethical behaviour”

Message from the CEO

Pharmatest is a global company with customers and partners worldwide. During the past 25 years, we have served hundreds of clients by testing thousands of their compounds. Pharmatest is committed to providing high quality research services to its customers.

Our Code of Conduct provides guidance on how to comply with Pharmatest policies and related laws and regulations. It signals to our customers, partners and employees that Pharmatest values doing business on an honest and legal basis. We look to our four values - Solution-centered, Customer oriented, Humanity, High quality. They define what is important to us, and they drive our success without compromising our integrity.

On behalf of Pharmatest Services, I thank you for your support and commitment.

Jukka Rissanen
Chief Executive Officer



Code of Conduct



1. Employees and Employment Principles
2. Occupational safety
3. Ethics of Research
4. Data privacy and Confidentiality
5. Anti-Bribery and Corruption
6. Sustainability and Quality system
7. Reporting of non-compliance with the Code of Conduct

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Employees and Employment Principles

Against discrimination

- No one is discriminated based on race, gender, colour, age, religion, sexual orientation, ethnic origin, disability, political affiliation, union membership or marital status, ensuring that an individual's rights and dignity are preserved at all times.

Professionalism and consistency

- Decisions around recruitment, development and promotion are made on the basis of ability, merit and performance.
- We adhere to applicable wage laws, including minimum wages, overtime regulations.

Employees rights

- Commitment to respect the rights of employees, as defined in local laws to freely join, or not join labour unions, seek representation or employee councils.



Occupational Safety

Training

- Commitment to follow all occupational safety issues including detailed training related to work tasks and training in the use of equipment.

Protection and prevention

- Commitment to provide appropriate work clothing and protective equipment for all employees.
- Supervision and training of the correct use of protective equipment.
- Preventive measures to maintain occupational health.

Occupational health services

- Occupational health plan includes regular health checks to all employees and free use of occupational health care in health-related issues.



Ethics of Research

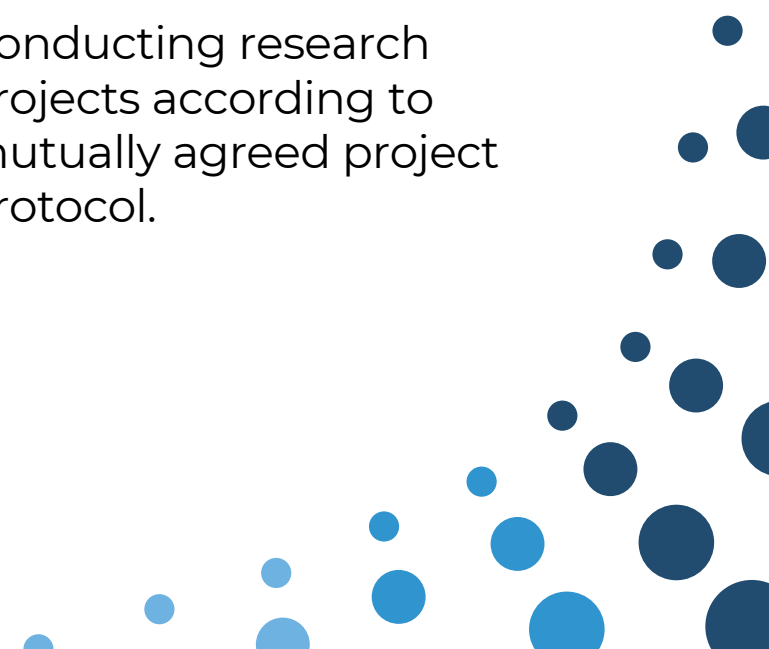
Research integrity (RI)

- Aiming to ensure the high quality of science and research ethics by preventing misconduct.
- Using “The Finnish code of conduct for research integrity and procedures for handling alleged violations of research integrity in Finland 2023” and “The European Code of Conduct for Research Integrity 2023” for guidelines.

Regulations and official requirements

- Commitment to protect laboratory animals by following EU directive (2010/63/EU) to protect animals used for scientific purposes and Finnish government requirement on the protection of animals used for scientific or educational purposes (497/2013 and 564/2013)
- Commitment to follow the 3R principle (replacement, reduction and refinement)

Customer agreements

- A formal agreement with each customer before the start of the project concerning issues of data confidentiality in detail.
 - Conducting research projects according to mutually agreed project protocol.
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Data Privacy and Confidentiality

Secured data filing system

- Commitment to keep our customer data safe.
- Carefully designed IT system that utilizes up to date technology.
- Training of employees for use of the IT system and data security.

Confidentiality

- Duty of confidentiality regarding customer study data.
- A formal contract with each customer before the start of the project concerning issues of data confidentiality in detail.
- The employee's employment contract includes a non-disclosure agreement.

GDPR

- Commitment to follow GDPR (General Data Protection Regulation) concerning both our customers and employees.
- Complying with all requirements of applicable data protection legislation including but not limited to the General Data Protection Regulation (EU) 2016/679 (GDPR).

Anti-Bribery and Corruption

Zero tolerance to bribery and corruption

- We have a zero-tolerance policy toward any form of bribery.
- We commit to anti-bribery and set out clear principles against corruption. Good and fair business practices are important to us.
- This includes both our own employees as well as sub-contractors and other business partners.

Financial controls

- With financial controls and regular monitoring, we prevent and detect bribery and corruption issues.
- Audit of the accounts annually by official external auditor
- Bank controls for incoming funds from abroad

Owners and investors

- Using KYI (Know your investor) process for all potential new investors
- “Know Your Investor (KYI) is a subset of Know Your Customer (KYC) that checks investors' identities before onboarding them”



Sustainability and Quality System


ISO9001 : 2015

- Certification covers: Design and implementation of preclinical in vitro assays, in vivo efficacy models and ex vivo analysis services in the fields of oncology and skeletal diseases.

Responsible care

- Responsible Care is a global responsibility program for the chemical industry that has been in use in Finland since 1992. The program is based on continuous improvement, sharing of best practices and annual reporting.
- We use their platform for annual review of sustainability.

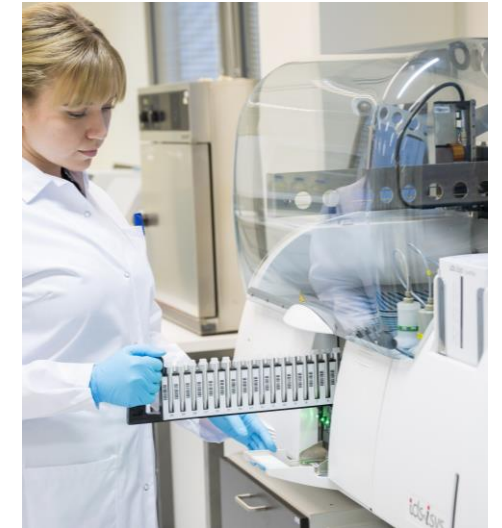
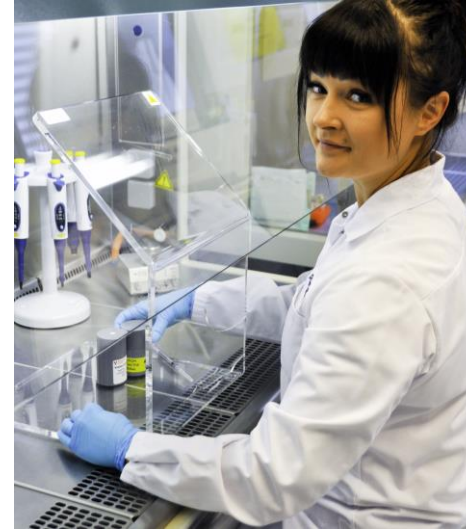
EcoVadis

- EcoVadis is a global company that gives SaaS sustainability solutions for companies of any size in any industry, anywhere.
 - We use their platform for annual sustainability auditing.
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Reporting of Non-compliance with the Code of Conduct

We regularly assess the risks of misconduct in our own working environment and encourage everyone to report of any possible misconduct.

Pharmatest occupational safety committee meets regularly. It is the first handler of for non-critical occupational safety and health related issues, anonymously given feedback in-house and recently raised issues regarding ethical policy of Pharmatest.



**We are a close
work community
that works
together to
prevent
misconducts**