

ARENSIA Ethical Code of Conduct

1. General Aspects

Laws, rules and company policies related to an ethical and responsible conduct of business, as comprehensive as they may be, will never cover all possible activities or take into account all relevant factors. Acting at all times according to generally accepted ethical and moral standards is therefore an indispensable requirement for ARENSIA's employees.

In addition to this, ARENSIA has summarized its business philosophy in an Ethical Code of Conduct that values a commitment to the highest ethical standards and which applies to ARENSIA's Senior Management, Directors and employees as well as to their interactions with business partners, governmental bodies and the general public.

2. Compliance with applicable Laws and Regulations

ARENSIA has a policy to observe the applicable laws as well as rules and regulations of government agencies and authorities.

ARENSIA general management and employees observe all rules and regulations to which ARENSIA has committed in contracts and agreements with its clients. If such rules or regulations should be contradictory to applicable local law, the local law has priority.

3. Employment Practices

Discrimination and Harassment

ARENSIA prohibits discrimination and harassment based on race, color, religion, sex, , national origin, age, sexual orientation or disability of employees and other persons whether or not the incidents occur on ARENSIA premises and whether or not the incidents occur during business hours.

Equal Employment and Working Conditions

ARENSIA ensures equal conditions for recruitment, employment, compensation, development and career opportunity for all employees.

4. Behavior Toward Patients and Healthy Volunteers Participating in Clinical Trials

The general management and employees of ARENSIA have a special responsibility for the patients and healthy volunteers participating in Clinical Trials conducted by ARENSIA. Their comfort and well-being have at all times and under all circumstances priority versus business, commercial and any other interests.

5. Conflicts of Interest

ARENSIA employees must avoid having a personal, business, financial, or other activity or relationship outside ARENSIA that may be in conflict with their working relation with ARENSIA.

The policies and regulations related to conflict of interest are stipulated in ARENSIA Anti-Bribery, Anti-Corruption Policy.



6. Privacy and Confidentiality

ARENSIA has a comprehensive Privacy and Personal Data Protection Policy.

ARENSIA employees must exercise care to avoid disclosing non-public, internal, secret, or proprietary information related to ARENSIA, its Sponsors and co-operating business partners.

ARENSIA employees must exercise care to avoid disclosing or make use of any confidential information about their superiors and colleagues which they learned by accident while working together

7. Sub-Contractors and Third Parties

ARENSIA employees shall make their best endeavors to assure that sub-contractors and third parties will adhere to the ethical principles as outlined above.