



ANTIBRIBERY AND ANTICORRUPTION STATEMENT

Clinres farmacija has zero tolerance for corrupt activities of any kind, whether committed by our employees or by third parties acting for and on behalf of Clinres farmacija. Clinres farmacija and all persons covered by this statement uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which CF operates.

Persons covered by this statement must never give, promise to give, ask for or accept gifts, cash, favours, or anything of value to or from anyone—including but not limited to public officials, health care professionals (HCPs), customers, contractors and suppliers—in order to secure an unfair business advantage, obtain or retain business, improperly influence decision-making, or affect prescription behaviour. It is Clinres Farmacija's policy to:

- Conduct business in a manner designed to maintain a culture of honesty and opposition to fraud and corruption
- Maintain appropriate business relationships with all persons, including public officials, regardless of whether such relationships are direct or indirect
- Comply with all applicable anti-corruption laws
- Require of consultants, business partners, customers, clients and suppliers to comply with law and this statement
- Enforce this policy with appropriate disciplinary measures, up to and including termination of employment or contracts.

CF maintains complete documentation, records, and accounts that, in reasonable detail, accurately and fairly reflect all transactions, including all expenses, disbursements, receipts, and the disposition of assets. It is required to completely and accurately record all transactions involving public officials (regardless of the amount involved) so that the purpose and amount of such payments are clear. Making false, misleading or artificial entries in Clinres farmacija books and records is a violation of the law and Antibribery and anticorruption policy.

Confidential information

This procedural document must not be copied or destroyed unless so instructed



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Clinres farmacija policy prohibits making facilitation payments anywhere in the world.

Charitable donations, political contributions and grants must comply with company approval procedures. However, Clinres Farmacija does not make contributions to political parties.

In certain circumstances, Clinres farmacija may offer or receive certain rebates, discounts or incentives. Any such programs must be conducted in compliance with Antibribery and anticorruption policy and all applicable laws including relevant anticorruption laws.

Clinres farmacija must exercise diligence in selecting vendors and contractors for cooperation and take appropriate precautions to ensure their commitment to ethical practices. Employees must, therefore, follow all relevant procedures for hiring vendors and contractors and ensure that they are made aware of Antibribery and anticorruption policy and comply with it.

In some countries, public officials—and in particular HCPs working for public hospitals—may enter into service contracts with private-sector companies like Clinres farmacija in addition to performing their official duties.

Because such relationships present potential corruption concerns, CF strictly follows all applicable review and contract requirements before entering into such a relationship.

Clinres farmacija and its vendors and contractors must abide by the relevant anticorruption laws of the jurisdictions in which CF performs services. In the case of unclarity about the laws that might apply to a given circumstance, Clinres farmacija Legal Counsel should be contacted.

Violations of this statement are not tolerated and may be grounds for immediate termination of employment or contract. It is the responsibility of each person to be alert to “red flag” situations that may indicate a possible violation of this statement.

Confirmation of compliance:

Name of Contractor	
Signature of Responsible Person	
Date	

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