

# Code of Conduct

The most important guideline to how we think and act is the long-term company objective which has been in existence since 12.09.1975 and whose values are timeless. It could even be described as having increased in significance over the years.



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## A) Long-term mission statement

1. The maintenance of the company's autonomy and complete independence through
  - development of its own products
  - manufacture of its own products and of products under licence and
  - marketing of these products at home and abroad

on condition that

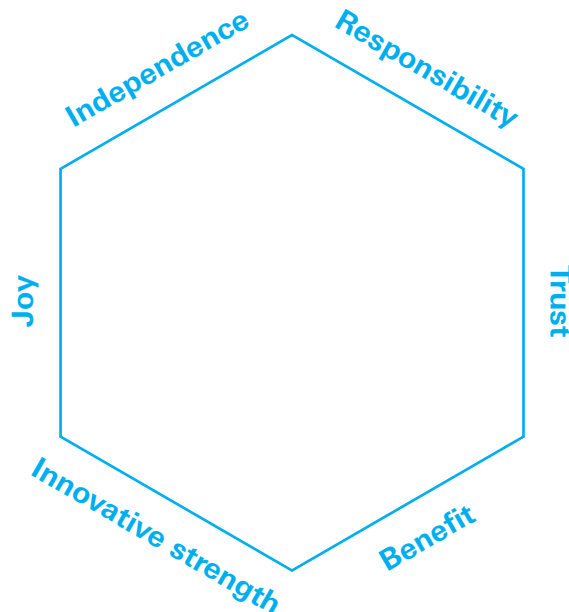
- all the manufactured and (or) marketed products serve to maintain or restore health, meet international quality standards and the highest ethical requirements (service and assistance)
- working conditions (operating temperature, premises, equipment, etc.) are such that everyone working for Gebro can be happy
- the environment is not harmed
- and the Gebro corporate style is preserved.

2. Optimisation of profits for the benefit of all those working in the company.

By satisfying these prerequisites, which form the basis for free and productive working, we also enjoy the freedom of high ethical standards without external dictates.

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## B) The diamond of Gebro values as the basis of our ethical standard



### **Independence**

Our independence guarantees us the freedom to always act in the interest of our customers and employees. Only in this way is it possible to respond to individual needs, to develop new products and to produce and distribute them successfully.

### **Joy**

For us, joy means making a meaningful contribution to people's health together. Our joint successes and mutual appreciation give us fresh impetus for the future.

### **Innovative strength**

We have the courage to try out and advance new things with a view to our customers and the market. We are driven by initiative, the willingness to change and learn from mistakes, and a high level of professionalism.

### **Responsibility**

Everyone contributes to the economic success of the entire company and upholds the common values and goals. Together we strive for long-term success, thus ensuring the independence of the company.

### **Trust**

We give mutual trust, because we know that everyone is doing their best. We earn trust because we set the highest and most transparent quality standards and have done so for generations.

### **Benefit**

We improve people's health and quality of life with our products and services. Based on long-term and fair partnerships, we are constantly working to better understand needs and find the right answers.

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## C) Aims of the ethical standard

### The values of our diamond ensure that

- patients are treated with the greatest attention and highest possible standard of safety
- our employees are treated considerately, fairly and respectfully as part of the family business
- the situation of Gebro is sustainable in the long term because of its independence
- we have a clear sense of our social responsibility within our environment
- the healthcare system (doctors, pharmacists, healthcare professionals, authorities, funding agencies) have a stable, trustworthy and reliable partner in us.

It goes without saying that we are committed to the Pharmig code of conduct, the IGEPHA code of conduct and the code of medical ethics and observe them completely.

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