

Code of Conduct

LUCIEN ORTSCHHEIT GmbH is committed to ecologically and socially responsible corporate management. We also expect our employees to observe the principles of ecological, social and ethical behaviour and to integrate them into the corporate culture. Furthermore, we strive to continuously optimize our entrepreneurial actions and our services in terms of sustainability.

Lucien Ortscheit's code of conduct is based on the 4 pillars of our business. Its is designated as a guidance to our business behaviour. Adherence to the Code of Conduct is a condition of employment. Lucien Ortscheit will not tolerate any violations of the code and is committed to handle non-compliance cases adequately.



Customers

Our ultimate goal is to be a trusted business partner to our customers, with a sustainable mutual commercial benefit. Therefore, we carefully listen to our customers' needs and try to achieve their highest satisfaction to add economical value.

No form of bribery or corruption, active or passive is accepted by Lucien Ortscheit.

We recognize that ultimately patients benefit from all our undertaking, therefore we keep quality standards high to ensure patients safety. Maintenance of high-quality standard is essential for our licence to operate, the quality of good handled by us and our reputation.

Lucien Ortscheit is committed to comply with all relevant legal and regulatory requirements like Good Distribution Practices (GDP) and to meet the highest expectations of our business partners regarding our operation. We expect all employees to actively participate in the established quality system and consider quality aspects in all job functions.

We at the same time expect that 3rd parties working with and for us adhere to similar standards with regards to business practices, labour and other relevant laws and regulations as well as own quality system.



Employees

We are committed to the The 'Declaration of Fundamental Principles and Right at Work', as adopted by the International Labour Organization and its core eight Conventions, as our employees are our key assets to achieve our goals

Therefore, we do allow for freedom of opinion and speech, provided these do not conflict with national laws, Lucien Ortscheit's Code of Conduct.

We treat all employees fairly and respectfully. Our working environment is inclusive and allows for full contribution of all employees. We do not discriminate, or favour employees based on gender, age, sexual orientation, ethnicity, nationality or disability.

Our remuneration policy provides for equal remuneration for work of equal value for men and women.



Shareholders

We strive for an above average economical success but want to reach our goals in a sustainable and integer way.

All our stakeholders expect us to behave with integrity, ensuring business continuity and safeguarding corporate assets.

Our financial information provided to stakeholders is timely, accurate and complete.

We ensure a complete and accurate recording of all our financial transactions.



Society

We aspire to be a good corporate citizen, with strong roots in Germany.

We are open and transparent with respect to our business principles and practices and comply with applicable laws and regulations.

Our business activities shall not negatively impact or infringe basic human rights as defined by the United Nation's bill of rights and the core conventions adopted by the International Labour Organization. We strive to ensure that the is neither done directly nor indirectly as a result of our actions.

The Code of Conduct is meant to highlight the overall spirit of work at Lucien Ortscheit but cannot address all questions and details which will arise during the course of work. Please refer for specific SOPs and Management for further details and in case of questions.