

Code of Ethics of Biotec Srl

1. Introduction

The Code of Ethics is a governance tool through which Biotec srl expresses the principles of integrity, fairness and respect that guide all activities, both within the company and in relation to customers, suppliers, collaborators and other stakeholders. The company is committed to operating in a transparent and responsible manner, in compliance with applicable laws and regulations, promoting a culture of quality, safety and respect.

2. Vision e Mission

VISION

Innovation as a lever for progress: Our sector evolves at a rapid pace, which is why Biotec Srl is a pioneer in anticipating the needs of its customers. As technology leaders, we collaborate with leading experts in micro-mechanics, optoelectronics, electronics, robotics and aesthetic medicine professionals.

MISSION

Making a difference through design: The right design and the right engineering approach are two essential factors for bringing your products to market. Every stage of the design cycle, from concept to detailed design to prototyping, which then turns into actual production, is overseen by professionals who are able to add significant value to the entire process.

3. Field of application

The recipients of the rules of the Code of Ethics are shareholders, directors, employees and collaborators, as well as all those who, directly or indirectly, permanently, occasionally or sporadically, establish or maintain contractual or commercial relationships or relationships of a more varied nature with Biotec Srl.

The Code of Ethics is an integral and fundamental part of the proper management of relations with customers, suppliers and all personnel who collaborate with Biotec Srl in the manufacture and marketing of its products. Biotec Srl is committed to the dissemination of this Code of Ethics and to its correct interpretation and application.

4. General principles

- **Honesty and integrity:**

The corporate bodies, management, employees and collaborators of the company must behave with the utmost honesty and integrity in all interactions, ensuring transparency in company operations. The company prohibits corporate bodies, management, employees and collaborators from committing acts of corruption and/or seeking and/or accepting personal advantages and/or undue advantages for the promotion of product sales. Biotec Srl prohibits corporate bodies, management, employees and collaborators from seeking and/or accepting gifts or favorable treatment that cannot be attributed to normal courtesy relations.
- **Respect and dignity:**

Biotec Srl treats every individual with respect and dignity, promoting an inclusive working environment, free from discrimination of any kind, based on transparency, mutual respect and appreciation, in order to foster a positive corporate climate that inspires a sense of belonging and

commitment to achieving corporate objectives and constantly improving customer service.

- **Quality and safety:**

The company is committed to ensuring that its products and services comply with quality and safety standards, both for our customers and for our employees.

5. Respect for laws and regulations

- **Regulatory compliance:**

Biotec Srl complies with and demands compliance with all applicable laws, regulations and rules, in particular laws concerning health, safety at work, environmental protection, data privacy and intellectual property.

- **Health and safety at work:**

The company is committed to maintaining a safe working environment by preventing accidents and occupational illnesses. Every employee is required to comply with safety regulations and to report any hazards promptly.

6. Responsibility towards employees

- **Fair treatment:**

Employees are valued based on merit and skills. The company offers equal opportunities to all, without any form of discrimination based on race, gender, age, religion or other factors.

- **Continuing professional development:**

Biotec Srl supports the continuous professional development of its employees by offering training on technical, regulatory and management aspects.

- **Working conditions:**

We promote working conditions that guarantee the well-being of our employees, maintaining a healthy, balanced working environment that respects their private lives. We firmly believe that the success of Biotec Srl is the success of all its employees and collaborators, who are a strategic resource for the achievement of the company's objectives, thanks to their skills, expertise and motivation.

7. Responsibility towards customers

- **Product quality:**

The quality of electromechanical devices is of paramount importance. The company is committed to ensuring that every product meets the required quality and safety standards, in order to provide doctors and beauticians with reliable tools.

- **Customer service:**

Biotec Srl offers attentive, prompt customer service that is ready to respond to the needs and requests of our customers, quickly resolving any issues. Each employee and collaborator must commit to performing their duties to a high standard of quality in order to respond to the requests of customers, suppliers, business partners and consultants, promote dialogue and mutual collaboration, and provide complete, reliable and accurate data and information.

8. Responsibility in dealings with suppliers

- **Impartiality and transparency:**

Biotec Srl undertakes to select its suppliers according to criteria of impartiality, independence and on the basis of requirements of integrity, quality and efficiency. The company undertakes to enter into contracts with suppliers that are extremely clear, avoiding any form of mutual dependence and thus ensuring efficiency in the purchasing process.

9. Business ethics and integrity in resource management

- **Corruption and illegal practices:**

Corporate bodies, management, employees and collaborators must refrain from any form of corruption or unlawful behavior, both nationally and internationally. Any requests for favors or unethical practices must be reported immediately.

- **Conflict of interest:**

Corporate bodies, management, employees and collaborators must avoid situations that could give rise to conflicts of interest, ensuring that corporate decisions are made in the interests of the company itself and its stakeholders. Any situations of potential conflict of interest must be reported to one's immediate superior and to management, who will take the appropriate action.

- **Transparency and accountability:**

Business decisions must be made in a transparent and documented manner. Resources must be managed ethically and responsibly. Therefore, total transparency is required: every operation and transaction must be correctly recorded, authorized, verifiable, legitimate, consistent and appropriate; for each commercial initiative of the company, there must be adequate documentary support in order to be able to carry out, at any time, checks aimed at verifying the characteristics and reasons for the operation, as well as identifying who authorized, carried out, recorded and verified the operation itself.

- **Use of company tools:**

When receiving company property (e.g. computers, smartphones, uniforms, etc.), corporate bodies, management, employees and collaborators must use it with due diligence and scrupulously comply with the rules governing its use, according to the specific characteristics of the property and company guidelines. All company property must be considered work tools and used exclusively for that purpose. Under no circumstances is it permitted to use company assets, and in particular IT resources and tools, for purposes contrary to mandatory legal provisions, public order or morality, or to commit or induce the commission of offences.

10. Environmental responsibility

- **Sustainability:**

Biotec Srl is committed to reducing the environmental impact of its activities through the adoption of sustainable practices, waste reduction and optimization of natural resources.

- **Ecological innovation:**

Research and development of new products and processes must take into account environmental impact, promoting the use of green technologies and reducing carbon footprints.

11. Communication and confidentiality

- **Confidentiality of information:**

The corporate bodies, management, employees and collaborators are required to respect the confidentiality of company information and sensitive data of customers and suppliers, and not to disclose them without proper consent. Therefore, it is forbidden to disclose confidential information that becomes known in the course of one's duties and activities concerning the company and its customers, suppliers and other parties, as well as to disclose information relating to trademarks and patents, company and trade secrets, and technical know-how in the possession or available to the company.

- **Transparent communication:**

Biotec Srl promotes clear and transparent communication with employees and external parties, encouraging collaboration and the flow of information.

12. Information on the Code of Ethics

The Code of Ethics is brought to the attention of all Recipients, both internal and external, and is published on the website www.biotecitalia.com

13. Variation of the Code of Ethics

Biotec adopts the measures deemed most appropriate to facilitate the timely reporting of any violation of the Code of Ethics, inspired by the principles and requirements in force regarding whistleblowing available on the company's website.

Reports must be as detailed as possible and based on factual evidence: reports based on mere rumors or suspicions, or which are overly vague, will not be examined.

When analyzing reports, Biotec Srl undertakes to guarantee the protection of the confidentiality of the reporting party, strictly prohibiting any retaliatory and/or discriminatory action against the latter.