



CODE OF ETHICS

Ver. 1.0 EN - 20 October 2021

VIS Ethic Research S.r.l.

Via Lavezzola 140 · 44123 Ferrara
t. +39 0532 1924300
C.F./P.IVA: 02096640384
info@vis-er.com
www.visethicresearch.com



INDEX

1. INTRODUCTION	2
2. OUR ETHICAL PRINCIPLES	3
2.1 respect of diversity	3
2.2 development of human resources	3
2.3 professional ethics, honesty, transparency, responsibility	4
2.4 integrity and legality	4
2.5 quality	5
2.6 environmental protection	5
3 APPLICATION OF THE CODE	5

1. INTRODUCTION

VIS Ethic Research S.r.l. is a consulting firm that offers its expertise and support to the clinicians, companies, foreign CRO for the development and conduction of clinical trials with drugs and medical devices.

The style of our approach to the work and the vision with which the company was born are already contained in the name: Ethic Research.

This Code of Ethics has been drawn up to bring out the principles and values to which we refer to in conducting our activities and which guide our daily decisions, as a guarantee of ethical, legal and transparent actions.

We undertake to observe, respect and share the principles contained in the Code of Ethics, which presuppose compliance with every rule of law and the adoption of ethically correct conduct, both in internal and external relations, and we ask that the same do the employees and all those who, at any title, enter into a relationship with our company.



2. OUR ETHICAL PRINCIPLES

- respect of diversity
- development of human resources
- professional ethics, honesty, transparency, responsibility
- integrity and legality
- quality
- environmental protection

2.1 Respect of diversity

We are committed every day to create a diversified and inclusive environment that treats all employees with dignity and respect, avoiding any discrimination based on age, sex, sexual orientation, state of health, race, class, nationality, political opinions, trade union membership and religious beliefs.

We listen to everyone with an open and receptive mentality. We believe in the importance of relationships built over time and with attention, respecting the opinions of others and in the fruitful exchange of ideas.

We consider respect for human rights an ethical obligation for all.

2.2 Development of human resources

Within VIS Ethic Research S.r.l. we recognize the centrality and uniqueness of people. We guarantee a work environment in which relationships are based on the esteem and respect of each one.

We place at the center of our work professionalism, everyone's contribution, the sharing of knowledge and skills, dialogue, information exchange, professional updating and teamwork.

In order to offer services that are personalized and increasingly tailored to the needs of our customers, we believe that the audacity to get out of the usual patterns, to change perspective, to continuously innovate, must be enhanced.

We apply a method of personnel management in which all decisions are addressed openly. We are committed to ensuring to each employee and collaborator the maximum professional achievement, offering refresher and training programs aimed at enhancing professionalism and increasing skills.

We trust in the team's ability to guarantee confidentiality and attention to professional and personal relationships.

We respect the current legislation on the protection of health and safety in the workplace and we promote corporate welfare policies.

We ensure adequate salary levels and a fair work-life balance.



2.3 Professional ethics, honesty, transparency, responsibility

We base our professional ethics on the following principles:

- reliability: we guarantee absolute seriousness in the projects launched, in the transitions and in the commitments undertaken
- accuracy: we are committed to offer services tailored to customer needs and to carry out with precision the various tasks and the reporting of the activities performed
- transparency: we are clear in the communication between internal and external staff, in the negotiation of contracts and in the management of projects
- fairness: we want to have an open dialogue on the project and on the problems that may rise during its implementation
- honesty: we are committed to comply with the agreed times, costs and methods
- responsibility: we take responsibility for the data and technology we manage
- confidentiality: we protect and safeguard the personal data of staff, collaborators and suppliers.

2.4 Integrity and legality

The company is committed to providing quality services and to competing on the market according to principles of fair and free competition and transparency, maintaining correct relationships with all public institutions and administrations, with citizens and with third-party companies.

We undertake to ensure all staff and collaborators working conditions that respect personal dignity and comply with the law, in order to safeguard their physical and moral integrity.

All the staff of VIS Ethic Research S.r.l. is required to operate in any situation with integrity, transparency, consistency and fairness, conducting every employment relationship with honesty and ensuring that personal opinions in the workplace are not influenced by self-interest.

The company operates in strict compliance with the Laws, the Code of Ethics and internal Regulations and endeavors to ensure that all staff act in this sense regardless of the context, the activity carried out and the place in which it operates.

This commitment must also apply to consultants, suppliers and customers and to anyone who has relations with the Company.

We do not tolerate any form of bribery nor accept or request any favoritism or gifts with the purpose of unduly influencing a decision.



2.5 Quality

Quality is the base of VIS Ethic Research S.r.l., this is why we are committed to ensure high quality standards in the services performed.

Furthermore, the company has an internal quality system that ensures uniformity, transparency and continuous improvement of the services.

We are committed to working with collaborators and third parties who operate in a manner consistent with our values and ethical principles. We select them on the basis of objective criteria, based on professionalism, competence, reliability, transparency and integrity and we are committed to ensuring that they continue to maintain the requirements and a high standard throughout the course of the collaboration.

2.6 Environmental protection

We strive daily to conduct our activities using resources correctly and trying to minimize our environmental impact, because we care about protecting for ourselves and for future generations the environment we live in.

3. APPLICATION OF THE CODE

VIS Ethic Research S.r.l. asks for a commitment from all those who work for the company to uphold the principles and values contained in this Code of Ethics, each within the scope of his or her own functions and responsibilities.

The principles and provisions of the Code are binding for top management, employees and all collaborators working on behalf of VIS Ethic Research S.r.l., regardless of the relationship, even temporary, that binds them to it.

The Company undertakes to disseminate knowledge of the principles contained in this Code of Ethics by appropriate means. The Code is published with adequate prominence and can be consulted on the Company's website <https://www.visethicresearch.com>.

The company reserves the right not to undertake or continue any type of relationship with anyone who behaves in a manner contrary to the provisions of this Code.

Violation of the provisions of the Code of Ethics damages the relationship of trust established with VIS Ethic Research S.r.l. and will result in corrective action, disciplinary action or possible termination of employment.

Any transgressions of the values and principles of the Code or other events likely to alter its scope and effectiveness must be reported to the email address info@vis-er.com in order to initiate the appropriate verifications. VIS Ethic Research S.r.l. guarantees the absence of retaliation and the confidentiality of reports of violations made in good faith.