

THE GLOBAL
COMPACT

Communication on Progress

Year: 2021

STATEMENT OF CONTINUED SUPPORT

Dear Sirs,

On January 2006 we signed the commitment to join and support the Global Compact and its Principles.

More than fifteen years after, fully aware of the fundamental importance of rights human, the integrity of work and the protection of the environment and increasingly involved in the promotion of their value, we confirm the will to continue the path undertaken, perfectly in line with our ethical and corporate policies.

For this reason we present, sharing it with all other stakeholders, our annual COP on activities and results achieved in 2021, which highlights the social commitment and ethical sensitivity that distinguish us.

Kindest Regards.

Dr. Daniele Enotarpi
Legal Representative

Contact: Mrs Paola Mini
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Hippocrates Research Srl

Your partner for CRO activities in Italy



Corporate overview and governance



27
years
of activity

Hippocrates Research Srl (HR) is a **full service CRO and regulatory consultant**, founded in 1995 as a company of Hippocrates Group, with HQ of 1.200 m² located in the centre of Genova*, in Italy.

HR and Hippocrates Group are **privately owned** companies whose shares are held exclusively by employees, all of whom are professionals in clinical research.

Privately owned company

Fast decision making

Agile hierarchical structure

Flexibility

Management buyout in place to welcome internal managers, mainly represented by women.

* Secondary office in Rome supporting logistic and regulatory activities.

Regulatory qualifications



CRO registered and accredited by AIFA (Italian regulatory agency) to conduct **regulatory studies** in Italy.



Registered in EudraVigilance for **pharmacovigilance** activities.*

** As CRO specialized in clinical research Hippocrates does not offer PhV services and consultancy for marketed products, but only within research programs regarding Pharmaceutical Products and Medical Devices.*



Registered by EMA/ENCePP as qualified resource for **Non-Interventional Studies** in Europe.

HR services

Full service clinical operations

Medical writing

Regulatory affairs

Clinical and regulatory strategy

Regulatory hearings support

Partner selection and search

Training

QA support for institutional bodies

Preclinical research



Core Business



We aim to be worldwide the **best in class full service CRO** specialized in clinical research.

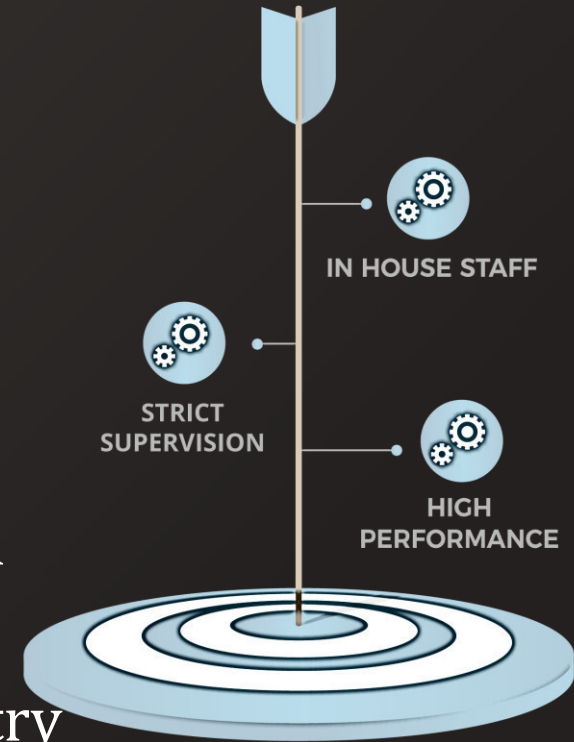
More than 40% of the total turnover is given by NIS, including PASS and over 10% by medical devices and food supplements.

With **2.200+ clinical sites activated** in Italy in various therapeutical areas, HR has a recognized **cutting-edge expertise** for studies in Cardiology, Onco-haematology, Gastroenterology, Dermatology, Urology, Sexual Health, Neurology, Psychiatry and Infectiology. HR's expertise is also recognized in **Rare Diseases**, Paediatrics and Ophthalmology.



Staff and training

- Total of **70+ employees** (40 in Clinical Operations)
- **90% women**
- **93% graduates** (100% in biomedical disciplines of those in Clinical Operations)
- 100% employees with **permanent contract**
- 100% **headquarter staff** (no freelances, no regional monitors).
- Employees' **turnover** is one quarter of Italian industry and services, respectively.
- Internal training program for the staff held by external and specialized **University clinicians** or scientists, or Managers in Clinical Research.



Quality standards



Regulatory inspections. Positive outcome from AIFA inspection regarding all the services provided by HR.



ISO 9001/2015. HR is certified ISO 9001 since 2004 (reviewed in 2022).



Quality System. HR has its internal Quality Unit and its staff members are affiliates of GIQAR, the Italian association of Quality Assurance.



GDPR. HR is fully compliant to GDPR requirements and has an appointed independent DPO.

Original features and innovation



→ **Digital interventional clinical trials.** A Clinical Trial is ongoing.

- *90% of efficacy data collected remotely from patient's home*
- *100% of monitoring visits conducted remotely*
- *Study conducted entirely within a GCP framework*



→ **Remote monitoring.** Dedicated SOPs, equipment and know-how to perform remotely 100% SDV at site.

→ **Domestic network of GPs and paediatricians.** GCP trained, suitable to carry out interventional clinical trials and NIS.

→ **Partnership with Italian Universities.** supporting pre-clinical research activities in gastro-enterology and in dermatology.

→ **Set-up, training** and QA designed to support activities of institutional **phase 1 units**, according to Det. AIFA 890/2015.

Major clients



80%

OF ANNUAL REVENUES

COME FROM ITALIAN STUDIES
OF NON-ITALIAN SPONSORS

Sustainability & ESG

The acronym **ESG** stands for Environmental, Social and Governance, and encompasses a series of assessment factors used in the financial sector to measure the **sustainability** of investments, so as to achieve a more comprehensive evaluation of a company, going beyond merely financial results. Indeed, today it is more and more common that the assessment of an investment (i.e., the risk and return profiles of a portfolio) also takes into account the performance of a company against specific ESG criteria.

We consider as fundamental our principles:

- **Youth:** our policy is to hire recently graduates and PhD graduates, taking care of their growth inside our company following a strict training process;
- **Gender quotas:** the female component is absolutely predominant in our company, even at Management level;
- **Merit:** our company growth strategy exclusively favours merit.



PRINCIPLE 1	BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
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Actions realized

As already stated last year, Hippocrates Research considers its people to be the cornerstone of the company – they indeed represent the true wealth to be safeguarded and developed because the success of the company depends on them. With respect to this principle, we are always at the front line in terms of respect and promotion of human rights, both concerning clinical trials of medicinal product in human subjects (Declaration of Helsinki, 1964, and subsequent revisions thereto), as well as human rights in general (Universal Declaration of Human Rights of the Gen. Assembly of the United Nations 1948), as well as in the commitment to avoid circumstances or conditions that might lead, even only partially, to a decrease or violation of said rights.

In any case, even though we believe that ensuring the respect of these fundamental values is of the essence, we strive to do more. One of our priorities, indeed, is fostering people’s talent, planning personal and professional growth programs, offering them a well-balanced work environment that is based on liberty and respect of individuals, allowing for the possibility of making their voice heard in company decisions.

Freedom to adhere to trade unions, collective negotiation, equal opportunities, health and total absence of discrimination and/or harassment are, indeed, only a few of the rights guaranteed by our Code of Ethics that, first and foremost, focuses on the individual, on values of legality and transparency, honesty, correctness and moral integrity, impartiality, intercultural dialogue and respect of the environment.

This important commitment that involves the entire staff represents the essential requirement for establishing work relationships also with external collaborators and/or vendors. They must therefore be in conformity with existing applicable law and rules that safeguard the inalienable rights of man.

Another fundamental aspect that is especially important for us, relates to human rights and is safety. Starting from the creation of our company, and even before the world was afflicted by recent pandemic events, we always devoted great attention to this topic. The work environment, indeed, must not only be a safe place for employees going to work, but also a healthy environment to achieve for positive effects not only for the company’s people but also for the company’s results.

When the Covid-19 outbreak happened, as our people are at the center of our focus, we immediately ramped up corporate digitalization making it possible for any employee who should so desire to work from home. The strategic implementation of this operational modality, aiming at transmitting serenity despite such a critical time, has further confirmed the efficiency of our people and we can proudly state that not only we were able to avoid having to eliminate jobs, but also enjoyed an increase in productivity.

As regards human rights, another fundamental aspect is privacy protection.

In Hippocrates Research, in order to avoid sharing or divulging personal data (both to In-house recipients and any other external Recipients) lacking the consent of the data subject, we ensure that collecting and processing, as well as storing subject information that is in the position of the Company occurs in the constant respect of the specifically created procedures in accordance with the provisions of the Regulation on personal data protection (GDPR). To afford higher levels of security, within the company, any confidential information is processed solely by subjects who have the actual need to access it for work-related reasons.

Of course, the Company guarantees confidentiality in the processing personal data, news and information not only throughout the entire duration of the work relationship but also after the end thereof, avoiding dissemination or any speculative use by the company or any third parties.

Measurement of (expected) outcomes and value added for our company

None of the following have ever occurred in Hippocrates Research:

- Disciplinary actions
- Complaints filed by employees
- Cases of forced and/or obligatory work or child labor

Our commitment for the future is to pursue, and implement, the objective of guaranteeing workplace health and safety, adopting the most appropriate measures to avoid any form of risk.

PRINCIPLE 2

BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

Actions realized

Hippocrates Research considers it vital for all its employees to be fully aware that violating human rights is a crime against the essence of mankind.

With respect thereto, are Code of Ethics as a specific paragraph addressing this topic, and providing broad directives for the correct management in safeguard of these values.

From this standpoint, we believe that our first duty is to verify that the partners with whom we establish work relationships are truly respectful of the above principles. To make sure of this, we indeed carry out a specific preventive verification which has for quite a number of years been part of our regular processes.

Adherence to respect of human rights and of the values described above is not however only verified when establishing a relationship with 3rd parties, but also tested periodically thanks to a violation reporting system, a penalty system and a communication interaction activity with concerned subjects.

To complete these controls, we have created a specific list of "Qualified suppliers" (SOP 030-M001), and any failure to meet any of the essential requirements entails application of a Nonconformity (NC) note).

Measurement of (expected) outcomes and value added for our company

Hippocrates Research acknowledges the need to protect all forms of individual freedom. We oppose any expression of violence, especially when it intends to limit personal freedom, as well as any form of personal discrimination.

We commit therefore to fostering, within our activities and with our collaborators, the respect of same principles by consistently raising awareness so that those who work with us are aware of our policies concerning human rights and the due and proper upholding of the ten UN Global Compact principles.

As regards suppliers, HR periodically reviews any Nonconformities detected. The data arising from this review are notified to the process leaders and to Management, and are used to instigate a Review by the Management

PRINCIPLE 3**BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING****Actions realized**

Even though in many countries collective negotiation and freedom of association are still being pursued and developed, nowadays in Italy, pursuant to paragraph 1 of art. 39 of the Italian Constitution that allows for trade union pluralism, these prerogatives are instead acknowledged to be a reality.

As we consider the right to be a part of trade union associations to be an essential and not to be taken for granted form of social protection, Hippocrates Research allows its employees to:

- ❖ Freely express their beliefs,
- ❖ Join associations
- ❖ Perform trade union activities

The company has moreover put into place an internal communication strategy that fosters the development of an uninterrupted dialogue with employees and collaborators, with the concern for their well-being and safety as well as of the needs of individuals.

Moreover, we devote great attention to preventing and avoiding any possible interferences or attacks to the privacy of our personnel

Measurement of (expected) outcomes and value added for our company

Hippocrates Research guarantees that work conditions for its employees are those set forth in the collective contracts in the sector and by existing applicable law.

Freedom of association and the respect of trade union rights are values that are shared within the Company, that guarantees full compliance with the law and National agreements.

All of the workers are guaranteed the right to establishing and freely joining organizations, institutions, committees and associations with a view to ensuring and maintaining company growth and competitiveness. Workers may periodically have meetings on the company premises with trade union representatives that explain contractual and law aspects.

PRINCIPLE 4

BUSINESS SHOULD ENSURE THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

Actions realized

Hippocrates Research hires its staff under a permanent agreement, aligned with the National Collective Labor Contract (CCNL) specific for the industry.

Work hours allow for flexibility upon entrance and exit, and to meet the needs of employees, personalized work hours have been agreed upon based on individual requirements.

In addition to these useful options, starting from March 2022 date, employees have been afforded the possibility of working from home, without being forced or obligated to physically go to the office.

We believe that the key for corporate success is largely due to the activities performed by employees, and thus is commensurate to their level of satisfaction.

As they spend a significant portion of their life on the workplace, it is important for workers to enjoy a collaborative, calm and family like atmosphere.

In a modern company, home-working and flexible hours should therefore be pronounceable based on a fiduciary relationship between Management and collaborators. The options of working part-time, working from home and of having a personalized work schedule, etc., are all part of a forward-looking and egalitarian environment, where the information flow aims at streamlining the production chain, and translate into: client satisfaction, promotion of the company and ensuing expansion and development.

As we are aware that social well-being and business outcomes grow together, we believe that these are therefore tools to assess the health of a Company, and the efficiency of its employees.

We wish to therefore confirm our commitment to comply with the following points:

- Reporting child labor, and NOT resorting to same;
- Rejection of any form of duress on the job; guaranteeing health and safety of employees, in total compliance with existing applicable rules and laws;
- Guaranteeing liberty to join trade union associations;
- absence of any form of discrimination between workers;
- Work hours that comply with national law;
- Remuneration in conformity with the National Collective Labor Contract (CCNL).

Measurement of (expected) outcomes and value added for our company

In conformity with the rules set forth by the National Collective Labor Contract, Hippocrates Research guarantees to its employees wages that are in conformity with said contract. It also embraces new work modalities, reflecting a culture paradigm shift, to promote the well-being of workers.

PRINCIPLE 5**BUSINESS SHOULD ENSURE THE EFFECTIVE ABOLITION OF CHILD LABOUR****Actions realized**

As per the resolution adopted on 25 July 2019 by the General Assembly of the United Nations, year 2021 was proclaimed to be the “international year for eliminating child labor”. Nonetheless, and despite the actual decrease by about one third of child labor, too many children are victim of child labor still today.

Concerning this delicate topic, our position is of marked opposition, as we condemn any form of abuse or harassment, especially towards minors, and we commit to raising awareness on these topics not only with our employees but also with any party who has worked relationships with the Company.

Right from its creation, Hippocrates Research took a proactive stance and established a policy for the safeguard of children and maternity.

As a tangible example, despite the small dimensions of our company, since 2004 there have been 29 pregnancies amongst our female workforce. They maintained their job and, where needed, requested different work modalities to easily reconcile personal growth and family life. In addition to these births, several newly hired female employees joined Hippocrates Research while they were still availing themselves of their breast-feeding permits.

In addition to complying with reference laws regulating maternity and paternity leave, guaranteeing all of the safeguards set forth by the lawmaker, we have adopted, amongst new strategies, and thereafter implemented when requested, remote work and part-time contracts. These work modalities indeed are the ideal way to reconcile professional requirements with personal needs, that include being caregivers for family members requiring special assistance, a task that is almost always undertaken by women.

Hippocrates Research immediately complied with the mandatory paternity leave established by Budget Law 2022, of which several employees have availed themselves.

Measurement of (expected) outcomes and value added for our company

Hippocrates Research is committed to fighting, now and in the future, against the exploitation of child labor and use of other form of duress with its employees and people in general.

PRINCIPLE 6

BUSINESS SHOULD ENSURE THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Actions realized

Despite ethical and technological progresses attained, there still remains persistent discrimination, both direct and indirect, of fundamental rights and principles in the world of work. This discrimination of course entails significant repercussions both from a social and financial point of view. Gender, race, religion and sexual orientation are only some of the factors that are negatively used to form opinions and treat people.

A particularly subtle discrimination exists against women (who are often favored or judged against in the hiring process based on their physical appearance) in stark contrast to men, for whom this aspect is irrelevant. Statistical data show that, despite the progress made, today the large majority of workers are men – this probably being the result of a longstanding scarcity of job positions open to women in the more technical and operational professions. In addition to this difficult situation, the female workforce is further penalized by the unfortunately widespread and sadly known practice of asking female workers to sign in advance a “blank resignation letter” at the time of hiring, to be completed in the future by adding the desired date in case of a pregnancy.

And there is more: further limiting work options for women is also the fact that they shoulder most family responsibilities, such as assisting parents and taking care of children. This was clearly noted during the pandemic, when thousands of women had to leave their job to devote themselves to these activities. Hippocrates Research has taken a proud stance to uphold the principle “elimination of discrimination in respect of employment and occupation”, and women make up the majority of its workforce.

Wage equality, profit sharing, flexibility and absence of gender discrimination are another points of strength for Hippocrates Research. As further evidence of this, a few employees (both men and women) recently became stockholders and holders of stock options and shares of the company. This innovation has led to an even deeper awareness towards employees and the guarantee of the principles of lawfulness, correctness and transparency.

Measurement of (expected) outcomes and value added for our company

Hippocrates Research avoids any discrimination-based policies as regards selection criteria or wages between male and female personnel, Likewise, there is no treatment disparity for personnel belonging to legally protected categories.

Hippocrates Research, whose workforce has always included employees of different ethnicities - from Countries such as Bosnia Herzegovina, China, Spain and Sweden - promotes integration by maintaining this approach based on openness.

Our aim is to ensure that Hippocrates Research continues to be a company where employees may pursue opportunities for success, whatever their background of provenance. Our target is to incentivize talent and the potential of all our personnel, and therefore we foster diversity and tolerance so that different cultures may prosper, thus enriching and contributing experience to our company.

PRINCIPLE 7**BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES****Actions realized**

We increasingly hear of Greenwashing, a term that defines companies that describe themselves as being eco-sustainable but that in reality try to hide their activities negative environmental impact. The companies that state being eco-friendly are increasingly numerous, likewise initiatives in the industrial sector that advertised the sustainability of their products but in reality, very few of them really are.

In contrast, Hippocrates Research acknowledges the fundamental role of environmental control, and we commit to raising awareness amongst our employees as regards this aspect, starting from the simplest daily act.

Moreover, we avail ourselves of the best technology available to perform a constant monitoring of company processes, as well as to identify the industrial solutions that have the lowest environmental impact.

Therefore, all of our activities are carried out in conformity with environmental laws. Maintaining low consumption of energy and if possible, and even better, decreasing energy consumption in every activity is only one of our priorities,. We especially focus on:

- Purchasing efficiency class A products
- Periodically performing the correct maintenance of all work related equipment
- Preferring reusable rather than single use products;
- Encouraging employees to drink from the water coolers available in the office to limit the use of plastic bottles;
- Providing water bottles to decrease the use of plastic cups
- Preferring eco-friendly products, such as recycled paper for printers;
- Using the double-sided printing modality;
- Informing and training personnel as regards compliance with recycling rules for waste materials in the company.
- Using energy-saving light bulbs
- Monitoring the rational use of air conditioning, in accordance with actual well-being requirements within the workplace.

Measurement of (expected) outcomes and value added for our company

The objective of our Company is to constantly strive to limit energy consumption. To this end, an employee is appointed to verify, at the end of the work day, that all electric and electronic equipment has been effectively turned off so as to avoid wasting energy because of equipment being in standby mode.

Moreover, the use of public transportation (for instance trains instead of cars) for work related transfers is incentivized, in order to significantly decrease the impact of CO2 emission.

PRINCIPLE 8	BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
PRINCIPLE 9	BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Actions realized

Electronic products are amongst the most rapidly growing category of waste worldwide. The increasingly lower cost of this type of material that contains a mix of hazardous material has led to manufacturing 53 point 6 million tons of waste arising from electric and electronic devices ((RAEE) being produced in 2019, and only a minimum part of this has been officially recycled. To counteract the issue in a responsible manner, Hippocrates Research has decided to donate electronic products no longer used to schools or charities or, as an alternative and when this is not possible, to proceed to disposal thereof at collection centers designated by competent local authorities.

Limiting the consumption of paper, batteries and ink cartridges is another of our priorities and, as regards **paper** we have for a number of years already privileged sustainably manufactured paper.

To raise awareness amongst collaborators, employees, suppliers, clients, Public Administration officials, all of our email messages end with the sentence *“Please consider the environment before printing”*, inviting recipients to reflect on whether it is actually necessary to print it out.

Specific bins for waste recycling are placed in each of the offices and are used by all of the staff, including external collaborators, and clients who have been appropriately encouraged to recycle.

Batteries are used mainly for keyboards and wireless mouse and their use has been decreased and is limited to only contingent work situations. Exhausted batteries are placed in special containers to facilitate disposal and recovery in conformity with existing applicable law.

The disposal of toner cartridges is instead entrusted to a company specialized in recovery of cartridges.

In conducting work activities, the consumption of energy and of paper are high environmental impact factors, as they are closely correlated to CO2 emissions, water consumption and deforestation.

In order to decrease the amount of hardcopy documentation, Hippocrates Research has designed an efficient document sharing system by connecting each workstation to the internal company server, where all files are shared. This system allows to consult and update documents without having to print or fax them, thus significantly decreasing paper consumption.

We wish to point out, with respect thereto, that as of 01 January 2019 Hippocrates Research is in compliance with the existing law that mandates the use of electronic invoicing.

Notwithstanding its commitment to limiting their use, Hippocrates Research’s business activity does in any case require printers and photocopiers. For this reason, Hippocrates Research uses only equipment that has the “energy-saving” mode when not in use, and said equipment is always turned completely off when the offices are closed.

Measurement of (expected) outcomes and value added for our company

In order to be able to decrease paper consumption as much as possible, Hippocrates research encourages its partners to increase the electronic archiving of documents whenever possible. As regards paper usage at our offices, we privilege suppliers who allow us to purchase sustainably manufactured paper bearing the FSC certification (Forest Stewardship Council). This certification guarantees that the forests from which that paper derives are managed sustainably, and that the paper itself is totally chlorine-free (TCF).

Hippocrates Research will continue in the future to uphold with ever-increasing attention its commitment to recycle batteries and toner cartridges and shall continue to implement separate waste collection for recycling (plastic, compost and aluminum) using specific containers as it has been doing for many years. The Management of our Company has always privileged low

environmental impact innovative technologies, to guarantee actual energy-saving, and shall maintain investments to decrease consumption of nonrenewable natural resources.

Therefore, our aim is to continue promoting the electronic archiving of documents in order to further decrease the use of paper and printer toners.

PRINCIPLE 10**BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY****Actions realized**

One of the main principles upheld by Hippocrates Research is the transparency of its commercial transactions. For this reason we are always ready to oppose money laundering and handling of stolen goods. Commercial transactions with contractual parties, even if the latter are part of the same Group, are therefore mandatorily subject to: upholding and compliance with principles of correctness, transparency and good faith. The Company thus adopts all of the instruments and measures that are appropriate to guarantee transparency and correctness. More specifically, the following fulfillments are mandatory:

- Appointments assigned to vendors or to natural persons are to be stipulated in writing, indicating the contents and the agreed-upon financial conditions;
- The relevant functions shall verify regularity of payments to all parties, even by verifying that the subject to whom the order has been made out and the subject to receives the payments are one and the same;
- Financial flows concerning relationships (infra-group payments/operations) with the companies of the Group be controlled;
- The criteria to assess offers are to be established;
- All necessary information concerning commercial or professional reliability of suppliers and partners must be requested and obtained;
- The utmost transparency must be guaranteed with respect to stipulation of any understandings concerning investments.

Hippocrates Research firmly opposes and rejects any type of national or transnational criminal organization, and adopts all measures that are appropriate to prevent the risk of an involvement of the company or of its employees in relationships and any type of activity with such organizations, whatever the purpose or modality.

To this end, no work or collaboration-related or commercial relationships are established with subjects – whether natural or legal persons – directly or indirectly involved in criminal organizations or are in any case bound by kinship or any relationship with subjects known to belong to criminal organizations, and similarly no activity that may be linked to such organizations is funded or facilitated.

Hippocrates Research acts in conformity with, and fully upholds the Italian laws which prohibit paying, offering or promising monies and/or valuable goods/services, either directly or indirectly, to officials of the Public Administration, for purposes of influencing an official act or securing an advantage for the Company's business. The Company strives to cause all collaborators, employees, consultants, suppliers and clients to act in compliance with existing applicable law, as well as in respect of principles of transparency, verifiability, consistency and congruity.

When working for Hippocrates Research, all commercial Partners and subjects acting on behalf thereof are thus obligated to be aware of the extent to which laws, regulations or local operating procedures do establish limits, restrictions or transparency requirements for actions and the activities that entail payments, financial support, donations or gifts to public officials. Subjects who act on behalf of Hippocrates Research must take into account and respect such limits, restrictions and transparency requirements when performing activities in name, on behalf of, or in the interest of the Company. In conducting any negotiation and activity, our Company has always effectively avoided situations in which the subjects involved in the negotiations might have, or appear to have a conflict of interest.

Measurement of (expected) outcomes and value added for our company

To uphold the principles of lawfulness, correctness and transparency, the Hippocrates Research Management adopts organization and management models that set forth measures to prevent any unlawful conduct.

For a correct and transparent management of relationships with institutions, policymakers and employees of Public Administrations, Hippocrates Research does submit specific documentation in support of any previous or ongoing activity in order to eliminate any potential risk of conflict of interest.

In order to optimize management and control methods, the Company regularly updates its technology and IT systems so as allow for the real-time search and tracking of documents and information.

Hippocrates Research has moreover established a Company ethical code, which is periodically updated and disseminated to its personnel. This official document sets forth all the rights, obligations and responsibilities of the Company towards all its stakeholders (i.e., employees, vendors, clients, Public Administration), and intends to incentivize, promote, or prohibit specific conducts, in addition to and independently from the provisions of law.

How do you intend to make this COP available to your stakeholders?

This document will be added to our webpage Contacts section, so that all collaborators, suppliers and Companies we work with may view it at any time.