VERSION IN FORCE AS OF 30 JUNE 2013

PR Medical®
EVENTS

Organisation
Code of Conduct

ETHICAL BEHAVIOUR GUIDELINES
FOR PR MEDICAL EVENTS



Ethical behaviour guidelines

PR Medical Events' ethical and behavioural principles are explained in this Code of Conduct.

The Code of Conduct is intended to serve as a guide to its corporate and employee ethical behaviour.

The PR Medical Code of Conduct lays down the binding general principles of ethical behaviour of the company. The values underlying these principles may be regarded as being shared by everyone working at PR Medical Events.

The Code of Ethics is a commitment to integrity, acting honestly and ethically, and complying with the letter and intent of the law, based on the following principles:

- conduct with integrity and in compliance with the law
- respect and transparency in relationships with partners and customers
- responsibility towards society
- care for the environment

"At PR Medical Events we appreciate performance, involvement, leadership skills, proactivity but most of all our employees. They represent the best asset of this company."



ROXANA IONESCU
Managing Director

Our commitment



Our principles of action



WITH OUR CLIENTS

We commit ourselves, as professionals, to deliver quality services that reflect our professional capabilities and are appropriate to the needs of our client. We constantly evaluate and improve our products and services.

WITH OUR SUPPLIERS AND PARTNERS

We build relationships based on integrity, trust and respect, to ensure the best possible service for our own customers.

We reject unethical or illegal business practices in all circumstances..

WITH OUR EMPLOYEES

We build relationships with each other based on a shared trust and confidence that each of us has a personal and professional commitment to do the right thing. We are committed to communicating openly and honestly.

We believe in the integrity, sense of initiative and motivation of our employees. We work to create conditions that are conducive to developing their professional strengths and sense of individual accountability in an environment fostering greater personal initiative.

We also aim to develop collective intelligence, a sense of innovation, and team spirit. Teams are made up of people from diverse cultural and professional backgrounds. We do not tolerate discrimination in any shape or form, especially in hiring and promotion.

WITH OUR COMPETITORS

We seek to competitively differentiate ourselves through the unimpeachable quality of customer experience based on the quality of our products and services and of our relationships. We subscribe wholeheartedly to the notion of healthy, fair competition – a key driver of growth and innovation.

Anti-corruption and anti-bribery policy



We will uphold all laws relevant to countering bribery and corruption. However, we remain bound by the laws of the UK, including the Bribery Act 2010, in respect of our conduct both at home and abroad.

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery.

The purpose of this policy is to:

(a) set out our responsibilities, and of those working for us, in observing and upholding our position on bribery and corruption; and

(b) provide information and guidance to those working for us on how to recognise and deal with bribery and corruption issues.

It is a criminal offence to offer, promise, give, request, or accept a bribe. Individuals found guilty can be punished by up to ten years' imprisonment and/or a fine. As an employer if we fail to prevent bribery we can face an unlimited fine, exclusion from tendering for public contracts, and damage to our reputation. We therefore take our legal responsibilities very seriously.

In this policy, third party means any individual or organisation you come into contact with during the course of your work for us, and includes actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisers, and government and public bodies, including their advisors, representatives and officials, politicians and political parties.

Who must comply with this policy?

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners, sponsors, or any other person associated with us, wherever located (collectively referred to as workers in this policy).

What are bribery and corruption?

Bribery is offering, promising, giving or accepting any financial or other advantage, to induce the recipient or any other person to act improperly in the performance of their functions, or to reward them for acting improperly, or where the recipient would act improperly by accepting the advantage.

An advantage includes money, gifts, loans, fees, hospitality, services, discounts, the award of a contract or anything else of value.

A person acts improperly where they act illegally, unethically, or contrary to an expectation of good faith or impartiality, or where they abuse a position of trust. The improper acts may be in relation to any business or professional activities, public functions, acts in the course of employment, or other activities by or on behalf of any organisation of any kind.

Corruption is the abuse of entrusted power or position for private gain.

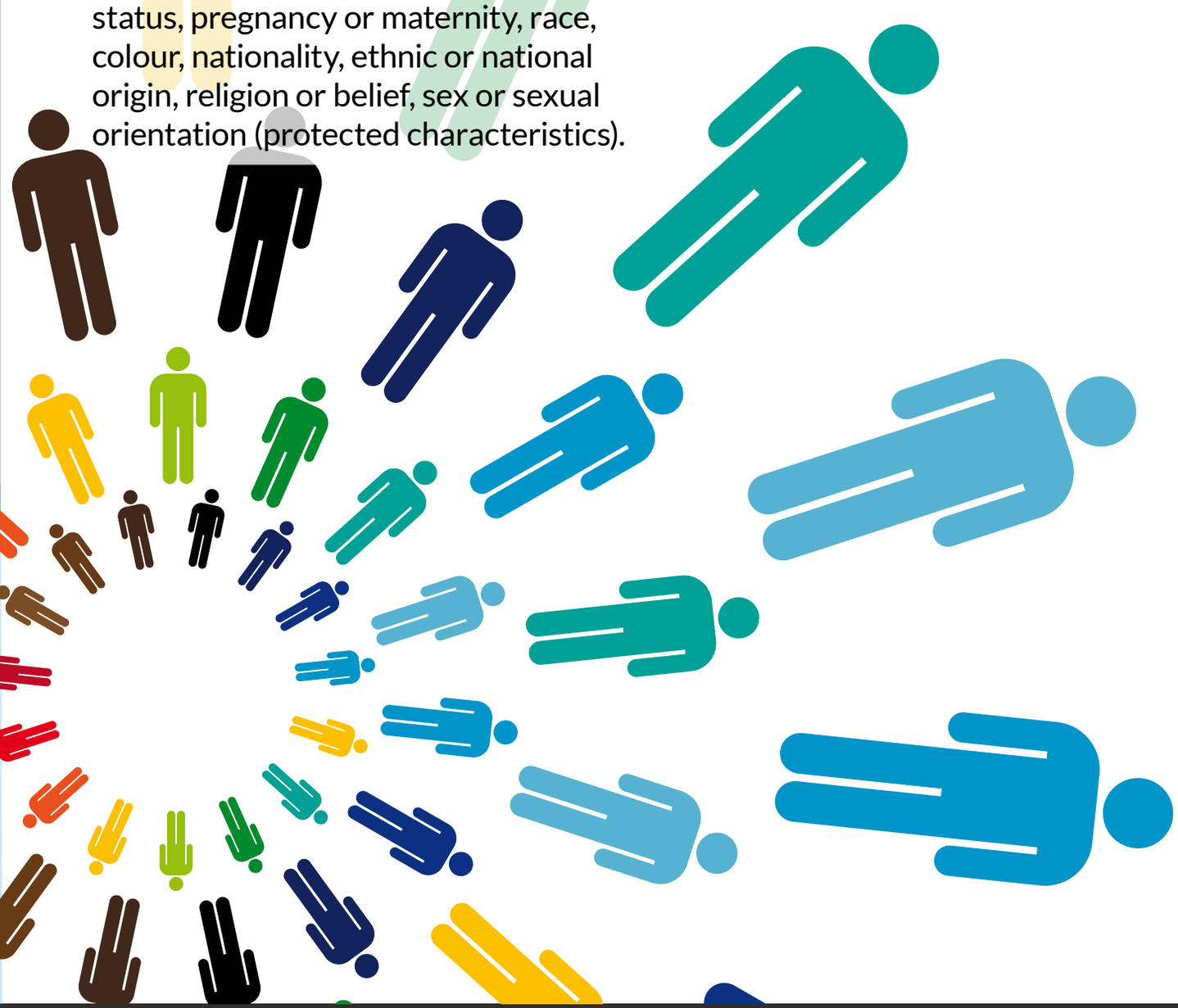
Equal opportunities policy

We are committed to promoting equality of opportunity for all staff and job applicants. We aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We do not discriminate against staff on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (protected characteristics).

The principles of non-discrimination and equality of opportunity also apply to the way in which staff treat visitors, clients, customers, suppliers and former staff members.

All staff have a duty to act in accordance with this policy and treat colleagues with dignity at all times, and not to discriminate against or harass other members of staff, regardless of their status.



Handling information



The privacy of every individual shall be respected and protected.

PR Medical Events does not divulge any confidential information about its customers, employees or business partners.

All managers and employees of the company are required to keep confidential and therefore are not to divulge information on documents, projects, company operations and in general any information gleaned while performing their duties. No employee may pass on any confidential information or business secrets of PR Medical Events to any third party (including family members), nor use such information or secrets for any inadmissible purpose.

The above obligations shall continue to apply following any termination of employment with PR Medical Events. All documents and any other data carriers containing confidential information shall be returned to PR Medical Events upon termination of employment.

Violation of the confidentiality responsibility by the employees seriously undermines the trusting relationship with the company and can determine the application of disciplinary or labor contract sanctions as well as violation of the responsibility of confidentiality.

Social and environment responsibility

We strive to act as a good corporate citizen which takes into full account the current and future economic, social and environmental impacts of our business. We acknowledge and live up to our responsibility to support a sustainable touristic development.

The company considers the environment as a primary resource to safeguard and therefore plans its business by seeking to strike a balance between touristic activity and the necessity to safeguard the environment.

We seek to adhere to the Global Code of Ethics for Tourism (GCET) of the UNWTO, which endeavours that source countries, tourist destinations, host communities and businesses maximise the positive economic, social and cultural effects of tourism and fully reap its benefits, while minimising its negative social and environmental impacts.



Responsibility for the Code of Conduct

Our board of directors has overall responsibility for the operation of this code andfor ensuring that its policies and procedures comply with our legal obligations. The board has delegated day-to-day responsibility for the operation of our policies and procedures to identified members of staff.

The Code of Conduct will be reviewed when required by the HR Manager to ensure that its provisions continue to meet our legal obligations and reflect best practice.

All managers have a specific responsibility to operate in accordance with the provisions set out in this Code of Conduct, ensure that all staff understand the standards of behaviour expected of them and to take action when behaviour falls below those requirements.

Those working at a management level have a specific responsibility to set an appropriate standard of behaviour, to lead by example and to ensure that those they manage adhere to the policies and procedures and promote our aims and objectives with regard to equal opportunities.

Everyone should ensure that they take the time to read and understand the content of this Code of conduct and act in accordance with its aims and objectives. All staff must ensure that they are familiar with and comply with and support its policies and procedures.

Questions about the content or application of the handbook should be directed to your HR Manager. In addition, staff are invited to submit any comments or proposals with regard to the handbook or any of its content to the HR Manager.

The reputation of a thousand years may be determined by the conduct of one hour.

Japanese Proverb

PR Medical®
EVENTS

Group Travel Services

WORLDWIDE MEDICAL CONGRESSES