

THE COMPANY'S ETHICS POLICY FOR 2021

Kedron confirms to its Employees, Co-Workers and Third Parties with whom it has relations and with those parties interested in its business, that the Company System is based as always on principles of transparency, integrity, legitimacy and correctness in its business dealings and in all Company activities;

these principles are stated, in particular, in the Global Policy and in the Company's Code of Ethics.


Under no circumstances can behaviour which contravenes these principles be justified when carrying out activities on behalf of and in the interests of Kedron;

consequently, everyone who operates on behalf of Kedron (Employees, Co-Workers and Third Parties) must undertake always to be familiar with and apply correctly the contents of the Code of Ethics and the entire Company Ethics Management System.

The Company's Ethics Policy for 2021, in continuation with previous years, intends to confirm the importance of these principles, that is:

- ✓ confirm the Value which Kedron vests in its human capital and in the ethical roots of its production, commercial, management and research activities
- ✓ confirm Kedron's commitment to recognise, approve and systematically fulfill the principles of the Company's Code of Ethics, see appendix, and to actively maintain the entire Company Ethics Management System in all aspects of management, organisation and control, as confirmed by the reports presented to the Board of Directors of Kedron by each internal control body – Supervisory Board; Internal Audit; Compliance & Ethics Office - concerning activities carried out during 2020, relative results and activities planned for 2021.

Castelvecchio Pascoli, March 12, 2021

Kedron S.p.A
The Chairman Dr. Paolo Maruccci


SUMMARY OF THE FOCAL POINTS RELATING TO INTERNAL RELATIONS

1. Kedrion is committed to creating a working environment which promotes:
 - **EMPOWERMENT**,
 - **MUTUAL TRUST AND RESPECT**,
 - **APPRECIATION** of personality and diversity between individuals,
2. Kedrion believes that **LOYALTY AND CORRECTNESS** in mutual respect of a person's rights and freedom are fundamental in all relations between colleagues at all levels within the organisation; **EVERY Kedrion employee and co-worker** must collaborate in order to ensure a climate of mutual respect of an individual's dignity, honour and reputation;
3. Kedrion **only APPROVES** behaviour which befits the principle of **RESPECT FOR THE INDIVIDUAL**, irrespective of motive, transgressor or victim;
4. Kedrion believes that it is fundamental for Managers and Supervisors to respond promptly and professionally to any **DOUBT** or **PROBLEM** raised by employees, and furthermore to ask for assistance whenever necessary; Managers and Supervisors must display **UNEXCEPTIONABLE BEHAVIOUR** which must be an example to employees.

DECLARATION OF ENDORSEMENT OF THE PRINCIPLES INCLUDED IN THE SA8000 SYSTEM

In line with the requirements of its own System of Corporate Social Responsibility certified in accordance with SA8000 Standard, Kedrion:

SAYS NO:

- To child labour
- To forced labour
- To iniquitous disciplinary procedures
- To physical or mental coercion or injustice against the individual

DOES NOT DISCRIMINATE:

against the employee in terms of nationality, ethnic origins, religious belief, social class, sex, sexual inclination, political and trade union affiliation, health, physical disability, age, family commitments, marital status or any other condition which may give rise to discrimination.

ON THE CONTRARY:

Kedrion intends to offer equal opportunities to all employees in relation to career prospects, termination of contract and retirement, in respect of the fundamental principle of equality, that is:

- The right to join or form trade unions or to take part in trade union activities
- Protection against all forms of discrimination
- Occupational health & safety
- Remuneration under the terms and conditions provided for by the Constitution, the Law and collective bargaining, at National and Company level.
- Social security
- Training opportunities

- Minimum working age
- Defense of Maternity

Kedrion intends to offer a safe and healthy workplace, by promoting the implementation of effective steps to prevent potential accidents and work-related injuries, to minimise work-related hazards as far as possible.

Kedrion guarantees freedom of association and the right to collective bargaining

Kedrion respects working hours, in particular by complying with the criteria laid down by the SA8000 International Standard (which is more restrictive than the industry laws currently in force)

Kedrion meets the legal minimum standard for remuneration and payment of overtime

Kedrion encourages regular mediation with all its employees in tackling critical areas

Kedrion respects the right of all employees to form, join and organise trade unions of their choice and to collective bargaining.

Furthermore, in accepting the authorisations issued by Italian and Foreign Institutions, Kedrion acknowledges its responsibility to maintain standards of excellence both in its products and its processes; the voluntary certifications are seen as a commitment towards sustained development.