



GALENA
P H A R M A

CODE OF ETHICS



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“We want to act responsibly at Galena Pharma and we expect the same from our partners”



1. Foreword from our CEO

Galena Pharma is a significant player in its field. Responsible business is the core of all our operations and is fundamental for sustainable growth and economic success.

This Code of Ethics is the foundation of the work that we do at Galena Pharma for providing products and services to our clients.

We encourage our partners to get acquainted with the principles of our ethical operations, and thus we have made the guide freely available at our website www.galena.fi.

We expect all our partners to act ethically and responsibly, for it is the duty of all of us. Together we shall achieve the best possible outcome.

Kuopio 22.3.2021

Atte Kukkonen
Managing Director
Galena Pharma Oy

“Our mission - social responsibility, respect, commitment, innovation”

2. Business transparency

Compliance with the law, international stipulations, and obligations

All our operations are compliant with regulations, good governance, and generally accepted business principles and form a sustainable foundation for Galena Pharma's Code of Ethics.

Galena Pharma's personnel must be mindful of the work-related laws and regulations and thus must act accordingly.

Fight against corruption

Galena Pharma does not approve of bribery or corruption in any form. Our staff must not offer, receive or otherwise accept bribes or any other undue benefits that may have an improper influence on work performance.

We act responsibly in matters concerning hospitality or offering or receiving gifts.

Protecting the information and property in our possession

We comply with legal requirements related to information security in all our operations. We process the personal information of our employees, clients, partners, and other parties with confidentiality.

We keep trade secrets and other sensitive information protected. No data can be used or disclosed by our staff or affiliates without permission.

Our personnel are encouraged to take care of the company assets, both tangible and intangible and use them diligently for business purposes only. Unauthorized use of the company's assets is prohibited.

Anti-money laundering

Galena Pharma ensures responsible decision-making and provides reliable, up-to-date, and accurate information about its operations. We comply with national laws and generally accepted accounting standards in accounting and reporting. All our business entries are complete; we prohibit all inaccurate and untrue entries. Galena Pharma strictly complies with prohibitory money laundering laws.

Competition law

Galena Pharma competes in the market and meets the needs of customers as successfully as possible. We achieve this through fair and transparent practices of not entering into agreements that restrict competition or participating in activities aimed at it. Our operations do not allow any anti-trust or unfair trade activity, such as price collusion, cartel formation, or market abuse.

“We want to ensure our customers and partners that we are an honest, reliable and promise-delivering partner”

3. Caring for the work community and people

Human rights and equality

Galena Pharma respects and strongly supports human rights and equality. We comply with the UN Universal Declaration of Human Rights and International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Galena Pharma does not approve harassment, violence, or exploitation of discrimination based on race, color, age, religion, sexual orientation, disability, political or other opinions, social status, language, nationality.

Our personnel have freedom of expression at the workplace. Outside working hours, they represent themselves with their opinions and are responsible for it. At Galena Pharma, we implement equality and justice in all our operations.

Health and safety

Galena Pharma constantly operates under good safety practices. The goal of our operations is an accident-free work community. In our operations, we invest in prevention and the reliability and efficiency of safety measures and equipment.

Galena Pharma responsibly handles all employer obligations, respects the freedom of association of employees and the legal principle of wage payment.

Competent and well-being staff is our most important resource. We take care of the staff's endurance and occupational safety. We expect our partners to appreciate the same values.

"A person with holistic health is an asset to the company"

4. Influencing environment

Galena Pharma strives for environment-friendly actions in all its operations by constantly developing environmentally safe measures. We strive to minimize adverse environmental impacts in the procurement of materials and the use of our services. We use materials and resources efficiently and ecologically in all our product manufacturing processes and service concept. We are looking for more environmentally sustainable and intelligent ways and their better utilization throughout the value chain.

“We want our products and services to reflect our environmentally responsible operations”

5. Responsible procurement and manufacturing

At Galena Pharma, all purchases are made responsibly and under approved procurement practices. We ensure that the raw materials used in our products and services offered follow ethically approved principles and practices. We expect affiliates to comply with the law and adhere to the principles of this Code of Ethics. We monitor their activities through audits. We want our cooperation to be honest based on mutual respect and trust, thus delivering a quality product and service to our customers.

There are many aspects to responsible product manufacturing. Product liability related to the manufacture and sale of products can be viewed, for example, from the perspective of product safety, product information, or marketing.

At Galena Pharma, we regulate manufacturing by strict national and EU-level legislation, which provides a framework for manufacturing safe products. Providing legal information is part of the legal requirements, but transparent disclosure of the origin of raw materials, production conditions, and methods go beyond legal requirements. It is, therefore, necessary to pay attention to the product origin, production conditions, and responsibility certifications when procuring raw material.

Ensuring product quality in product design, development, manufacturing and throughout the product life cycle indicates our sense of responsibility for our clients' products.

“Responsible procurement and manufacturing are the basis of quality product and service”

6. Reporting of violations and concerns

Galena Pharma wants to ensure that the Code of Ethics gets followed and any potential concerns and violations get reported. Respecting the Code of Ethics guarantees that we abide by our commitment responsibly and assures our stakeholders and partners of our responsible behavior.

We encourage our staff and partners to report any concerns or other potential or suspected inconsistencies to their supervisor (staff) or their contact person (partners) without delay and at a low threshold.

Galena Pharma will investigate all received notifications and will take necessary action.

“We do not condone inappropriate activities and require partners to act on the same principles”