



Anti Corruption Code of Conduct

Prohibition of Bribery:

United Pharma strictly prohibits any form of bribery, including offering, promising, giving, receiving, or soliciting bribes, kickbacks, or improper payments. Employees and stakeholders must not engage in any activity that may compromise the integrity of our business transactions or relationships. We maintain a strict adherence to all applicable anti-corruption laws and regulations.

Gifts, Hospitality, and Entertainment:

United Pharma recognizes that customary business practices may involve the exchange of gifts, hospitality, or entertainment. However, such exchanges must be reasonable, transparent, and within the bounds of legality and ethical standards. Employees and stakeholders should exercise caution to avoid any perception of improper influence or undue favoritism.

Conflicts of Interest:

Employees and stakeholders must avoid any conflicts of interest that may compromise their judgment or integrity. Personal interests should not influence decision-making processes related to United Pharma's business. It is essential to disclose any potential or actual conflicts of interest to the appropriate channels within the company.

Due Diligence:

United Pharma is committed to conducting due diligence on our employees, partners, and business associates to ensure that they align with our values and ethical standards. Thorough background checks, assessments, and regular monitoring are undertaken to identify and mitigate any risks associated with corruption or unethical behavior.

Reporting and Whistleblowing:

United Pharma encourages employees and stakeholders to report any suspected or actual instances of corruption, bribery, or unethical conduct. We maintain a confidential and anonymous reporting mechanism that protects individuals who raise concerns in good faith. Reports will be promptly and thoroughly investigated, and appropriate actions will be taken to address any substantiated allegations.