

## **PIZETA PHARMA S.P.A. \_ ORGANIZATION, MANAGEMENT AND CONTROL MODEL**

### ***SPECIAL SECTION***

#### 1- ATTACHMENTS

ANNEX 1 – RISK ASSESSMENT, GAP ANALYSIS AND IMPROVEMENT ACTIONS

ANNEX 2 - CODE OF ETHICS

ANNEX 3 – SUPERVISORY BOARD STATUTE

ANNEX 4 – DISCIPLINARY SYSTEM

ANNEX 5 – INFORMATION NOTICE AND AGREEMENT CLAUSES 231

ANNEX 6 – THE LEGISLATIVE ITALIAN DECREE N. 231/2001

ANNEX 7 – CONFINDUSTRIA GUIDELINES FOR THE CONSTRUCTION OF THE ORGANIZATION, MANAGEMENT AND CONTROL MODEL, ACCORDING TO THE LEGISLATIVE DECREE N. 231/2001

#### 2- PROTOCOLS

PROTOCOL 1 – RELATIONS WITH PUBLIC ADMINISTRATION

PROTOCOL 2 - EMPLOYEES' SELECTION, HIRING AND MANAGEMENT, EXPENSES REIMBURSEMENT AND ENTERTAINMENT EXPENSES

PROTOCOL 3 – CONSULTANT AND PROFESSIONAL ASSIGNMENTS MANAGEMENT

PROTOCOL 4 – MANAGEMENT OF THE FINANCIAL STATEMENTS, BUDGET AND EXTRAORDINARY CORPORATE OPERATIONS

PROTOCOL 5 – MONETARY AND FINANCIAL FLOWS

PROTOCOL 6 – COMPLIANCE WITH SAFETY AND HEALTH MATTERS IN WORKPLACE, ACCORDING TO THE ITALIAN LEGISLATIVE DECREE 81/2008

PROTOCOL 7 – ENVIRONMENTAL CRIMES

PROTOCOL 8 – INFORMATICS CRIMES, ILLEGAL TREATMENT OF DATA AND COPYRIGHT CRIMES

PROTOCOLLO 9 – TRADE AND MARKETING AREA AND PROCUTCS DEVELOPMENT

PROTOCOLLO 10 – SUPPLY SYSTEM

PROTOCOLLO 11- CORRUPTION BETWEEN PRIVATE PERSONS

PROTOCOLLO 12- CRIMES FINALIZED IN TERRORISM, TRANSACTIONAL CRIMES, ORGANIZED CRIME AND INDUCTION TO PROHIBIT THE ISSUE OF DECLARATIONS OR TO ISSUE FALSE DECLARATIONS TO THE JUDICIAL AUTHORITIES

PROTOCOLLO 13 – REPORTS AND PERIODIC INFORMATION FLOWS TO THE SUPERVISORY BOARD