

CODE OF ETHICS AND CONDUCT



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Introduction and Company Identity

Coronati Consulting Srl is a company specialized in technical-regulatory consulting and in the execution of tests on medical devices, with advanced expertise in microbiology, toxicology, chemistry, biology, and functional testing.

Founded by Dr. Renzo Coronati, the company supports businesses in the biomedical and pharmaceutical sectors in ensuring compliance of products and processes with international regulations and quality standards (ISO 9001, ISO 13485, ISO 17025, and EU Regulation 2017/745 - MDR).

With the aim of best fulfilling its mission and in alignment with its strategic vision, Coronati Consulting (Tax Code and VAT No. 02686500360), with registered office at Via Gavioli 3, 41037 Mirandola (MO), Italy, adopts this Code of Ethics as a fundamental reference for conducting its activities, defining internal and external relationships, and promoting ethical behavior consistent with company values

Scope of Application

The provisions of this Code of Ethics apply, without exception, to all employees of Coronati Consulting and to all individuals who, directly or indirectly, permanently or temporarily, maintain relationships with the company or operate in pursuit of its objectives.

All involved parties have the duty to adequately inform third parties, clients, suppliers, and partners about the obligations set forth in the Code of Ethics, to require compliance, and to take appropriate actions in case of non-compliance, in order to protect the company's integrity, transparency, and reputation.

Values and General Principles

The company operates in compliance with the following fundamental principles:

- **Integrity:** acting correctly, transparently, and responsibly;
- **Legality:** complying with all applicable laws and regulations;
- **Impartiality:** avoiding discrimination and unfair treatment;
- **Professionalism:** ensuring competence and quality;
- **Confidentiality:** protecting company and client information;
- **Responsibility:** considering the impact of one's actions.

All behaviors must be consistent with these principles.

Objectives

The objectives of this Code of Ethics are:

- To prevent and detect unlawful or ethically improper conduct by the company, its employees, and collaborators toward colleagues, clients, suppliers, and partners;
- To ensure the highest level of professionalism and competence in services provided, guaranteeing integrity, impartiality, and transparency;
- To promote continuous improvement of internal activities and services, contributing to the company's sustainable and responsible growth;
- To foster an ethical culture within the organization, encouraging behavior consistent with company values and applicable regulations.

Ethical Principles towards Employees and Collaborators

Coronati Consulting is committed to

- **Ensuring** equal opportunities based on professional qualifications, skills, and capabilities, without discrimination related to gender, ethnicity, religion, nationality, age, disability, physical condition, sexual orientation, or other personal characteristics;
- Coronati Consulting recognizing that people are the primary driver of company development and success, and therefore ensuring a safe, positive, and stimulating **work environment** that enhances individual skills and performance;
- **Protecting** employee and collaborator information generated or acquired within the company, preventing any improper or unauthorized use;
- Ensuring **health and safety** in the workplace in compliance with applicable regulations (Legislative Decree 81/2008), informing collaborators about risks and consequences of improper behavior;

Coronati Consulting rejecting all forms of **labor exploitation** and condemning conduct that undermines workers' dignity. In particular, the company prohibits child labor and any activity that may harm minors' education, health, or development. Employment of foreign workers is permitted only if they possess valid work permits in accordance with applicable laws.

Ethical Principles towards Customers and the Market

- Coronati Consulting recognizes **fair competition** as a key factor in promoting growth, innovation, and continuous improvement;
- The company places great importance on maintaining high-quality standards in its services and ensuring full customer **satisfaction**.

Internal procedures and technologies are designed to ensure reliability and accuracy, supporting continuous monitoring of service quality and testing activities.

Any customer reports or complaints are handled promptly and carefully to ensure timely responses and continuous process improvement.

Ethical Principles of Collaborators towards the Company

Employees and collaborators commit to:

- Performing their duties responsibly and accurately, respecting assigned objectives and responsibilities;
- Promoting a positive and collaborative work environment based on mutual respect;
- Using company tools and resources properly and responsibly, avoiding damage, waste, or unauthorized use;
- Protecting confidential and sensitive information acquired during work activities;
- Actively participating in safety, hygiene, and environmental protection initiatives;
- Contributing proactively to continuous improvement of company processes.

Fairness in Business Activities

Coronati Consulting conducts its activities according to the highest standards of **integrity, impartiality, and legality**.

Integrity is reflected in responsible, transparent, and ethical behavior both inside and outside the workplace. Acting honestly means always complying with the law and avoiding improper, illegal, or discriminatory actions.

Impartiality requires independence, professionalism, and fairness in dealing with colleagues, clients, and partners.

The company rejects any conduct that could compromise the reliability of results or its reputation. The dissemination of false information, manipulation of tests, falsification of documents, or actions aimed at harming competition are strictly prohibited.

No collaborator has the authority to induce others to act unlawfully. No advantage, economic or otherwise, can justify unethical behavior.

Confidentiality

Confidentiality is a fundamental commitment. All information obtained or generated must be handled responsibly and discreetly.

Personal and sensitive data are protected in compliance with applicable regulations and accessible only when necessary. Information is used solely for legitimate purposes and shared only with trusted collaborators who adhere to the same ethical principles.

No information related to client activities or results may be disclosed without explicit consent.

All employees sign a **confidentiality and impartiality declaration** (Mod 82-2), while external collaborators sign a **binding agreement** (Mod 82-1).

Violations of the Code of Ethics

Compliance with this Code is essential. Violations may compromise company integrity and credibility.

Consequences may include:

- **Disciplinary actions**, including warnings, suspension, or termination;
- **Civil or criminal** liability;
- **Corrective measures** to prevent recurrence and protect safety, confidentiality, and service quality.

Reporting (Whistleblowing)

All stakeholders may report violations through dedicated channels.

The company guarantees:

- Confidentiality of the reporter;
- Possibility of anonymous reporting;
- Protection against retaliation.

Entry into Force and Dissemination

This Code enters into force upon approval by company management.

It is communicated to all employees, collaborators, and partners and published in company systems.

All recipients must be aware of and comply with its principles

This Code of Ethics is approved by the Management of Coronati Consulting
and enters into force as of the date indicated below..

Mirandola, 23/03/2026

Dr. Renzo Coronati
Management

