# COMMITMENT, COMPLIANCE PROGRAM AND COMPLIANCE REGULATION SYSTEM AT EUROMEDIC GROUP



#### Commitment

Euromedic Group aims to provide the health industry with the highest quality services while meeting external and internal expectations.

### **Euromedic Group**

- complies with legal, professional and industry requirements,
- is committed to the expected certification and quality assurance requirements,
- protects and supports fair market behavior and free and undistorted competition,
- protects employees' interests and
- conducts business in a fair and transparent manner.



A Compliance Program has been implemented and a Compliance Regulation System has been set up at Euromedic Group to ensure compliance. Both employees and business partners are expected to comply with the above commitments, especially the requirements of competition law.

#### **The Compliance Program**

## The Purpose of the Compliance Program is, that

- a) the company's activities meet the requirements of
- legislation,
- professional and industry requirements,
- certification and quality assurance requirements,
- policies, internal instructions, procedural rules and Code of Conduct,
- business behavior, behavioral norms,
- the requirement of transparency,
- b) it provides
  - employee training, clarification of compliance issues, assistance,
  - internal and external communication of compliance,
- c) give opportunity to
  - detect possible problems
  - investigate and
  - apply the necessary measures (legal consequences).







The Compliance Regulation System Elements of the Compliance Program

Allocation human and financial resources, appointment compliance officer

Defining expectations (external / internal) and the Compliance Regulation System

Identification of risks, in particular professional and competition compliance

Feedbacks, correlation and developing program

Control mechanisms, establishing system for control, appropriate actions

COMPLIANCE

Adopt Compliance Policy and a Code of Conduct (anti-corruption and antibribery provisions)

Setting up effective signalling, communication, monitoring, reporting, assistance, and evaluation system

Policies as the basis of internal requirements

Program for the concerned persons being informed, aware and committed, education and training

Knowing and understanding, communication, implementation, enforcement

Issuing Rules of Procedures,
Job descriptions and Work
Instructions