

# NuKlover Code of Conduct

2025



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At NuKlover, we place great importance on transparency, integrity, and responsible conduct. This Code of Conduct outlines the principles that guide our daily operations, partnerships and interactions with the broader environment.

# Our Values

This Code is built on four values that form the foundation of our organizational culture:

- Integrity
- Respect
- Engagement
- Diligence

# Integrity

We act transparently and in accordance with applicable laws. Honest communication and loyalty to our partners and colleagues are our priorities.

# Respect

We value diverse perspectives, experiences, and competencies. We foster a discrimination-free work environment based on mutual trust.

We show the utmost care for the needs, dignity and safety of patients, regardless of background, status, or beliefs. We believe that ethical relationships are the foundation of trust in our mission.

# Engagement

We carry out our duties with dedication and strive for the highest quality of work. We support personal and professional growth and build a culture of shared responsibility.

In our relationships with patients and partners, we actively seek the best solutions that serve their well-being and health.

# Diligence

We maintain high standards of work, timeliness, and accuracy. We make thoughtful decisions based on ethics and the common good.

# Application of the Code

The Code of Conduct applies to all NuKlover employees. It serves as a foundation for decision-making and a guide in ambiguous situations. We encourage its use and open dialogue whenever doubts arise.



# Operating Principles in External Relations

**Clients:** Transparent and honest cooperation, high quality of services, and respect for consumer rights.

**Suppliers:** Ethical cooperation, mutual respect, compliance with regulations, and fair business practices.

**Public Authorities:** Apolitical approach, transparency, and respectful relations.

**Media:** Reliable communication by authorized personnel and responsible use of social media.

**Donations and Sponsorships:** Transparency, absence of conflicts of interest, and support for scientific and social initiatives.

**Competition:** Fair market behavior, prohibition of collusion and monopolistic practices.

**Anti-Money Laundering:** KYC procedures and preventive actions.

**Reporting Misconduct:** Confidential and secure reporting channels; protection of whistleblowers – [compliance@nuklover.com](mailto:compliance@nuklover.com)



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