
CODE OF CONDUCT

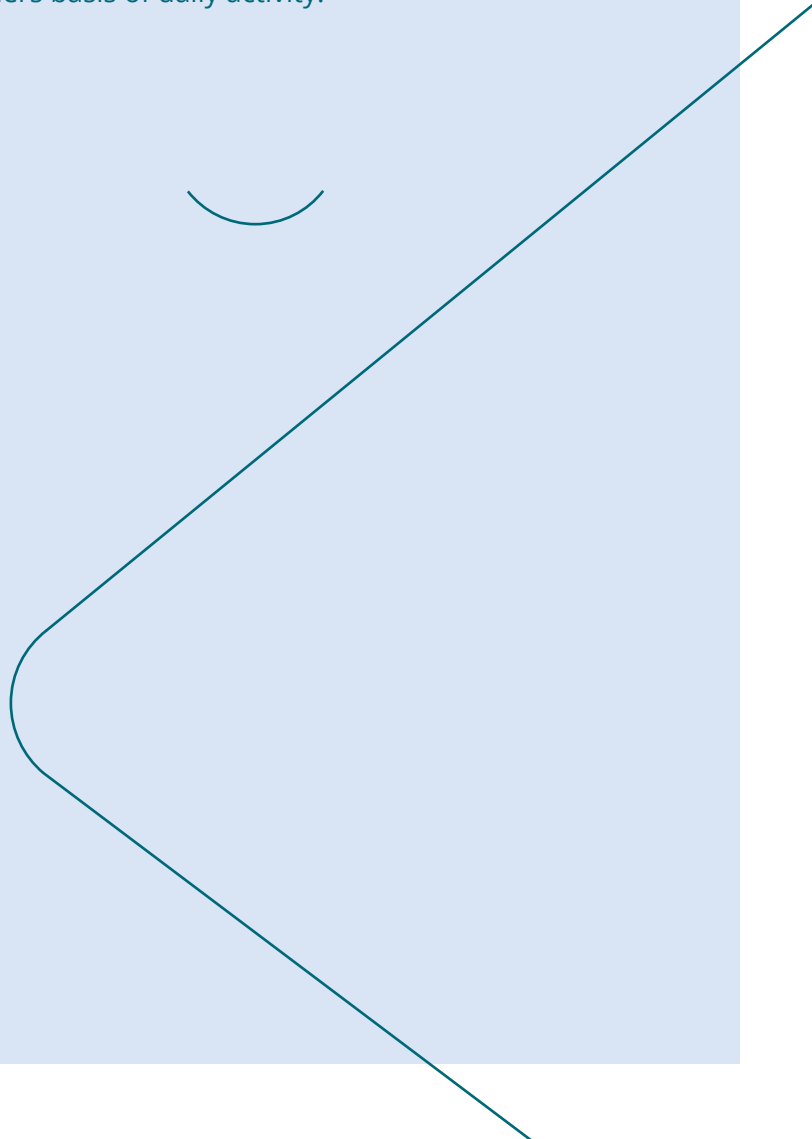


INTRODUCTION

The company INTERLUX tries to develop the value for patients of treatment institutions and medicine staff, satisfy their needs by implementing efficient new-generation technologies. The company acts by propagating safe medicine, reliable partnership and rational solutions. Progress, quality, effectiveness and safety are the main values of the company.

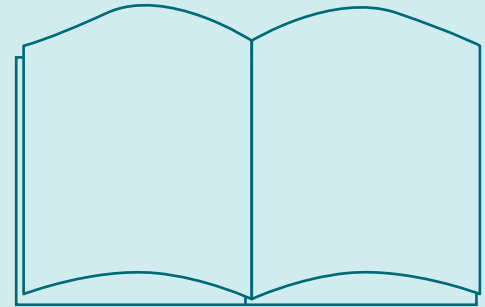
Being a reliable and socially responsible company, INTERLUX develops honest relations with its employees, business partners, customers, authorities and the society. The company bases the success of its activity on the trust of interested parties.

INTERLUX tries to be the first choice of customers and partners in the implementation of medicine science technologies in the Baltic States. In order to reach its goals, the company collected a team of competent professional who constantly improve their skills and whose members consider ethic behaviour with colleagues, customers and partners basis of daily activity.



WHY CODE OF CONDUCT?

THIS CODE OF CONDUCT DESCRIBES THE NORMS OBSERVED BY THE EMPLOYEES OF THE CODE OF CONDUCT



BASIS OF BEHAVIOURAL NORMS:

Ethic and legal behaviour

The CODE OF CONDUCT of INTERLUX is expression of professionalism which the employees of the company nurture in their activity and expect from partners. This document is basis for the creation and preservation of trust of the team of INTERLUX. The company also determines the model of relations with the employees in the CODE OF CONDUCT and pursues its observation.

For the employees of INTERLUX, the CODE OF CONDUCT is a commitment and document defining the values and business principles propagated by the company as well as an obligation to nurture the standard of ethic and correct behaviour set by the company.

It is both a duty and honour for the company and each of its employees to observe the norms of this CODE OF CONDUCT.

A commitment to observe the CODE OF CONDUCT and its rules is one of the essential conditions for the communication and existence of working relations with INTERLUX.

The goal of the CODE OF CONDUCT is:

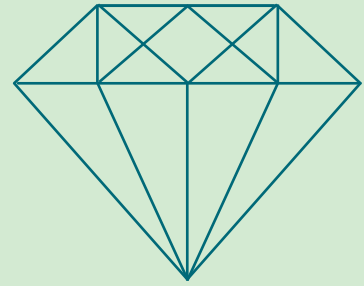
To reveal and consolidate the values propagated by the company, principles of its activity and behavioural standards;

To set the main principles of relations between the company and its customers, business partners, national, public and municipal institutions (their representatives), rivals, shareholders and employees of the company;

To set clear limits of acceptable and encouraged behaviour of the employees of the company performing their working tasks during the communication with customers and business partners of the company, national, public and local municipal institutions (their representatives) and shareholders of the company;

To protect the rights and legal interests of customers, employees and business partners of the company, the society and the shareholders.

OUR VALUES



I. We respect every customer, colleague and business partner

We obligate to treat and really treat every customer, colleague and business partner in a respectful and honest way.

We perform our tasks and obligations in the best possible way so that our customer and business partner is always satisfied with the results of our work.

We treat every customer and business partner so that he/she never has any doubts about the reliability, benefit and continuation of cooperation with our company.

II. We make responsible solutions

We do not use the word „impossible “, but we always think and advise „how to do it better“.

We solve arising problems (tasks) even if it is not our duty.

We are not afraid to make a mistake, but we always profit from our mistakes and do not repeat them.

We always become more perfect and improve the results of our work.

III. We work in a team

We are always concentrated not on work, but on the result to be reached and we always cooperate with colleagues and partners in order to reach the best result.

We never say „it is not my work or problem“.

We try to be obliging and ready to help at any time.

We are always open to new ideas and proposals.

IV. We avoid „bureaucracy“

We try to make the simplest and most rational solutions.

We only document what is necessary.

The employees of the company should ensure and they ensure the accuracy of every document written in the name of the company.

During the performance of their working functions, the employees of the company should perform every action in accordance with the rules approved by the company and they do it.

Having any information on non-observation of the rules, obligations or commitments of the company (violation) or any circumstances evidencing there is a real threat to the interests of the company, its employees, customers, business partners or shareholders of the company, each of its employees should immediately inform the head of the company.

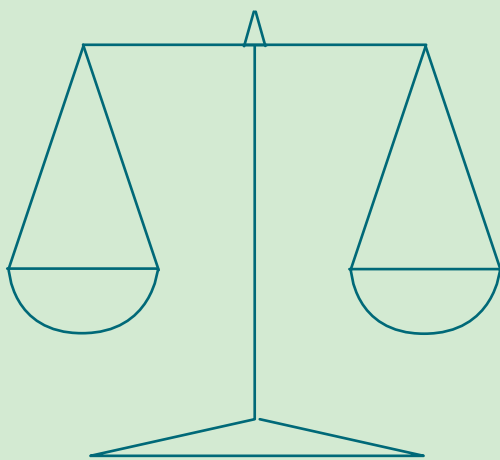
V. We observe the principles of honest business

We act in a transparent, reliable and honest way and distinguish between public and private interests.

VI. We avoid interest conflicts (*i.e., any situations where the employee should decide between the interests of the company, its customers, partners or personal interests*).

In case of an interest conflict, the direct head (head of the company) is informed on it.

The pursuit of personal financial interests during the performance of working functions on the account of the company, its customers, partners and public finances is not tolerated at the company.



LOYALTY

The loyalty of the employees to the company is expressed by the necessity:

- To implement any tasks delegated by the company and its direct head properly and in time;
- To actively participate in making suggestions to projects and legal acts according to the competence and try to avoid their contradiction to the globally acknowledged main human rights and freedoms during their adoption;
- To honestly fulfil lawful instructions given by the direct head and director of the company and perform the own duties properly;
- To understand the goals of the company, obligations to the shareholders and implement them properly;
- To inform the direct head and director of the company on any noticed cases of corruption or cases having any signs of other criminal activity.
- Those employees who are not loyal to the company may not do any leading work or work related with confidential information.

Collegial relations between the employees and personal obligations

The relations between the company and its employees are based on long-lasting cooperation, mutual respect, openness and execution of obligations.

The company creates the working conditions meeting the working safety for each of its employees, makes every effort depending on its possibilities to protect the employees from stress at work and make them feel safe in relation with their professional position in the future.

The employees should behave efficiently at work: be correct, polite, observe the rules of communication ethics and behave so that their actions do not stab the objective reputation of INTERLUX. Outside work, the employees avoid any situations where their misbehaviour could be related with the company and its reputation.

Politeness and helpfulness are the main principles of collegial communication. The demonstration of negative emotions, raising one's voice while speaking or use of violence (both psychological and physical) against another employee are never tolerated.

The harassment of another person is strictly forbidden in any form.

Non-ethic, malevolent or other negative behaviour is always noticed.

Honest and proper attitude in the relations with customers, business partners and representatives of national, municipal and public institutions

Our relations with customers, business partners and representatives of national, municipal and public institutions are based on respect, honesty, professionalism, mutual trust, justice, priority of the customer's interests, observation of obligations, information and precedence of negotiations before legal actions.

The employees of the company should consider thoroughly and react immediately to any critical comments and complaints expressed in respect of the company.

The employees of the company may not discuss any information on customers, business partners or colleagues of the company with third parties (*life partners, relatives etc.*).

The employees of the company should base on their competence and do their best to preclude any expressions of corruption.

The company consults health care specialists, supports events, gives medical equipment and means, grants scholarships etc. in accordance with the requirements of the legal acts of the Republic of Lithuania and internal procedures of the company approved on their basis.

Relations with rivals

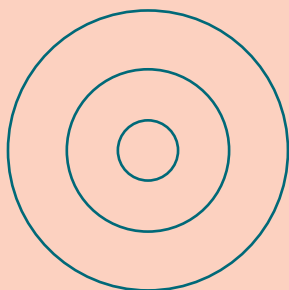
Our relations with rivals are based on the principles of honesty and mutual respect. In case of any disagreements or contradictions related with the performance of competitive actions, negotiations and compromises are always preferred.

Honest competition is the essential principle of the company's activity.

Information on the activity of rivals is only collected by using legal and publicly available means for collection of information.

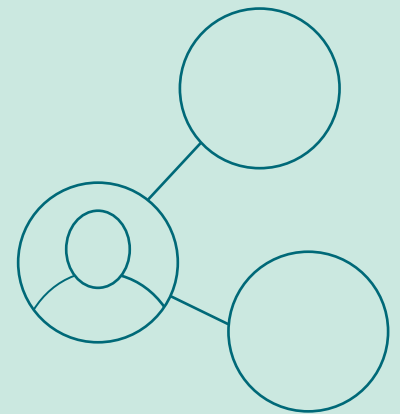
Our commitment to the general agreement

The Code was prepared in accordance with the Constitution of the Republic of Lithuania, Labour Code of the Republic of Lithuania, Global Agreement of UN, European Social Charter, Agreement of the European Alliance on Social Responsibility of Corporations, Manual of Social Responsibility of Corporations, Recommendations on the Preparation of Behavioural/Ethic Codes, legal acts of INTERLUX and general moral norms.



INFORMATION AND COOPERATION WITH THE SOCIETY

WE PURSUE EACH OF OUR EMPLOYEES OBSERVES THE LAWS AND ETHIC NORMS



The company discloses all information on its activity under strict observation of the requirements set out in the legal acts of the Republic of Lithuania and on the basis of such principles as authenticity, regularity, expedition and balance between public and private interests.

The volume and form of information related with the activity of the company that may be disclosed in public are set by the direction of the company in accordance with the requirements set out in the legal acts of the Republic of Lithuania.

The employees of the company should refrain from disclosing any information to representatives of mass media except the cases an appropriate permit was received from the head of the company in writing.

Information to mass media in the name of the company or to any third parties that are not any customers or partners of the company is only provided by the person authorized by the company or head of the company.

Any confidential information related with the activity of the company and its partners is strictly kept in secret by each employee of the company.

The company ensures every customer or business partner of the company that any information on it and its representatives is kept in secret properly and strictly and it will not be disclosed to any extent so that it can damage the interests of the source of information.

The employees of the company declare their participation in political activity or activity of professional, branch associations, communities and other non-governmental organizations in the order set out by the company.

The employees only provide correct, reliable and accurate information to their colleagues and business partners of the company. The employees may not pursue the results of their activity by manipulating the available information, distorting or hiding it etc.

In case the employees offer any medical articles and services in the name of the company, they should refrain from provision (distribution) of information non-approved by the medicine science.

INTERLUX is a socially responsible company for which it is important its activity and supported initiatives capture the attention of the society and are supported by it.

Health and safety

INTERLUX and each of its employees work by orienting to the person and needs of his health. The activity of the company is intended for the improvement of the medicine science and life progress.

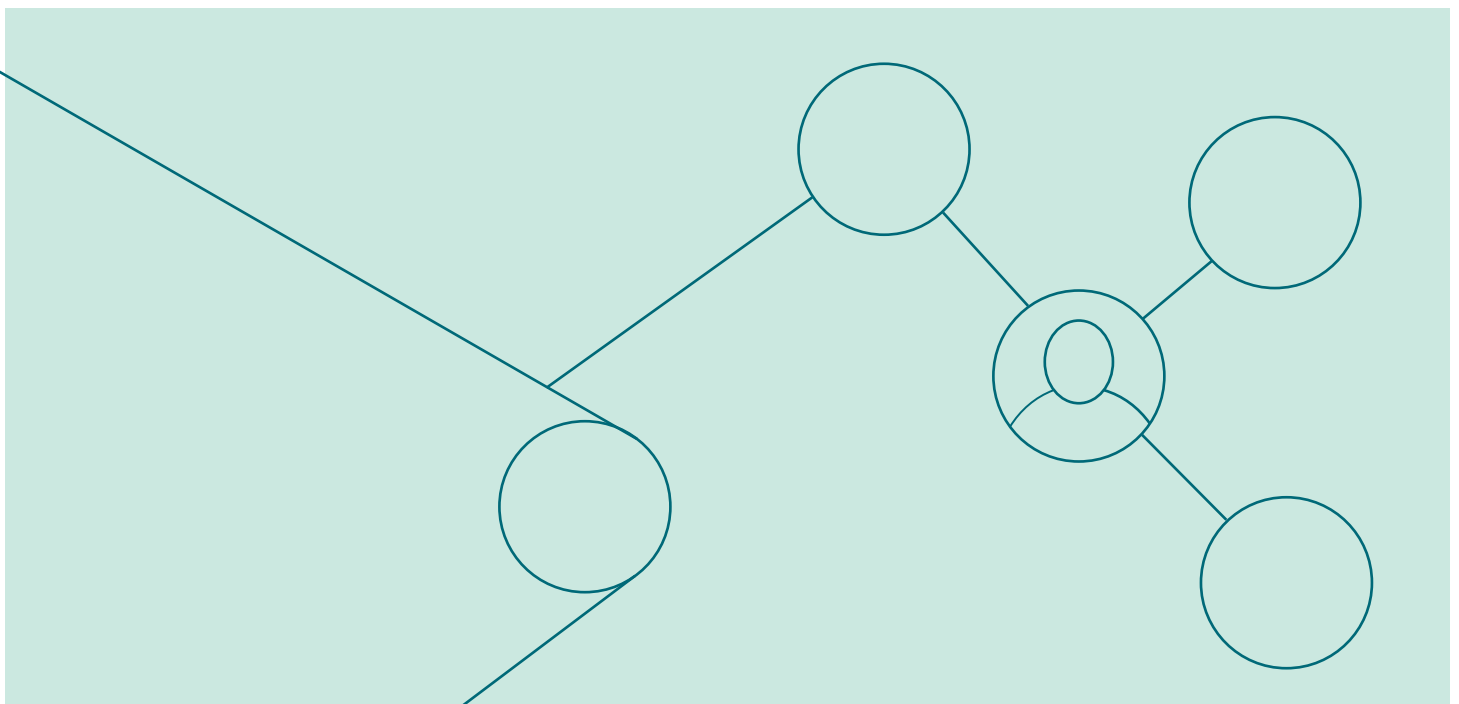
The company is responsible for timely provision of treatment institutions with qualitative, advanced and patient-safe and medical staff-safe medical technologies. The company contributes to the improvement of treatment conditions and pursuit to provide patients with qualitative and accessible health care services.

INTERLUX supports the organizations representing patients' interests and initiatives of wellness and disease prevention which are relevant to the society. Moreover, the company tries to share practical knowledge and cooperate with the academic, scientific and business society by paying special attention to the development of progress of the medicine science.

INTERLUX acts for the best interest of the society and tries to ensure the best possible results with its actions, offered products and performed initiatives. INTERLUX pays most attention to people's health, safety of products and services and transparency of its activity.

INTERLUX pursues the standards of its activity meet and exceed the requirements set by the state of Lithuania.

INTERLUX as a participant of responsible business obligates to reduce its impact on the environment by reducing the amount of carbon dioxide (CO₂) discharged to the environment and saving our natural resources as well as support any national environmental initiatives and contribute to them actively.



DISCRIMINATION



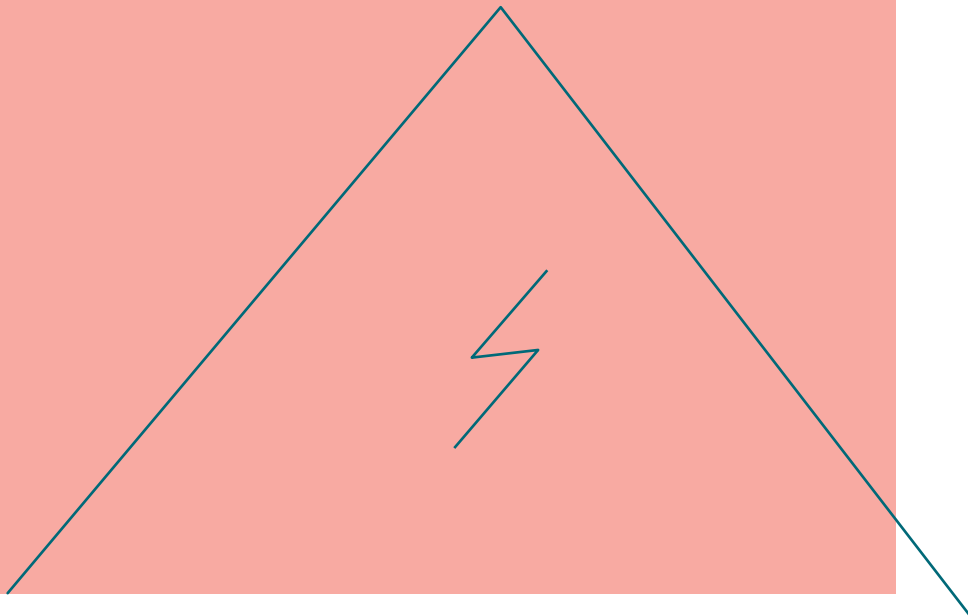
Each employee has a right to honest, collegial and respectful behaviour of his/her heads, subordinates and employees performing the same or similar duties.

The members of the company INTERLUX do not tolerate any discrimination and harassment (related with race, religion, belief, national origin, gender, disability, age, marital status etc.). All the employees of the company act in accordance with the principles of the CODE OF CONDUCT. The company does not tolerate any discrimination of its employees related with their political, religious, sexual and personal attitudes and marital status/state or condition of health.

The criteria on which basis the company makes a decision on the employment are personal characteristics of the employee (honesty, moral etc.) and his/her working competence.

INTEREST CONFLICT

**BUSINESS TRANSACTIONS SHOULD BE PERFORMED
SO THAT THEY MEET THE INTERESTS OF INTERLUX
IN THE BEST WAY**



Nobody – neither a natural person or legal entity related with the person in a certain way – may use their relations with the employee or his/her position in the company in a dishonest way and get benefit from the company INTERLUX. Besides, no one employee may get personal benefit in a dishonest way. It is necessary to avoid any situations which can cause a conflict between the responsibility of the employee in respect of the company INTERLUX and his/her personal interests.

The employee should avoid any circumstances which could stab the reputation of the company or damage other material or immaterial interests of the company.

The participation in the activity of another subject competing against the company in a certain legal form (*including investments in that subject or getting any financial interests from that subject*) without a written agreement of the company is incompatible with the working relations at the company.

Any conflict situations related with the working relations inside the company are solved immediately and decisively.

The company does not prohibit its employees to undertake a certain activity which does not have and cannot have a negative influence on the company's interests and proper performance of working functions of the employee. However, the employee should inform the company in writing on these activities before starting them in order to avoid an interest conflict.

BRIBES, KICKBACKS, BUSINESS LUNCHES AND GIFTS



No one employee may perform any payments, give bribes, offer dishonest financial benefit to customers or other persons implementing public functions in order to keep commercial relations for the service provision or other benefit.

While the employees of the company perform their working functions, it is strictly forbidden to them to take any gifts, give or take any money from/to any customers, business partners or their representatives or conclude contracts for personal remuneration.

The employees of the company may not give any hidden privileges to their customers, business partners and representatives of national, municipal or public institutions.

It is strictly forbidden to the employees to give expensive gifts and other illegal payments, services or other remunerations to their customers, business partners and representatives of national, municipal or public institutions and other third parties related with the company in business matters for any made or non-made favourable decisions.

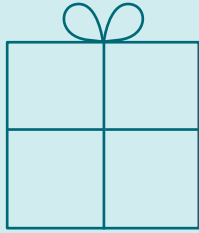
It is forbidden to offer or give bribes to third parties in the company's activity.

The company never tries to reach any business advantage in an illegal way.

In case the employee of the company suspects a third party (*customer, colleague etc.*) is trying to involve him/her or use during the conclusion of an illegal transaction, he/she should inform the head of the company in writing.

In case of any doubts, the receiver should apply to (*name and/or position of the employee appointed by the company*) on the advice and instructions.

Business lunches and business gifts to employees of health care institutions should meet the general business costs policy of INTERLUX and rules and requirements of that authority or legal entity. It is not allowed using any third parties for the circumvention of the provisions of the above-mentioned policies.



Incitement of benefit receiving

The term „*benefit*“ involves gifts, loans, tax benefits, awards, positions, employment, transactions, services, support etc.

The policy of the company is to prohibit the heads or employees of the company to incite any benefit receiving from customers, suppliers or any person related with the company's business.

Benefit acceptance

The heads and the employees should refuse to accept any benefit proposed in relation with their positions in case the benefit acceptance could affect their objectivity or make them behave in contrast to the company's interests or cause any complaints about bias.

The heads and the employees may only consider and accept the benefit (after informing the head immediately) in case:

- the benefit received will not affect the results of the receiver's activity;
- the receiver will not feel obligated to do something in return to the giver;
- the receiver may discuss the benefit openly and without reservation;
- the type and value of benefit (for example, a promotional or agitation gift on the occasion of holidays) are so that its refusal would be considered an unfriendly or impolite act.

Gifts should be cheap and given seldom.

Benefit suggestion

Any payments, agreed favourable conditions or other advantages given by the heads or employees during the performance of the company's activity should meet the dominant policy of the company related with these matters and get a prior written agreement of the director.

Entertainments

Although entertainments are an acceptable form of business and social behaviour, the heads and the employees should refuse of invitations to alimentary institutions or entertainments in case they are too frequent in order to avoid any problems or loss of objectivity during the performance of the company's activity. In case it is impolite to refuse of the invitation, the head or the employee may accept it and agree about answering in kind.

PROVISIONS OF HONEST COMPETITION (ANTI-MONOPOLISTIC)

THE EMPLOYEES OF THE COMPANY INTERLUX OBSERVE THE PRINCIPLES OF HONEST COMPETITION AND DO NOT VIOLATE ANY ANTI-MONOPOLISTIC LEGAL ACTS APPLIED.

Observation of provisions

The legal acts on competition are applied to any business agreements in spite of their form.

Agreements to be checked

In relation with the complicity of the anti-monopolistic legal basis, any agreements concluded with rivals and other third parties which can have a negative impact on competition should be checked by lawyers.

Items which can have a negative impact on competition are the following ones:

- Provisions of the exclusive right;
- Provisions of price making;
- Provisions of obligatory appendixes;
- Territorial limitations;
- Discrimination of articles etc.

PROHIBITED CONTRACTS AND AGREEMENTS

ANY AGREEMENTS CONCLUDED WITH RIVALS WHICH GOAL IS TO COORDINATE THE MARKET ACTIVITY ARE PROHIBITED.

This provision involves:

- **Contracts on price making**

Sale contracts limiting the types of offered products or connecting the purchase of certain products with the purchase of other products.

Agreements on the division of the territory, types of customers and production quotas.

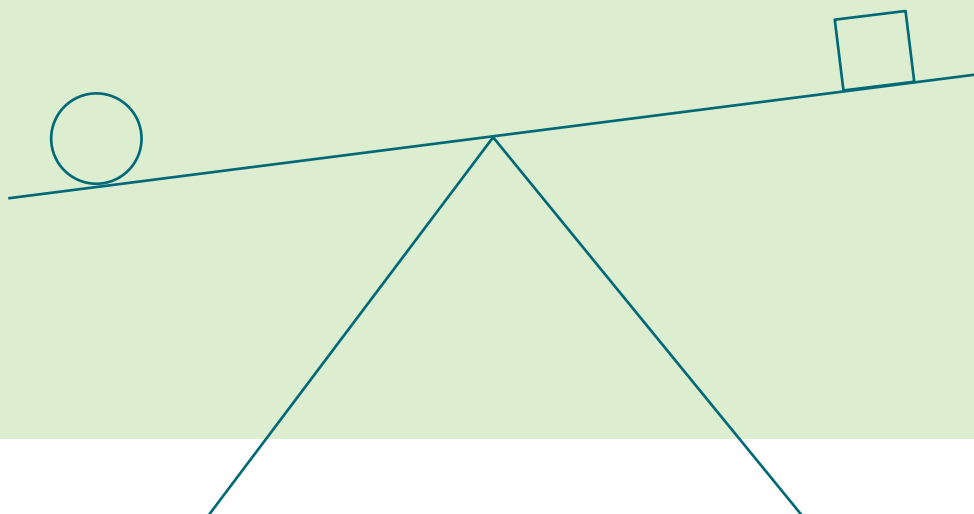
Agreements to apply boycott, i.e., refusal to supply or accept sent articles.

- **Dominating position in the market**

The abuse of the dominating position in the market of a certain product is considered illegal. The term „*abuse*“ only means situations in which the dominant power is used in the market in order to harm suppliers or customers. Lawyers should pay special attention to the marketing and practical actions in the markets where INTERLUX has strong positions.

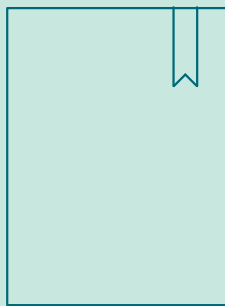
- **Intellectual copyrights**

The contracts related with the use of intellectual copyrights (*patents, rights of nurture of strains, brands, design, copyrights, knowledge and commercial secrets*) are often object of special rules and can be especially significant in the anti-monopolistic sense. Lawyers should pay special attention to them.



OBSERVATION OF LEGAL ACTS

THE OBSERVATION OF LEGAL ACTS IS AN ABSOLUTE REQUIREMENT APPLIED TO THE COMPANY INTERLUX AND ITS EMPLOYEES



Each of the employees should thoroughly familiarize with the legal acts regulating the performance of his/her working functions.

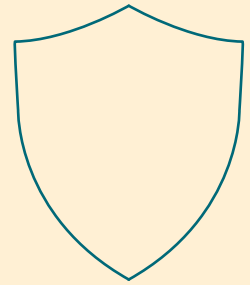
The heads should give any necessary explanations and information in the field of application of the legal acts during the performance of working functions to their subordinates.

INTERLUX is strictly obligated to observe the non-discriminating and honest working norms, protect the environment and ensure the safety and health of the employees. INTERLUX expects the employees observe all the laws on health care, safety and environmental protection, get any necessary permissions and perform their work under strict observation of the requirements of appropriate legal acts.

As the regulation environment is complicated, it may sometimes be disagreed about whether INTERLUX observes the laws absolutely or not. Disputes are possible. The actions are always performed responsibly and the final decisions of courts are strictly observed.

Besides, problems related with the observation of the requirements of authorities are possible. It is important to immediately inform the heads of INTERLUX on such cases. The responsibility of each employee is to immediately inform the heads of INTERLUX in case they think such problems can arise.

PROTECTION OF THE COMPANY, ITS SHAREHOLDERS, CUSTOMERS, BUSINESS PARTNERS AND EMPLOYEES



GOOD BUSINESS EXPERIENCE DEMANDS TO USE AND STORE THE PROPERTY OF THE COMPANY INTERLUX THOROUGHLY.

The safety of the company, its shareholders, customers, business partners and employees is a complex task of the company's activity. The company performs anything depending on it in order to protect and defend the rights and legal interests of its shareholders, customers, business partners and employees.

The employees of the company should take any rational measures depending on their will in order to preclude any illegal action of an employee of the company, customer, business partner or third party harming the state and the entire society as well as the company, its certain customer, employee or business partner.

The employee of the company should refrain from any action violating good moral or prohibition of legal norms.

The company ensures full confidentiality of any persons informing on the non-observation of the norms of this CODE OF CONDUCT.

Use of information technologies

The company INTERLUX does not tolerate the use of any information humiliating the personal honour and dignity or other illegal information and its storage in IT or data storage media in the rooms of the company.

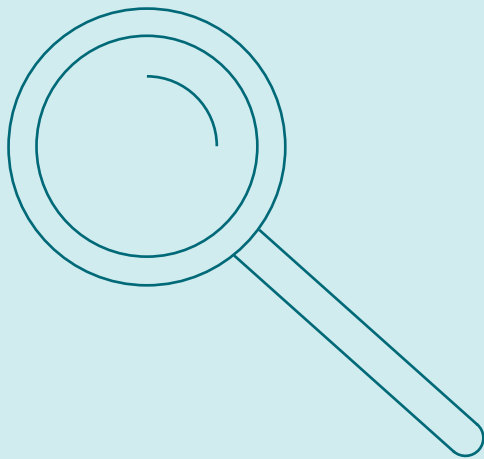
The company encourages its employees to use information technologies (computers, IT networks, mobile phones, e-mail or internet) in a responsible way.

The employees should not forget they are responsible for the preservation of information of INTERLUX, loss of technologies, their damage or destruction while they use information technologies.

The computer equipment located in the rooms of the company and belonging to the company may not be used for writing online comments (including online writings and social networks) or answering to comments of other people.

CONTROL

IN CASE THE EMPLOYEES DO NOT OBSERVE THE PROVISIONS OF THIS CODE OF CONDUCT, THEY CAN BE APPLIED DISCIPLINARY MEANS.



Each of the employees is given an exemplar of the CODE OF CONDUCT. The duty of the direction is to ensure the inclusion of the CODE OF CONDUCT in the training programmes for the employees. The direction should always monitor the observation of the CODE OF CONDUCT and implement certain monitoring programmes if necessary.

In case of observing any violations of the CODE OF CONDUCT, the direct head or responsible person appointed by the company should be applied. It is also possible to inform on any violations of the CODE OF CONDUCT by using the following e-mail: etics@interlux.it

IMPLEMENTATION

This CODE OF CONDUCT is implemented by all companies of the INTERLUX GROUP.