

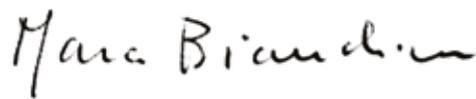
CHARTER OF **VALUES**

ETHICAL PRINCIPLES OF A COMPANY, **YOURS.**

WHY A CHARTER OF VALUES

Since its beginning in the market and all along its 50-year history, Opocrin has been characterized by a strong system of values, which has enabled the company to gain respect in the market, always moving on the tracks of ethics and responsibility.

Today, these values have become a cornerstone where everyone can recognize the identity of the company and where everyone's word can inspire thoughts and daily activities in the construction of a common intelligence aimed at the welfare and progress of all.



Mara Bianchini

President



Carlo Saetti

Vice-President
Chief executive officer



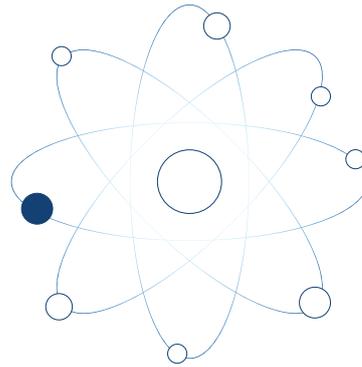
ETHICS

LIFE, first and foremost.

Respect for life is the heart of our daily work. We have chosen to invest in products that save and improve it since the first cry, placing ourselves always on the side of the patient, his health and his well-being.

In our entrepreneurial history, every impulse of innovation and research is targeted towards this ambitious goal, to which all of us day after day must aim for. Ethics, transparency and fairness in the formulation of our principles and in the management of relationships with ourselves and with others must be policies aimed at asserting our identity in the market and in the world. Because this is what characterizes us, it is what we are.

Ethics, transparency and fairness must be policies aimed at asserting our identity.



MEMBERSHIP

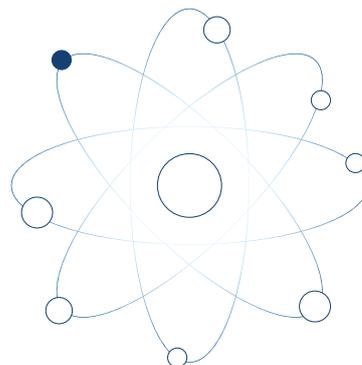
A FAMILY, but a little bit bigger.

Opocrin is a family owned company: not only because it has been handed down for generations in Saetti – Bianchini's family, but mainly because the interpersonal relationships, the modalities of participation in corporate life and the respectful attitude among staff of all levels embody the idea of a big family bound by the strongest ties of esteem and affection.

Each member is fundamental, as an individual and as part of a community.

This sensitivity reinforces our commitment to the common cause and to a tangible sense and pride of belonging, that we encourage and reward every day. Each of us must be aware that we are Opocrin.

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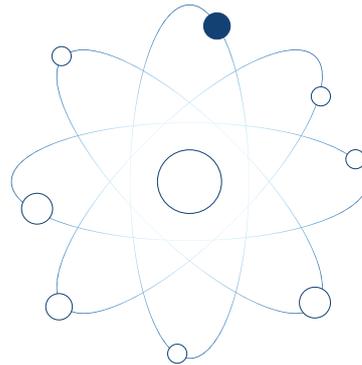
TERRITORY

The importance of feeding our ROOTS.

A company like Opocrin, with more than 140 employees, has a significant impact on the environment and on the community in which lives and acts. This awareness make us promoters of active citizenship, which encourages forms of cultural and leisure aggregation, as well as recreational and solidarity-oriented activities, in order to "live each other" even outside the work context.

If aimed at the development and quality of lives of local people, participation in the collective life of the community enriches the territory and enriches us as a fertile ground that nourishes our roots and makes growing our branches lusher and stronger.

Participation in the collective life enriches the territory and enriches us.



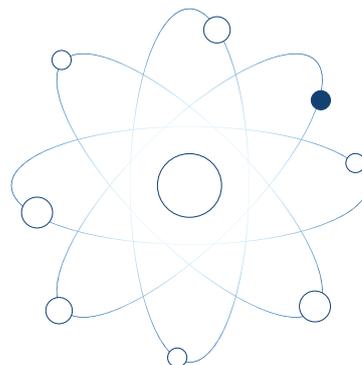
ENVIRONMENT

Building a Sustainable Future, today.

We strongly believe in the relationship between man and nature, and we deem necessary that a sustainable tomorrow has to be built today.

For this reason Opocrin not only is duly committed to meet all the positive criteria laid down by the current regulations on the environment, but daily promotes virtuous behaviours and processes in a total respect of our planet and future generations. They are great little touches that, if systematically adopted by all, can really make the difference.

Virtuous behaviours in respect of our planet are great little touches that can make the difference.



FREEDOM

Recognizing the value of an IDEA.

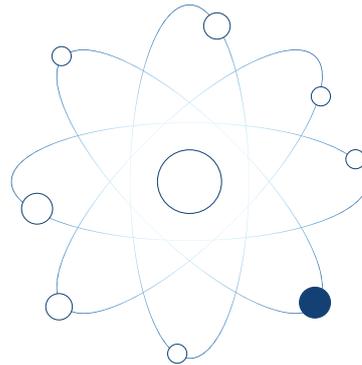
It is the curiosity that moves the world. It is the desire to beat unexplored paths which lead to new discoveries.

Opocrin strongly believes in the value of intuition, in the revolutionary force of an idea. Therefore, we work to ensure that every researcher can feel free to create. The preparation and professionalism are successful if they become the solid anchoring of continuous creative impulses, which have to be open to evolution and change with proactive attitude and ready to create value and innovation.

Experimentation is the engine of our excellence and, for this reason, our new R & D laboratory is designed as a source of ideas and solutions to explore new principles and new pharmaceuticals uses.

Because in our field one idea can change many lives.

*We believe in the value of intuition,
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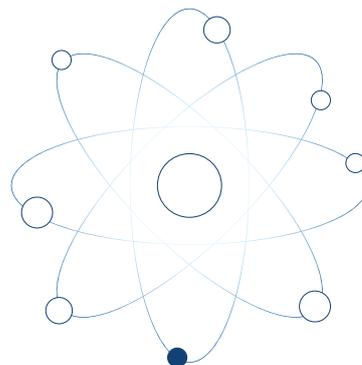


INTEGRITY

The RESPONSIBILITY of each for the welfare of all.

To be a reliable company means for Opocrin to realize tangible acts according to those values of ethics, honesty and fairness that govern its relations with employees, customers, suppliers, stakeholders, as well as with the scientific world and the community in general. They are principles which should guide the conduct of those who are integral part of Opocrin and who, through their virtuous behaviours inside and outside the company walls, determine the identity of the firm. The welfare of all derives from the responsibility of each: the harmony of a group draws its raison d'être from the honest cooperation and the transparent and sincere synergy.

*To be a reliable company means to realize
tangible acts according to the values
of ethics, honesty and fairness.*



COHESION

Teamwork is the key to success.

Every single member of Opocrin is an integral part of a strong team, which works day after day to achieve targeted goals and be successful.

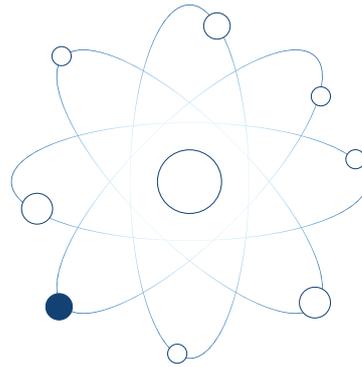
The personal excellence and the individual work must be functional to the success of the team, where the contribution of each and the common approach to the same result is essential.

For this reason we encourage and promote well-structured and cohesive working groups, which can achieve important results, always guided by the principles of synergy and collaboration.

The development of a collective intelligence is based on a farsighted vision that prefers the teamwork to the individual achievements and that leads to mutual growth.

Because only together we can win.

The personal excellence and individual work must be functional to the success of the team which leads to mutual growth.



HAPPINESS

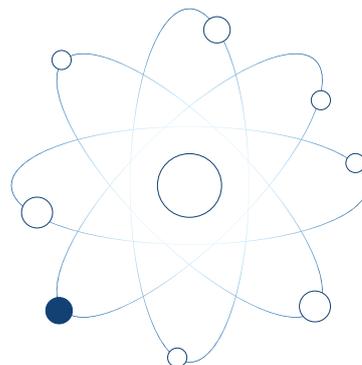
The QUALITY of work for the quality of life.

It is evident that we spend a significant part of our lives on the working place. Therefore, if we are able to guarantee to employees the best working conditions, if they are free to experience and pursue their own ideas, if they feel part of a team, or better of a family, and feel pride in participating to a business project led by ethical values and aimed at providing medical "lifesaving" principles, it means that we are successfully promoting happiness.

The programs of corporate welfare, which are focused on the interests of employees, are aimed at this goal: to make our employees as happy as possible, happy at work, happy in life, happy to be Opocrin.

This is why Opocrin has decided to adopt the SGSSL certification, the Management System for Health and Safety at Work, because the welfare of our workers is not a mere word.

To make employees as happy as possible, happy at work, happy in life, happy to be Opocrin: this is our goal.





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