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Ethical Code



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Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business

R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

What does “Ethics” means?>>

Ethics is a pool of rules followed by a person or a group in the public and private conduct . This word is used in a lot of fields and reminds us of the rules and principles to be followed. The application field of Ethics, even if it is an abstract word, (principles and values) refers to the daily conducts and becomes a rule of behaviour.

“Ethical” is one who lives without fear or hopes of rewards, but uses his own mind, and treats himself and the others as the “final scope” and not as a means to reach an objective.





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growing your ideas



Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business

R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

Company's Ethics

Ethics, applied to the activities of an organized business group, associates the individual awareness to the concept of Social Accountability of the company.

For FARMACEUTICI PROCEMSA the Social Accountability is identified in the capability to link the activities of the company with the protection of the interests of all people with whom it relates, in the respect of the value of all living and non living things, and optimizing the use of environmental sources.

The introduction of Ethics in the company processes helps to catalyze the growth in an equilibrate way.

The ethical development is due to the management will and coherence, and to the company responsibility.

We base the good functioning of the Ethical Code on dialogue and cooperation.





growing your ideas



Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business
R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

Ethical Code aim

The Ethical Code serves to:

- Remind that no advantages can justify the adoption of behaviours in contrast with the shared principles and values.
- Share through all levels the values of integrity in which the company believes, permitting that every time a decision is made the commons interests, rights and duties must play a major role.
- To make the employees aware that the welfare and the respect of individuals must always be taken in consideration in the daily behaviour.
- Use the ethical evaluation in the company's activities, in the relationships between colleagues, in the behaviour and in the judgements, linking the individual and the company responsibilities to the personal field to obtain a continuous trust from our Customers.





growing your ideas



Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business
R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

PROCEMSA'S PLEDGE

The owners

The owners hold themselves directly responsible for the right conduct of the company and guarantee the quality of products.

The owners assure to put some money aside to be used in the eventuality of hardships.

The owners pledge to invest accurately, in a sustainable and honest manner to guarantee the company's growth without risking its solidity.





FARMACEUTICI
PROCEMSA

growing your ideas



Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business

R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

PROCEMSA'S PLEDGE

Personnel and Consumers

People are the main and focal point of all the company's activities.

Our consumers have the right to safety, the right to be informed, the right to choose and the right to be heard.

People who work in the company are our main source.

Procemsa recognises that different cultures and talents are fundamental values.

Coherence, transparency and respect must be at the base of each decision and behaviour in an environment of reciprocal trust.





FARMACEUTICI
PROCEMSA

growing your ideas



Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business

R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

PROCEMSA'S PLEDGE

Products, Customers, Suppliers e Competitors

The Quality of our products is the core business of our processes and it is our daily duty.

The target of the activities of people who work in the group is to offer food supplements and cosmetics produced with respect of the environment and to the human dignity.

Our Customers are our first partner in order to reach our objectives successfully and so the cooperation must be very strong and the production orders must be carried out quickly and carefully.

Our suppliers must have the possibility to gain a right profit.

Our Competitors are our incentive to be always better; a correct, concurrenial spirit animates the challenge to always improve.





FARMACEUTICI
PROCEMSA

growing your ideas



Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business

R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

PROCEMSA'S PLEDGE

The environment

Procemsa is certified ISO 14001:2004; it has always been believed in the importance of taking care of the environment and constantly evaluates all the aspects that could become potential environmental impacts, so workers apply compatible procedures in the mission of a continuous improvement, for the wellness of the community.

The main objective is the reduction of waste through the separation of recuperable materials.

To reach this objective the involvement of all employees is always required.





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growing your ideas



- **Company**
History | Vision | Mission
- **Authorizations & certifications**
- **Plans**
- **Procemsa Core Business**
R&D | Services
- **Contacts**
- **Organisation chart**
- **Key Fact**
Figures | Customers

PROCEMSA'S VALUES

Honesty and transparency

...in the relations with Stakeholders, Customers and Suppliers

...in the economic reports and communications

... in the application of production models able to defend human rights and to respect the Earth, promoting the sustainable development, also in the Countries that produce raw materials used in our products.

... in the choice of suppliers, impartially selected on the base of competitiveness, economic convenience and quality.





growing your ideas



Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business

R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

PROCEMSA'S VALUES

The Core is the Person

Everybody must be considered as an unique being and treated with dignity.

The job must give a sense of certainty.

The wage must be adequate and the work place must be clean and safe.

Everybody must feel free to raise concerns with their employer about suggestions or compliances.

Recruitment and growth are based on personal professional merits; no forms of harassment, discrimination or favouritism is allowed.

The Responsibles must be competent and their actions must be honest and correct.





FARMACEUTICI
PROCEMSA

growing your ideas



Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business

R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

PROCEMSA'S VALUES

Defending the job

All workers have the possibility to join a trade union and to bargain collectively.

Forced, obliged or underage work is forbidden.

Procemsa refuses all types of discrimination based on age, gender, race, disability, nationality, political and religious opinions.

FARMACEUTICI PROCEMSA's duty is to avoid each form of mobbing and to recognize the working merits in order to help career and salary growth.





growing your ideas



Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business
R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

PROCEMSA'S VALUES

Defending the Environment

Nature is considered a primary property.

FARMACEUTICI PROCEMSA pledges to reduce the impacts of its activities.

FARMACEUTICI PROCEMSA has the duty to follow the laws in force and to apply the Environmental Policy that is constantly up-to-date.

The involvement of all employees, collaborators and suppliers is required in the environmental system management.





growing your ideas



Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business

R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

PROCEMSA'S VALUES

Compliance of the applicable rules

The respect of the applicable laws is a fixed condition for the existence of the Company itself.

FARMACEUTICI PROCEMSA' duty is to apply prevention plans to guarantee the respect of all applicable prescriptions.





growing your ideas



Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business

R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

PROCEMSA'S VALUES

The conflict of interests

The decisions must be based on the best interests for the Company.

We must avoid situations in which our personal interest could be in conflict with the company's one.

This could happen in the case of:

- economic opportunities linked to our roles,
- other jobs, even if not financially recognized,
- involvement in Administration Boards of other companies,
- political activities,
- offering or receiving of gifts, benefits, money that could influence our professional judgement or become a law violation.





growing your ideas



Contacts

Organisation chart

Key Fact

Figures | Customers

Procemsa Core Business

R&D | Services

Plans

Authorizations & certifications

Company

History | Vision | Mission

Company

Why is the Ethical Code so important for us?

- ***it represents the focal point for Procemsa's workers***
- ***It shows what the Company is, what it wants to reach and how it wants to obtain this.***
- ***It is a value card on the base of which all the decisions are taken***
- ***Our success will be longer only if we assume our social responsibilities***
- ***Our company can have a future only if we take care of people and environment.***

