



# G-CON INTEGRITY IN FOCUS

 G-CON  
BUILDING FOR LIFE™



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# A MESSAGE FROM OUR CEO

## Our Company's DNA

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At G-CON, we challenge the boundaries of traditional cleanroom installations and meet the ever-evolving needs of the biopharmaceutical industry. We do so by providing high quality, off-site prefabricated cleanroom units, called PODs, that enable much faster and reliable biocapacity installations. Our focus is the patient. Our constant aim is to innovate and remove the complexity from projects by turning projects into products. With that we reduce the delivery time and save patients' lives.

Our mission can only be achieved through strict adherence to our Values: Team, Integrity, and Focus.

These values are core to everything we do at G-CON and are the basis of our Code of Conduct – Integrity in Focus. Integrity in Focus helps guide the decision-making for every member of the G-CON team, employees, clients and business partners, to support our primary objective: enabling the rapid and reliable biocapacity deployment to **SAVE PATIENTS LIVES!**

I invite you to explore our Integrity in Focus to understand how G-CON's Values create the framework for everything we do.

Maik Jornitz  
G-CON President and CEO

# OUR STORY

Since 2009, G-CON has led the prefabricated cleanroom industry, fulfilling pharmaceutical and biopharmaceutical needs and embracing new trends. G-CON designs, builds and installs prefabricated cleanrooms, called PODs, for a large variety of applications, from laboratory environments to personalized medicines and commercial production platforms.

As the leader in prefabricated turnkey cleanroom solutions, G-CON's POD® cleanrooms represent a significant innovation in pharmaceutical and biopharmaceutical production needs. POD® cleanrooms provide the only system that is readily deployable, flexible, mobile and prequalified in the CGMP compliant cleanroom market.

At the center of everything we do is the patient. Our utmost aspiration is enabling the development and production of high-quality medicinal therapies as efficiently and as fast as we can. We construct and deliver highest quality cleanrooms POD® much faster than any traditional built infrastructure, reducing the time from discovery to clinical to production of much-needed therapies. Our team knows that speed could save someone's life. A mother, a father, a wife, a husband, a child, a friend are counting on us to complete our work with skill and diligence. We take pride in knowing that our work matters ...that our work **SAVES LIVES!**



# OUR VALUES

## TEAM

We work as a cohesive team, not just within our company, but with our customers, business partners and suppliers. Their tasks are our tasks. Their goals are our goals. And their success is our success. We recognize that true success can only be achieved as a team, utilizing each member's unique core competences to achieve the final result – saving lives.

## INTEGRITY

We believe that integrity of the highest standard is critical in every facet of our business. Our customers trust us with their requirements. We work relentlessly to fulfill those requirements while employing the highest ethical and quality standards, always with the patient in mind.

## FOCUS

We are always focused on our ultimate customer – the patient. We know that the patient relies on high quality work and timely deliverables. We strive to create cost efficient and flexible solutions for the industry to ensure the availability of affordable medicines.





# TEAM

As a team, we act with integrity allowing us to remain focused on saving lives!

# TEAM

## Our Inspiration

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**Diversity, Inclusion & Equality.** Everything we do is centered around saving lives. Our deep commitment to life is closely coupled with the value of life. Every life is special and worth of respect. Actions that discriminate or exclude an individual or a group of people is fundamentally against all that we believe in.

We are committed to ensuring that all people are treated as equals and with respect and dignity. We know that a collaborative workplace will bring more effective solutions to the patient. To be collaborative, the workplace must be absent disrespectful behavior or language. Individuals, including suppliers, customers, and business partners, behaving poorly or condoning the poor behavior of others will be disciplined up to and including termination.

**Social Responsibility.** We respect the fundamental right to free expression, fair wages, and non-discrimination. Our employment policies are designed to ensure that these fundamental rights are protected, not only for our employees but for our business partners and the communities where we live and work. We expect our employees and business partners to respect these fundamental rights and to give back to their communities.

### TEAM IN FOCUS

We treat everyone with respect and dignity.



# INTEGRITY

We act with integrity, holding ourselves and our business partners accountable.

# REPORTING CONCERNS

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**Open door policy.** We provide a safe and confidential forum for our employees and our business partners to raise their concerns. We address concerns candidly and swiftly to resolve conflict and address undesirable behavior. Incidents, including potential or actual violations of this Code of Conduct, the law, or internal controls must be reported.

## WE OFFER A VARIETY OF WAYS TO REPORT.

### To our managers.

Our managers are here to listen and assist. All concerns are addressed in confidence.

### To our hotline.

Our hotline allows for anonymous reporting.

Phone: 1-800-461-9330

QR Code

SMS: 1-979-464-6417



## RETALIATION IS NOT TOLERATED

Anyone found retaliating for good faith reporting will be held accountable, up to and including termination.

### INTEGRITY IN FOCUS

We listen to each other, act when needed, and learn from our mistakes.

# INTEGRITY

WE HOLD OURSELVES ACCOUNTABLE TO KEEP OUR PROMISES TO.... OUR PEOPLE

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**Workplace Safety and Fair Labor Standards.** We ensure our team can perform their tasks safely, free from undue hazards. The health and wellbeing of our employees are paramount. We ensure our employees have access to adequate personal protective equipment and are trained in best practices to mitigate workplace risks.

We take affirmative measures to ensure our workplace is free from violence and criminal activity and take decisive action if harmful workplace conditions arise.

We seek and act on recommendations from our employees and business partners on improvements to the workplace.

We ensure that our employees are compensated for their work consistent with legal requirements.

We ensure that each employee is of legal age for work and that all necessary work authorizations and permits are in place.



**INTEGRITY IN FOCUS**  
We create, support and maintain a safe and welcoming workplace.

# INTEGRITY

WE HOLD OURSELVES ACCOUNTABLE TO KEEP OUR PROMISES TO.... OUR BUSINESS PARTNERS

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**Business Ethics.** We do not tolerate corrupt acts, including bribery, theft, extortion, nepotism or favoritism, from our employees or our business partners. Paying bribes shifts our time and resources away from our focus on saving lives, increasing the cost of business for those who need life-saving technology. We do not pay bribes, kickbacks, or facilitation payments. The only remote exception is if a payment is necessary to protect a person's health or safety. We do not tolerate money laundering activities and we are vigilant in our implementation of our internal controls.

**Fair Competition.** A free and fair marketplace stimulates creative thought. Activities that restrain competition (such as bid rigging, market allocation, price fixing or monopolization) stifle innovation and slows the time to market.

**Business Gifts and Entertainment.** Accepting and offering gifts or entertainment should not give the appearance of intending to influence our business partners' decisions. Gifts, donations, and entertainment must be appropriate in frequency, Intent, and timing and be of a nominal value, generally no more than \$200 per person per occurrence.

**Conflict of Interest.** We understand that the world is interconnected and real or apparent conflicts may arise. If an employee or business partner has a personal interest in any aspect of our business or our customer's business, such as through a family member or friend, the conflict of interest must be immediately declared and appropriate risk mitigations must be taken.

## INTEGRITY IN FOCUS

We conduct our business ethically and fairly.

# INTEGRITY

WE HOLD OURSELVES ACCOUNTABLE TO KEEP OUR PROMISES TO.... OUR BUSINESS PARTNERS

**Confidentiality & Intellectual Property.** We respect the confidential information and intellectual property of our business partners and expect our business partners to respect our confidential information and intellectual property. We know that our business partners entrust us with the care of their confidential information, including technical processes, business strategies, and innovation timelines, and we take this responsibility seriously. Employees found to be mishandling our or our business partner's confidential information will be disciplined.

**Data Privacy.** Privacy is a basic right and critical in the context of health care. It is therefore only natural that we respect individual privacy and manage personal data with the utmost care. All personal information is managed to ensure proper controls remain in place. Any individual found misusing or improperly managing personal information will be disciplined, up to and including termination.

We are committed to take action if we identify the misappropriation of confidential information or intellectual property.



**INTEGRITY IN FOCUS**  
We respect innovative thought and treat confidential information with care.

# INTEGRITY

WE HOLD OURSELVES ACCOUNTABLE TO KEEP OUR PROMISES TO.... OUR BUSINESS PARTNERS

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**Third Party Management.** Providing solutions worldwide requires a global team of employees and business partners. To ensure that our business partners embrace our integrity, we have established internal controls to assess, monitor, and mitigate potential risks associated with a global third-party footprint. All business partners are required to abide by our Business Partner Integrity in Focus. We will not engage with business partners who do not share our values.

We conduct our business lawfully, ethically and fairly. We work with your business partners throughout our engagement to ensure they conduct their business with at least the same degree of care.



**INTEGRITY IN FOCUS**  
We manage our third-party engagements to ensure proper risk mitigation throughout the lifetime of the engagement.

# INTEGRITY

WE HOLD OURSELVES ACCOUNTABLE TO KEEP OUR PROMISES TO.... OUR CUSTOMERS

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**Quality.** We know that our products are a key element to the success of our customer's innovation. And these innovations are critical to saving patients' lives. We take very seriously our obligation to provide high quality solutions to our customer. To this end, we have developed a quality program that strictly adheres to industry standards to ensure all of our products meets the expectations of our customers and ultimately the patient.

We are committed to exceeding our customers' expectations, through Continuous Improvement, Build Right First Time Mindset. We listen to and take action on Client Feedback, for benefit the final customer, the patient.



**INTEGRITY IN FOCUS**  
We are focused on delivering high-quality products for our customers and ultimately the patient.

# INTEGRITY

WE HOLD OURSELVES ACCOUNTABLE TO KEEP OUR PROMISES TO.... OUR REGULATORS

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**Regulatory Compliance.** Managing a business globally exposes us to a variety of legal and regulatory frameworks, related to trade and customs compliance, sanctions and recusals, visa and immigration requirements, and cGMP standards. We monitor regulatory and geopolitical shifts in the countries where we operate to ensure compliance with relevant laws.

We understand that a proactive approach to the complex international regulatory world is imperative to ensure timely solutions are delivered to the patient to save lives.

We take swift action to address any regulatory noncompliance and proactively implement operational guidance and internal controls to ensure compliance with all relevant requirements.

## INTEGRITY IN FOCUS

We abide by the laws of the countries where we operate.

# INTEGRITY

WE HOLD OURSELVES ACCOUNTABLE TO KEEP OUR PROMISES TO.... OUR COMMUNITY

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**Environment, Carbon Footprint and Biodiversity.** Our POD® cleanrooms provide a sustainable and environmentally efficient solution to our customers. However, our commitment to the environment does not end there. We know that there are actions we can take to ensure we efficiently and sustainably use our natural sources. We work with our suppliers and business partners to ensure that all opportunities are taken to reduce our carbon footprint and support biodiversity.

We respect the communities where we live and work and seek to be a conscientious global citizen and expect our business partners to do the same.

## INTEGRITY IN FOCUS

We aim to be a conscientious global citizen.

# INTEGRITY

WE HOLD OURSELVES ACCOUNTABLE TO KEEP OUR PROMISES TO.... OUR INVESTORS

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**Transparent Record Keeping.** We maintain our financial reports accurately and transparently. All financial transactions must be properly authorized and accurately documented in our books and records. Transparent record keeping is a strong defense against corrupt behavior. We do not tolerate falsification of documents and are committed to ensure that all our books and records accurately reflect our business transactions.

**Lobbying and Standard Setting.** We seek opportunities to educate regulatory agencies, customers, suppliers, and the patient on our technology. We know that transparent and open dialogue is needed to ensure smooth adoption of innovative solutions. We are conscious that all engagements with government agents and representatives are for the purpose of educating but not influencing ultimate rule making to ensure that decisions are taken with the patient in mind.

## INTEGRITY IN FOCUS

We conduct our business transparently without undue influence on regulators.

# INTEGRITY

WE HOLD OURSELVES ACCOUNTABLE TO KEEP OUR PROMISES TO.... OUR INVESTORS

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**Public Image.** We understand that our behaviors reflect our values both in the office and in the public. We ask our employees and business partners to reflect on the image they portray when traveling on business to conferences and while at customer and business partner facilities. Our electronic presence says a lot about who we are, and we ask our employees to reflect before posting on social media.

**Use of Assets and Time.** Our investors believe in our mission of saving lives; they provide us the resources needed to complete that mission. We use those resources only for the furtherance our mission and ensure that our time is focused on the job at hand. We do not tolerate misuse or theft of business resources.

**INTEGRITY IN FOCUS**  
We understand that our public image reflects our mission.

**INTEGRITY IN FOCUS**  
We use our time and resources for the furtherance of our mission.



# FOCUS

Working as a team with integrity allows us  
to focus on what really matters.



# INTEGRITY IN FOCUS

AS G-CON TEAM MEMBERS, WE PLEDGE TO:

1. Treat people with **respect** and dignity.
2. Listen to each other, **act** when needed, and learn from our mistakes.
3. Create, **support**, and maintain a safe and welcoming workplace.
4. Conduct our business **ethically** and **fairly**.
5. Compete **honestly** and **equitably**.
6. Respect **innovative** thought and treat confidential information with care.
7. Manage our third-party engagements to ensure proper risk **mitigation** throughout the lifetime of the engagement.
8. Focus on delivering high-quality products for our **customers** and ultimately the **patient**.
9. **Abide** by the laws of the countries where we operate.
10. Aim to be a conscientious **global citizen**.
11. Conduct our business **transparently** without undue influence on regulators.
12. Understand that our public **image** reflects our mission.
13. **Use our time and resources** for the furtherance of our mission.



BUSINESS PARTNERS  
**FOCUS**

Working as a team with integrity allows us  
to focus on what really matters.



# INTEGRITY IN FOCUS

AS G-CON BUSINESS PARTNERS, WE PLEDGE TO:

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1. Treat people with **respect** and dignity.
  2. Listen to each other, **act** when needed, and learn from our mistakes.
  3. Create, **support**, and maintain a safe and welcoming workplace.
  4. Conduct our business **ethically** and **fairly**.
  5. Compete **fairly**.
  6. Respect **innovative** thought and treat confidential information with care.
  7. Manage our third-party engagements to ensure proper risk **mitigation** throughout the lifetime of the engagement.
  8. **Abide** by the laws of the countries where we operate.
  9. Aim to be a conscientious **global citizen**.
  10. Conduct our business **transparently** without undue influence on regulators.



