



TJL Pharmaceuticals — Code of Conduct

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This Code of Conduct applies to all TJL Pharmaceuticals directors, managers and employees, and to third parties acting on the company's behalf. It sets the minimum standards of professional and ethical behaviour expected across our business.

01 Business Ethics

Employees and management must conduct business honestly, fairly and professionally in every market we serve.

02 Anti-Bribery & Anti-Corruption

Bribery, improper payments, kickbacks and unethical business practices are strictly prohibited.

03 Conflicts of Interest

Employees and management must disclose any interest that could affect, or appear to affect, business decisions.

04 Product Quality & Patient Safety

Everyone shares responsibility for protecting product quality, following approved manufacturing procedures and reporting quality concerns immediately.

05 Employee Conduct

We expect respectful behaviour, professional communication and workplace discipline at all times.

06 Health & Safety

Safe working practices, appropriate training, incident reporting and correct use of protective equipment are mandatory.

07 Confidentiality & Data Protection

Confidential company, employee, supplier and customer information must be protected and used only for legitimate business purposes.

08 Supplier & Procurement Ethics

Procurement must be fair and transparent, with responsible supplier selection and honest commercial relationships.

09 Regulatory Compliance

We adhere to applicable laws, licensing conditions and pharmaceutical regulations in every jurisdiction where we operate.

10 Reporting Concerns

Misconduct, safety issues or suspected policy breaches can be reported in confidence to info@tjlhealthcare.com — reports are handled without retaliation.