

HEAL

Code of Conduct

HEAL's Compliance Principle

HEAL's Code of Conduct is deeply ingrained both in its company culture, as well as in its activities with partners, service providers, professional and patient associations, and governmental bodies.



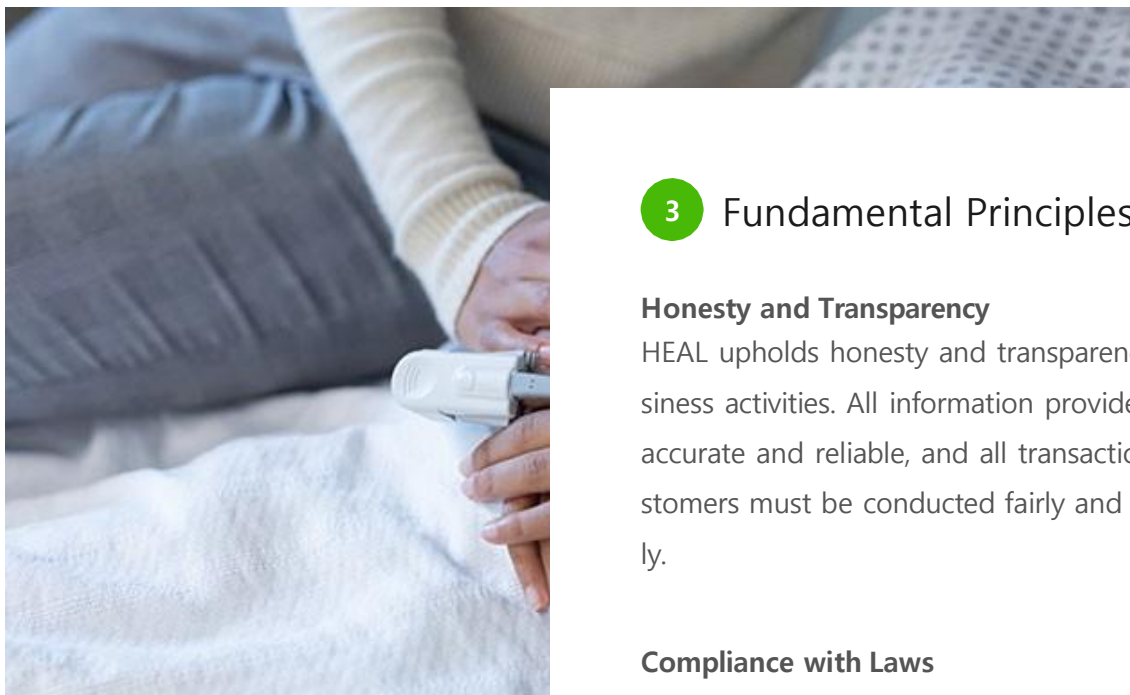
1 Introduction

HEAL is committed to ethical business practices aimed at fostering a healthier society. All our activities are based on transparency and trust, ensuring that we provide the highest value to our patients, customers, employees, and stakeholders. This Code of Ethics defines the ethical standards we pursue and provides guidelines for maintaining the company's reputation and trustworthiness.

2 Scope

This Code of Ethics applies to all employees, executives, contractors, subcontractors, and any third parties acting on behalf of HEAL. All members must adhere to the principles outlined in this code and act in alignment with the company's values.





3

Fundamental Principles

Honesty and Transparency

HEAL upholds honesty and transparency in all business activities. All information provided must be accurate and reliable, and all transactions with customers must be conducted fairly and transparently.

Compliance with Laws

The company complies with all relevant laws and regulations, maintaining high ethical standards in all business operations. We strictly adhere to anti-bribery and anti-corruption laws and prohibit any form of bribery or corrupt activities.

Avoiding Conflicts of Interest

All HEAL employees are expected to act impartially and fairly in their duties, ensuring that personal interests do not interfere with the company's best interests. Any potential conflicts of interest should be reported immediately to supervisors or the Ethics Committee.



4

Relationships with Patients and Customers

Patient-Centered Approach

Patients are our most important customers, and their health and safety are our top priority. All products and services should be designed to meet patient needs and improve their quality of life.

Building Trust with Customers

We provide honest and transparent information in all customer interactions, ensuring that they are fully informed about the proper use and safety of our products.



5

Employees and Work Environment

Safe and Healthy Workplace

HEAL is committed to ensuring the safety and well-being of all employees by adhering to all applicable health and safety laws. Employees are encouraged to maintain a safe work environment and report any safety concerns immediately.

Diversity and Respect

We respect diversity in the workplace, valuing differences in gender, race, religion, age, and disability. A culture of mutual respect and collaboration is essential to fostering a healthy work environment.

6

Reporting and Protection Against Ethical Violations

Reporting Obligations

All employees have an obligation to report any violations of this Code of Ethics or relevant laws. Reports can be made anonymously, and the company will thoroughly investigate all reports and take appropriate action.

Protection from Retaliation

HEAL prohibits any retaliation against employees who report ethical violations. Those who report misconduct will be fully protected, and any retaliatory actions will result in strict disciplinary measures.




7

Ongoing Training and Compliance

HEAL provides regular training to ensure that all employees fully understand and implement the principles of this Code. We emphasize the importance of ethical conduct and compliance with relevant laws and regulations, updating the Code as necessary.





8 Environmental Responsibility

HEAL takes responsibility for protecting the environment. The company promotes energy conservation, resource reduction, and recycling practices to minimize environmental impact.



9 Conclusion

HEAL prioritizes ethical management in its pursuit of sustainable growth. All employees are expected to understand and adhere to this Code of Ethics, aligning their actions with the company's values and principles, thereby contributing to the creation of a better society.

COMPANY_HEALKOREA

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