

Charter of values

cerbios
values

Simple values
create a team of great value.
Let's grow them together.



Responsibility



Quality



Reliability



Collaboration

The company and its history



OUR VISION: to be a leading provider of chemical and biological products and services with complex active pharmaceutical ingredients.

OUR MISSION: To provide excellent services, helping our partners achieve their priority business objectives.

Cerbios-Pharma SA was created in 1994 from the merger of three Ticino-based companies: Cernitin SA, founded in 1975, Bioferment SA, founded in 1976, and Sapec SA, founded in 1979. The first of these companies was involved in the production of pollen extracts, the second in the production of biomass for probiotic fermentation and the third in production by chemical synthesis.

The companies were founded by a group of Ticino families and have always remained family businesses. Recently, the second generation of the families have passed on the baton to the next generation. Today, Cerbios embodies the passion and commitment that its stakeholders (employees, shareholders, customers, suppliers, partners and local communities) have dedicated to the company over the past forty years and more. With their loyalty and long-term vision, our partners have played an essential role, driving continuous improvement within the company.

In 2011 Cerbios acquired GMT Fine Chemicals SA of Couvet. This company was founded in 1997 and is involved in the production

and marketing of active pharmaceutical ingredients.

Over the past four decades, the Cerbios Group (Cerbios and GMT) has specialized in the development and production of chemical and biological active ingredients worldwide, from highly regulated markets (USA, Europe, Japan) to the emerging BRICS countries.

Cerbios has not only developed new products but has also created a new business area to be able to provide its customers with exclusive third-party services for the development of new drugs with lower dosage but higher efficacy. Cerbios helps them in the development and production of new chemicals (NCEs) or new biological entities (NBEs) by providing material for clinical studies and commercialization. Thanks to its innovative technologies and long-term experience, Cerbios is active in providing products and services mainly for the oncology, dermatology, gastroenterology and respiratory disease areas.

Our customers appreciate the values of the Cerbios Group and its stakeholders, such as its commitment to open and constructive communication, its responsive and rapid decision-making and its continuous investment in new technologies, as well as its wealth of expertise in meeting specific needs.

This approach is essential in order to meet the rapidly changing requirements of our

customers, as well as those of authorities in different countries. With our experience, dedication and success in serving the global pharmaceutical industry, we are proud of our ability to keep innovating by pursuing a long-term strategy and partnership approach.

Providing a quality and reliable service is no longer enough: our stakeholders increasingly want to understand how we achieve our

economic results, how we use natural resources, what kind of environmental impact we have and how we positively influence the local community. We believe in sustainability and aim to be flexible and resilient in order to adapt to the rapidly changing needs of our customers and all of our stakeholders while improving our economic, social and environmental performance.

Charter of Values

In pursuit of its mission, the Cerbios Group adopts a Charter of Values which sets out the principles that guide the company's strategic choices and the daily activities of all those who work and collaborate with the company. It is our values that define the way we do business.

The Cerbios Group embodies the passion and commitment that our stakeholders have dedicated to the company over the last forty years and more. The values we have chosen are not new values but represent the history of the company, the will of the founders and the various generations of shareholders, managers and employees who have followed one another over the years. These values have been revisited and modernized but were already part of the DNA of those who preceded us and helped to construct the company we know today. With this document we have decided to formalize, explain and make these values understandable to everyone, in order to create our own identity and successfully continue our history.

The company encourages the adoption and acknowledgment of its Charter of Values, with the aim of consolidating its relationship of trust with all stakeholders: employees, shareholders, customers, suppliers, partners, local communities.

The personal contribution of each and every one of us is fundamental. We must recognize ourselves in the company values and share their spirit and contents, transforming the concepts into concrete actions and examples and driving forward the process which inspires our actions.

Our aim is to ensure that our current and future relationships with our stakeholders are based on strong and stable principles that can be consolidated and extended in the long term. Adhering to this vision is a commitment and only by acting as role models and helping to implement this vision will we be able to make the concepts contained in this document a reality.

Simple values create a valuable team.

LET'S GROW THEM TOGETHER!

Responsibility



Acting responsibly, in the interests of the stakeholders

Cerbios is committed to acting responsibly and sustainably in the interests of the well-being and safety of its employees, the environment and the community, the health of the people and animals that use its products and the demands of its customers.

Our company's most valuable assets are our employees: we enhance their expertise by encouraging the development of their skills and we encourage their contributions to make Cerbios a safe, stimulating and rewarding working environment.

We are fully in tune with the requirements, objectives and needs of our customers, and this enables us to provide products and services with maximum added value. We value our suppliers: we build long-lasting and mutually satisfying partnerships with them.

We closely monitor the environmental impact of our products, working continuously to reduce it; we carefully evaluate the use of our production resources in order to avoid waste and we apply the most rigorous measures to protect the safety of our employees.



Quality



We pursue quality in everything we do

Cerbios adopts the highest standards of quality in the management of all its processes and procedures to ensure that the characteristics of its products and services fully comply with international standards and the contractual agreements with its customers.

For us, quality begins with the clear and accurate definition of what we have to produce and how we have to produce it. This is supplemented by continuous product controls and the precise tracking of our ac-

tivities, which enables us to quickly identify any misalignments, understand their causes and take corrective action.

The quest for maximum quality and ongoing improvement is a challenge that involves us all, the product of continuous analysis and result sharing, as well as the identification of solutions based on 360° comparisons: between ourselves, with our customers, with our suppliers.



Reliability



We keep our promises, we set ourselves challenging targets

Cerbios acts transparently, sharing information about opportunities and risks. It makes commitments that it is able to keep on the basis of its resources and capabilities, facing and overcoming any challenges that arise.

We clearly define what we offer and what we demand from our employees, customers and suppliers. We take steps to ensure that what we promise is met in terms of timeframes, quality and quantity.

The satisfaction of our employees, customers and suppliers is our priority, and we channel our energies towards guaranteeing them maximum added value.

Our objective is excellence; we regularly ask ourselves what and how we can improve in terms of effectiveness, efficiency and expertise, and act accordingly: for us this is the definition of 'continuous improvement'.



Collaboration



**We are people
who work with other people,
respect is the basis
of our relationships**

At Cerbios, respect is the cornerstone of all our professional relationships and collaborative activities, and we do not tolerate behavior that may be offensive or that may discriminate against different opinions or differences, whatever they may be.

“Collaboration” means encouraging the exchange of ideas, involving others and comparing notes, breaking down barriers between functions, striving to meet the objectives of all parties.

We also want to work as a team with our customers and suppliers, to reason with them, to keep the channels of communication and listening open at all times, to create our future together, giving trust and deserving trust.

At Cerbios we cultivate a unique system of transversal feedback exchange because we believe that this is the only way to continue growing and learning together: the only way to be happy, productive and continuously satisfy our customers.

