

Newron, Code of Conduct

- This Code of Conduct (“Code”) applies to all Board members, Management Team members and employees of Newron. Vendors, consultants, and contractors shall be made aware of the Code of Conduct and send Newron a notice if their practice is in conflict with it. Any key partner of Newron should agree to fairness and good communication in the tasks they perform on behalf of the company.
- As a biopharmaceutical company, we are committed to improving peoples’ lives. We thereby focus on the development of novel therapies for patients with diseases of the central and peripheral nervous system. We put our patients’ health and interests first. We cultivate an ongoing dialogue with regulatory authorities.
- We conduct our operations professionally and with integrity. It is our responsibility to turn Newron’s values into behaviors by living our Code every day.
- We value all stakeholders of Newron and treat them fairly and with respect. We act transparently and aim to avoid conflicts of interests. We aim to protect confidential information, intellectual property, and personal data with state-of-the-art IT and cybersecurity solutions.
- We follow local, national, and global rules and regulations that affect and guide our work in addition to our internal rules, regulations, policies, and directives. Illegal activities are not accepted. Our employees are encouraged to report any concerns they might have.
- Our employees (and key consultants) are key for Newron. We provide a secure, healthy and inclusive working environment. We do not tolerate any discrimination, abuse, or harassment (for example based on race, religion, nationality, gender, sexual orientation, disability or age). Our working culture is open and honest.
- We recognize the employee rights of collective bargaining and freedom of association. We do not tolerate forced or child labor.
- We act as responsible citizens. ESG is an integral part of our corporate strategy. As a company, we are neutral with regard to politics and religion.
- As a stock-listed company, we comply with the respective trading rules. We do not abuse internal, non-disclosed information. Our working behavior and decisions must be based on the best interests of our Company.

This Code of Conduct has been approved by Newron’s Board of Directors in September 2023. It will be reviewed annually and updated if necessary.