

CODE OF ETHICS AND CONDUCT

**Adopted by the Board of Directors of
Paideia International Hospital
(Casa di Cura Paideia
S.p.A.) On 05/09/2022**

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PREMISE

Ethical principles and reference values

1. Objectives

Paideia International Hospital (company name "Casa di Cura Paideia S.p.A.") is aware of the contribution of its activities — with a sense of responsibility and moral integrity — to the development of the Italian economy and to the civil growth of the country.

Paideia International Hospital believes in the value of work and deems the lawfulness, fairness and transparency of its actions to be essential prerequisites for achieving its economic, production and social aims.

This Code of Ethics and Conduct is therefore an official document of **Paideia International Hospital** containing a series of ethical rules of behaviour to govern the company's activities and intended to prevent the offences set out in Leg. Decree No 231/2001 and any conduct contrary to the values that Paideia International Hospital seeks to promote.

Paideia International Hospital pursues its corporate purpose in full and constant compliance with this Code of Ethics and Conduct, with which members of the corporate bodies, employees and associates must comply, both in internal relations and in relations with third parties, within their respective areas of expertise and in relation to the position they hold in the organisation.

The Code also envisages a disciplinary system that sanctions failure to comply with the measures indicated herein and with those indicated in the "Organisation, Management and Control Model" adopted pursuant to Leg. Decree No 231/2001.

2. Scope of application and revision

The recipients of the Code of Ethics and Conduct are members of the corporate bodies, employees and associates of Paideia International Hospital, who are obliged — within their areas of expertise — to comply with the provisions set out herein.

Paideia International Hospital requires its suppliers, contractors, customers, consultants, healthcare professionals, mediators, intermediaries and anyone else who collaborates with it in any way, to comply with the provisions of the relevant parts of this Code of Ethics and Conduct.

Paideia International Hospital reserves the right not to undertake or continue a relationship with anyone who demonstrates that they do not share the content and spirit of this Code of Ethics and Conduct and violates its principles and rules of conduct.

Paideia International Hospital reserves the right to amend and supplement the Code of Ethics and Conduct on the basis of the indications provided by the Supervisory Board established pursuant to Leg. Decree No 231/01 and by all the parties involved and in line with developments in the relevant legislation, as well as on the basis of the indications from the Trade Associations to which Paideia International Hospital belongs.

3. Adoption and dissemination

The Code of Ethics and Conduct is widely distributed internally and is available to any representative of Paideia International Hospital.

Everyone who works for Paideia International Hospital is required to know and comply with the provisions of the Code; Paideia International Hospital carefully monitors compliance with the Code, providing suitable information, prevention and control tools and taking corrective measures where necessary.

Paideia International Hospital, also on the basis of the indications provided by the company departments, organises special training programmes in order to ensure the dissemination of the Code of Ethics and Conduct and its correct interpretation within the company.

Paideia International Hospital will ensure that the Code is also shared as widely as possible outside the hospital, providing the necessary support in interpreting the provisions contained therein, in order to inform comprehensively customers, suppliers, healthcare contractors, and all other stakeholders, both private and institutional, on the values it seeks to promote and, more generally, the company policy by which it is inspired.

4. General principles of conduct

In carrying out its activities and, in particular, in its internal relations and with third parties, Paideia International Hospital complies with the principles of lawfulness, fairness and transparency, with particular regard to the purposes set out in Leg. Decree No 231/2001.

To this end, Paideia International Hospital undertakes to ensure that members of corporate bodies, employees, associates and third parties in general who act on behalf of Paideia International Hospital, comply with the laws in force, the regulations, this Code of Ethics and Conduct and the organisational and procedural rules adopted by Paideia International Hospital, with particular regard to the purposes set out in Leg. Decree No 231/01.

Under no circumstance can a violation of these principles be justified by the fulfilment of an interest of Paideia International Hospital.

5. Business activities and management of financial resources

All operations and transactions decided or performed by Paideia International Hospital and by persons acting in the name of and on behalf of Paideia International Hospital must comply with the law, with professional integrity, with the principles of transparency, verifiability, consistency and appropriateness, and must be duly authorised, documented and recorded. Paideia International Hospital identifies specific procedures and methods for managing financial resources, also with the aim of preventing crime.

Financial resources are managed in accordance with the aforementioned procedures and in line with the management scope and organisational responsibilities of each individual.

6. Conflict of interest

Members of corporate bodies, employees and associates of Paideia International Hospital shall avoid any situation in which they might find themselves, even potentially, in conflict of interest with Paideia International Hospital.

They shall also disclose, in their respective operational areas, any interest they may have, either on their own behalf or on behalf of third parties, in a particular operation by Paideia International Hospital and shall refrain from gaining personal advantage in the performance of their respective activities.

Employees and associates of Paideia International Hospital, without prejudice to any legal and contractual provisions, shall promptly report the above scenarios to their superiors and, where appropriate, to the Supervisory Board.

7. Confidentiality

Paideia International Hospital protects the principle of confidentiality of information, data (on health and any other data) and news about Paideia International Hospital's activities and ensures that it is also respected and protected by its employees and associates.

Members of corporate bodies, employees and associates of Paideia International Hospital shall not disclose information that is not in the public domain, which has come to their knowledge, even accidentally, and shall use it for purposes strictly linked to the performance of their duties, without abusing — directly or indirectly — this information privilege, in their own interest or in that of third parties and without causing harming Paideia International Hospital, in order to protect the technical, financial, legal, administrative, commercial and personnel management know-how of the company.

The obligation of confidentiality must also be respected outside working hours and during contract suspension.

8. Fair competition

Paideia International Hospital carries out its business activities fairly and in full compliance with the principles of competition law.

Therefore, conduct that is contrary to professional fairness, collusive, predatory, abusive of a dominant position or of economic dependence and any other conduct that is aimed at altering the fairness and competitive equilibrium of the market is not permitted.

9. Respect for the environment

Paideia International Hospital considers the environment to be a core value and manages its business activities in full compliance with current environmental legislation, with particular regard to the management of hazardous waste and waste water.

10. Quality of organisation and business management

Paideia International Hospital pursues quality business organisation by aligning with the requirements for quality system certification in relation to the processes connected with

- planning and providing inpatient health care services in the fields of general medicine, general surgery (with neurosurgery and cardiac surgery), intensive care, obstetrics, gynaecology and orthopaedics.
- outpatient care, check-ups and home care in the field of medical and surgical specialities.
- radiology and diagnostic imaging: traditional radiology, interventional radiology (angiography, haemodynamics) mammography, CT, MRI and echotomography.
- analysis laboratory services in haematology, immunology, coagulation and clinical chemistry.
- Health care, patient transport and management of medical equipment at events.

In its relations with patients and third parties, Paideia International Hospital works to ensure the quality of its services and continuity of management.

11. General principles of proper administration

Paideia International Hospital condemns any behaviour that is aimed at altering the correctness and truthfulness of data and information contained in financial statements, reports or other corporate communications required by law and addressed to third parties.

Managing partners and employees must ensure correct and transparent conduct in relation to requests made by shareholders and the Board of Statutory Auditors in the exercise of their respective institutional functions.

It is forbidden for directors to engage in any wilful conduct intended to cause damage to the integrity of the company's assets or harm to creditors.

It is also prohibited for members of corporate bodies, employees and associates of Paideia International Hospital to make or promise administrators, general managers, managers in charge of preparing accounting documents, auditors and liquidators of Paideia International Hospital donations of money or of other benefits, encouraging them

to perform or overlook acts in violation of the obligations pertaining to their office or the obligations of loyalty, causing harm to Paideia International Hospital itself.

Paideia International Hospital also condemns any act fraudulently aimed at tax fraud, obtained by invoicing and accounting for services not rendered or rendered with different amounts with respect to those provided for in the contract, or any other type of artifice that constitutes a violation of tax regulations.

Paideia International Hospital also adopts specific protocols to prevent offences of forgery and altering non-cash payment instruments.

12. Organisation, Management and Control Model and applicable regulations

The Code of Ethics and Conduct is an essential and functional element of the Organisational, Management and Control Model that Paideia International Hospital adopts pursuant to Leg. Decree 231/2001 in order to prevent the commission of offences in the interest of or to the detriment of Paideia International Hospital.

The principles and rules contained in this Code of Ethics and Conduct supplement the legislative, regulatory, statutory and contractual provisions governing the functioning of corporate bodies and the rights and duties of the addressees of the Code.

PART I

Rules of conduct: internal relations

13. Relations with employees and associates

Paideia International Hospital recognises the importance of human resources as a major factor in the success of every business

within the framework of mutual loyalty and trust between employer and employees.

Potential employees and associates are selected on the basis of how well the candidate's profile matches the company's needs.

Within the limits of the information available, Paideia International Hospital adopts appropriate measures to avoid favouritism, nepotism or forms of cronyism in the selection and recruitment of personnel, assessing candidates on the basis of criteria of merit, competence and professionalism, taking into account the company's needs.

Paideia International Hospital also takes appropriate measures to prevent the recruitment or continuation of any working relationship with personnel from non-EU countries residing in Italy illegally.

Staff are employed under employment contracts in accordance with the applicable regulations and collective labour agreements and social security, tax and insurance legislation.

Undeclared work or “cash-in-hand” is not permitted.

Asking employees and associates, as required by their superior, to behave in a manner contrary to the provisions of this Code of Ethics and Conduct is not permitted.

14. Updates and training for human resources

Paideia International Hospital fosters the continuous improvement of the professional skills of employees and associates, including through training, in order to enrich their experience and professional and cultural wealth.

In this context, communication between management and employees and associates is key to providing them with behavioural and professional guidelines.

15. Protecting human resources

Paideia International Hospital guarantees the physical well-being and moral integrity of its associates; working conditions that respect individual dignity and a safe and healthy working environment, in full compliance with the legislation in force on the prevention of accidents at work and the protection of workers.

Paideia International Hospital carries out its activities under technical, organisational and economic conditions that ensure adequate prevention against accidents and a healthy and safe working environment.

Paideia International Hospital takes steps to ensure the prevention of violence or psychological coercion, as well as any attitude or behaviour that offends personal dignity.

Paideia International Hospital also takes steps to ensure the prevention of conduct is aimed at inducing or coercing employees, directly or indirectly, to engage in conduct that violates this Code of Ethics and Conduct or internal regulations.

Paideia International Hospital takes steps to ensure the prevention of acts of retaliation or discrimination or harassment against persons who have reported unlawful acts or breaches committed by Paideia International Hospital staff, protecting the identity of the whistleblower and maintaining the confidentiality of the information in all circumstances subsequent to the report, to the extent that anonymity and confidentiality are enforceable by law.

Finally, Paideia International Hospital also ensures that those who are called upon to make statements that may be used in proceedings are not subject to undue pressure (offers or promises of money or other benefits) or unlawful coercion (violence or threats) not to make the statements they are called upon to make before the Judicial Authority, or to make false statements (not corresponding to the truth).

16. Combating xenophobia and racism

Paideia International Hospital repudiates any form of xenophobia and racism and takes steps to prevent all derogatory or disrespectful behaviour by its staff regarding nationality, ethnic origin, religious beliefs, sexual orientation, physical features, political ideology or skin colour

. In particular, Paideia International Hospital does not permit any propaganda or acts of solicitation and incitement based on xenophobic or racist beliefs or denial of the Holocaust or crimes of genocide, crimes against humanity and war crimes.

17. Fairness in sporting competitions

Paideia International Hospital provides standard and special diagnostic and lab tests for players of professional football clubs and associations.

In this regard, Paideia International Hospital condemns any contrivance or deception by participants in competitive sports with the aim of altering the correct and fair conduct of the competition and the ensuing result.

18. Health and safety at work

Paideia International Hospital undertakes to protect, disseminate and consolidate a culture of health and safety in the workplace, developing risk awareness and promoting responsible behaviour by all employees and associates. Paideia International Hospital also undertakes to clearly set out and make known, by means of Notices and Service Orders, the key criteria that form the basis of all decisions at all levels on the issue of health and safety at work (including risk prevention, information and training and the provision of the necessary equipment), consistent with the following principles:

- a) preventing risks;
- b) assessing risks that cannot be prevented;
- c) combating the risks at source;
- d) adapting the work to humans, particularly with regard to the design of workplaces and the choice of work equipment and work and production methods, in particular to mitigate monotonous and repetitive work and to reduce the impact of such work on health;
- e) taking into account technological developments;
- f) replacing what is dangerous with what is not or is less dangerous;
- g) planning prevention, aiming at a coherent whole integrating technology, work organisation, working conditions, social relations and the influence of work factors and environment;
- h) prioritising collective protection measures over individual protection measures;
- i) giving appropriate instructions to workers.

19. Processing employee, associate and patients' personal data

The privacy of employees, associates and patients is protected by means of adopting adequate rules on the type of information to be requested and through the use of specific methods for processing and storing personal data. The personal data of employees, associates and patients may only be processed in compliance with current legislation and, in any case, offering them the most comprehensive information and support.

20. Principles of conduct for employees and associates in their relations with Paideia International Hospital

Every employee and associate must behave in compliance with the principles of professionalism, transparency, fairness and honesty outlined in our regulations, and in accordance with the Code of Ethics and Conduct, the provisions set out in the employment contract with Paideia International Hospital and the provisions and instructions pertaining to the company's activities.

Paideia International Hospital ensures that employees and associates operate in accordance with company policies and, both in the workplace and externally, behave with loyalty, kindness and courtesy towards colleagues, patients and other people with whom they come into contact whilst carrying out their duties.

It is forbidden for employees and associates to set up, promote or organise associations with the purpose of committing multiple crimes or Mafia-type associations or to implement propaganda campaigns or incitement to xenophobia and racism or denial of the Holocaust, mass atrocities and war crimes.

Any employee or associate who becomes aware of violations or attempted violations of this Code of Ethics and Conduct within the company must report them through the means made available by Paideia International Hospital and to the Supervisory Board. Where reports prove to be manifestly unfounded, the employee or associate responsible may be subject to the sanctions set out in the Disciplinary System.

21. Use of company assets, means and resources

The assets, means and resources made available to employees and associates must be employed according to their intended use and in such a way as to protect their state of preservation and functionality.

Therefore, employees and associates are required to use the company's assets, means and resources, responsibly and in line with the operating procedures regulating their use.

Each employee and associate is responsible for the assets, means and resources entrusted to them and is required to inform their supervisor promptly in the event of any misuse or use that is harmful to the assets of Paideia International Hospital.

PART II

Rules of conduct: relations with third parties

1. Relations with third parties: general principles

In line with the principles of lawfulness, loyalty, fairness and transparency set out in our regulations, it is prohibited for members of corporate bodies, employees and associates of Paideia International Hospital to make or promise to third parties gifts of money or other benefits, even indirectly, for the purpose of unduly promoting or favouring the interests of Paideia International Hospital (including tax benefits) as well as to accept for oneself or for others the promise or gift of sums of money or other benefits to promote or unduly favour the interests of third parties, including tax benefits. Only gifts of a symbolic nature or of modest value, attributable to promotional activities or acts of courtesy, are permitted. It is therefore forbidden to offer or receive gifts outside the scope of company practice (i.e. any form of gift exceeding normal business practice or courtesy, or in any case aimed at acquiring favourable treatment in the conduct of any business activity).

It is also prohibited for members of corporate bodies, employees and associates of Paideia International Hospital, to make or promise directors, general managers, executives or managers in charge of drafting the corporate accounting documents and periodic tax reports of third parties gifts of money or other benefits, inducing them to perform or overlook acts that violate the obligations inherent to their office or the obligations of loyalty, in order to cause harm to the same third parties.

In any case, any form and type of gratuity to public entities or in any case to entities directly or indirectly traceable to Public Administration is prohibited.

Where, in the course of the company's activities, disagreements arise with third parties, Paideia International Hospital is willing to seek settlement solutions, with the aim of overcoming the disagreements in the best possible way.

2. Relations with suppliers and external healthcare personnel working at the facility

In the selection of and relations with suppliers (including external staff working at the facility), Paideia International Hospital shall assess the cost-effectiveness, technical and economic capabilities and overall reliability of its partners.

In particular, Paideia International Hospital takes into account elements such as financial strength, planning skills and resources, know-how and the adoption of appropriate business quality control systems as regards supplier companies; health service management skills, respect for professional ethics, moral integrity and care for the patient as regards external healthcare personnel working at the facility.

Paideia International Hospital ensures that negotiations and business relations with suppliers and healthcare personnel working at the facility are based on the utmost fairness and professionalism and are conducted in compliance with the regulations in force.

Relationships with suppliers, including financial relationships and other ancillary contracts, are regulated by specific agreements based on the utmost transparency and clarity and in such a way as to prevent any abuse of economic dependence.

Paideia International Hospital also ensures the lawfulness of purchases of copyrighted material.

3. Relations with patients

Paideia International Hospital bases its activities on the criterion of quality, essentially understood as the objective of full patient satisfaction.

In its relations with patients, Paideia International Hospital ensures fairness and transparency in setting rates and fees.

Paideia International Hospital only resorts to litigation when its legitimate claims fail to be met by the due satisfaction of its partner or stakeholder.

4. Relations with contractors

When participating in tenders, Paideia International Hospital carefully assesses the appropriateness and feasibility of the services requested, with particular regard to the technical and economic conditions, pointing out any anomalies promptly, whenever possible

Tenders shall be formulated in such a way to ensure compliance with adequate quality standards, appropriate salaries for employees and current safety measures.

Relations with contractors are governed by specific agreements, which are based on the utmost transparency and clarity.

Paideia International Hospital only resorts to litigation when its legitimate claims fail to be met by the due satisfaction of its partner or stakeholder.

In the conduct of any negotiations, situations in which the parties involved in the transactions are or may appear to be in conflict of interest must always be avoided.

5. Relations with supervisory authorities and institutional bodies

In its relations with the supervisory authorities, Paideia International Hospital is guided by principles of integrity and professional integrity, never influencing the supervisory authorities' decisions or requesting favourable treatment by promising, offering or granting compensation or other benefits.

In its relations with the aforementioned authorities, Paideia International Hospital ensures full and effective cooperation, providing, in a timely manner, any information requested by them in the course of the investigative activities and complying with the measures issued.

In order to ensure maximum transparency, Paideia International Hospital also undertakes to avoid taking any form of undue advantage of possible personal or family relationship with authority officials.

In its relations with national and regional institutional bodies and local authorities, and with international institutions, for the purpose of evaluating legislation and administration in its areas of interest, Paideia International Hospital shall in all circumstances conduct itself in a correct and transparent manner, avoiding any collusive or coercive behaviour.

6. Relations with competitor companies

Paideia International Hospital believes in free and fair competition and strives to achieve competitive results that reward capability, experience and efficiency.

Paideia International Hospital and its associates must operate with integrity in its business relations and in relations with Public Administration.

Any action intended to distort the conditions of fair competition is contrary to Paideia International Hospital's corporate policy and is prohibited for any person acting on its behalf.

Under no circumstances may the pursuit of Paideia International Hospital's interests justify conduct by its senior management or associates that fails to comply with the laws in force and with the rules of this Code of Ethics and Conduct.

In all external communication, information concerning Paideia International Hospital and its activities must be truthful, clear and verifiable.

It is forbidden to use violence or threats to prevent or disrupt the exercise of an industry or trade.

It is also forbidden to engage in competition using threats or violence in the exercise of any activity related to the services provided.

7. Relations with Public Administration

Relations between members of corporate bodies, employees and associates, on the one hand, and Public Administration, on the other, must always be guided by the principles of legality, loyalty, fairness and transparency established under our regulations, with specific regard to the purposes set out in Leg, Decree No 231/2001.

In relations with representatives, officials or employees of Public Administration, it is prohibited to pursue and establish personal relationships of favour, influence, interference likely to influence, directly or indirectly, the outcome of the relations ; gifts of goods or other benefits to representatives, officials or employees of public administrations, even through intermediaries, are also prohibited.

No gifts to public entities or in any case to entities directly or indirectly related to Public Administration are permitted.

Members of corporate bodies, managers, employees and associates are prohibited from:

- promising or giving money, rewards or other benefits, in order to secure the issue of concessions, licences and authorisations by Public Administration, or concessions relating to tax payments, social security contributions and/or welfare;
- submitting false statements or engaging in artifice and deception aimed at unduly obtaining contributions, grants or financing;
- preventing or hindering the exercise of inspection functions by Public Administration in order to avoid a sanction or to negotiate its amount;
- engaging in fraudulent, deceptive or unfair conduct that could mislead Public Administration in and in the outcome of public procedures;
- undertaking (directly or indirectly) actions aimed at examining or proposing employment and/or business opportunities that benefit representatives, employees or officials of Public Administration.
- using contributions, grants or financing obtained from the State or a public body or the European Community for purposes other than those for which they were awarded.

In the event of participation in tender procedures launched by Public Administration, Paideia International Hospital undertakes to follow the tender procedure correctly, in compliance with the law, with the rules of this Code of Ethics and Conduct and with internal procedures, also in order to prevent any harm to the company's image.

It is therefore prohibited for members of corporate bodies, managers, employees and associates of Paideia International Hospital:

- to promise/give to a Public Official, for them or for a third party, undue remuneration in money or other benefits in exchange for an official act necessary for Paideia International Hospital's advancement in the tender procedure;

- to promise/give to a Public Official, for them or for a third party, a sum of money or any other benefit in exchange for them not carrying out/delaying an official act or carrying out an act contrary to their official duties in order to favour Paideia International Hospital's advancement in the tender procedure;
- to mislead the State/other public body by artifice or deception in order to favour Paideia International Hospital's advancement in the tender procedure;
- to alter (in any way) the operation of a computer/telematic systems or interfere (without right and in any way) with data/information/programmes contained in or pertaining to a computer/telematic system in order to favour Paideia International Hospital's advancement in the tender procedure.

Paideia International Hospital cannot engage third party representatives in relations with Public Administration when, on the basis of the information available, a conflict of interest may arise.

PART III*Methods for implementing and monitoring compliance with the Code of Ethics and Conduct***8. Implementing and monitoring compliance with the Code of Ethics and Conduct**

Paideia International Hospital adopts appropriate tools and procedures in order to implement and comply with the Code of Ethics and Conduct.

Paideia International Hospital entrusts these functions to the Supervisory Board established pursuant to Leg, Decree 231/2001.

The Supervisory Board verifies the application of and compliance with this Code of Ethics and Conduct and the “Organisation, Management and Control Model pursuant to Leg, Decree No 231/2001”, aimed at preventing particular types of offences provided for in the aforementioned decree, which is referred to herein in full.

Any employee or associate who becomes aware of violations or attempted violations of this Code of Ethics and Conduct within the company must report them to their superior, if committed by other employees or associates, or to the Supervisory Board if committed by their superiors.

However, the Supervisory Board is under no duty to act, nor does it have any powers of decision-making or prevention in relation to the respective activities of the recipients of the model, including with reference to the provisions of the Code of Ethics and Conduct.

9. Non-compliance and sanctions

With the aim of ensuring compliance with the rules set out in this Code of Ethics and Conduct, Paideia International Hospital adopts an appropriate system of sanctions.

All sanctions must in any case be imposed in compliance with the provisions of the model adopted pursuant to Leg. Decree 231/2001.

All recipients of the Code of Ethics and Conduct, i.e. members of the corporate bodies, management, employees and associates of Paideia International Hospital are subject to the disciplinary system.

Workers and Managers

In the event of violation of the rules contained in the Code of Ethics and Conduct by workers and managers, the sanctions identified in the respective collective labour agreements may be imposed.

Executives

Violation of the Code of Ethics and Conduct by an executive may warrant the revocation of any powers of attorney granted to the executive, or, where possible, assignment to a different post or, in the most serious cases, dismissal.

Associates

Violation of the Code of Ethics and Conduct by suppliers and medical staff working at the hospital, external associates or partners may result in termination of the contractual relationship, of the professional appointments conferred or (in the case of medical staff) revocation of the authorisation to work at Paideia International Hospital, or the hospital's right of withdraw from the related contract, without prejudice to the right to any other action of recourse in the appropriate forum.

This express termination clause shall be included in every contract with main suppliers and associates.

Directors

Should the Supervisory Board find that the conduct of Directors violates the rules of conduct established in the Code of Ethics and Conduct, it shall take the most appropriate measures, with a view to the possible adoption, against the Directors, of the measures referred to in Articles 2383 and 2393 of the Civil Code.