



Ethic code:

Introduction:

The company Sion Biotex incorporated (known as “company”), and all its daughter companies (known as the “group”), view acting ethically and responsibly in the business community which they are part of as necessary conditions for their existence in the business world.

The group believes that authenticity, honesty, professionalism, Integrity , obedience to the law , protection of human life and it's dignity , Providing opportunity and equal treatment regardless of religion, race and gender , and social responsibility are the basic norms rooted in the business activity of the group and it's contacts.

The ethic code forms in writing the basis fundamental values, which by the group acts upon, and is meant to summarize the conduct rules that are required from its employees, managers, and those working in the group.

The values of the group:

The company sees itself as committed to fair business activity, with appropriate values.

Each employee of the company has the role of keeping the high level of abiding the law and ethic code compliance, and the company's long-term stability.

The purpose of the ethic code is to promote a culture of integrity, honesty, respect to the law and the people whom the company works with.

The company expects each employee to stick to the highest standards of ethic behavior, to use discretion and assist in following the correct procedure for business activity.

The employees will be sensitive to any sign of inappropriate or illegal behavior.

Content:

The ethic code applies to all group members and its management, and its employees.

The ethic code comes to supply proper guidelines which are meant to guide the group employees concerning the standards that are required from them during their work in the group.

The ethic code is the foundation of value which does not substitute the law but completes and adds upon it.

In any case of contradiction between the instructions of the law that applies on the group and the ethic code instructions, the law is superior .

To clarify and note down , the ethic code does not apply as a full guide of all the situations workers may encounter during the work and activity in the group.

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Obedience to the instructions of the law:

- It is prohibited on all the company employees to take part in any activity that can contradict or might even arise contradiction with the company interests and their personal interests.
Company employees should avoid any situation that might cause them to fill their role through a personal perspective.
-Company employees are committed to working in a fair and honest way with the suppliers and service providers.
Often interest contradictions arise when contacting suppliers.
Decisions on choosing a supplier and purchase orders should always be on a business-based agenda subject to external objective tests of interest contradictions.
- Company employees are allowed to receive gifts from company suppliers, different gifts with symbolic meaning and minor value can be classified as PR , Sales promotion, which are appropriate to the circumstances and which cannot effect the decision making of the employee an cause him to act not in favor of the company.
Any employee that encounters conflict of interests that applies to him coworker, must report that to his supervisor or the ethic code supervisor in the company.

Company commitment towards its employees:

The group sees itself as responsible to the safety and employment stability of its employees and invests many resources to supply proper working terms, through open and stable employer-employee relationship.

The group works to promote its employees' rights and their safety by commitment to prevention of work related accidents, keeping the employees' rights to unite, prevention of discrimination, prevention of inappropriate working terms , prevention of sexual harassment.

Safety at work:

The group makes sure to follow the relevant laws, to create a safe working environment to maintain its employee's health and work safety.

The group applies safety instructions in each of its facilities in accordance to the activity that is being carried in it.

Each group employee is obliged to abide by the safety instructions relevant to keeping the other employees' safety and his own in accordance with the work he is carrying out.

Each employee must report the person in charge of safety in the facility in case of safety event or arise of concern for a safety event and any deviation from the relevant safety instructions.

Management responsibility:

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The group requires from its managers to be a personal example to the employees among other things to keep an appropriate working environment that promotes good behavior.

In Addition, the managers in the group are required to make sure the employees that are under their section keep the instructions of the law and follow the following ethic code.

EHS - Environmental health safety:

As a productive company we are aware of the effects of our activity on the environment and accept upon ourselves the full responsibility for it.

We are aware that taking an environmental approach from our side could help in maintaining the environment for future generations.

Therefore, we see it as a goal and challenge to minimize the effects of our activity on the environment and increase the awareness of protecting the environment among our employees, suppliers, and our consumers.

We commit to act in order to improve our environmental performance in the place we are operating. We shall act through environmental consideration, by taking environmental factors into consideration while making different decisions.

We will strive for excellence in preserving the environment while developing solutions, for the entire life cycle of our products and our value chain in the planning development and production stages.

We shall act to increase the environmental awareness among our employees, customers, partners, and our suppliers and consumers.

Prohibition of competition:

Company employees shall avoid any action that is related to competition with the company's business and shall avoid taking business advantage of the company in order to receive any benefit for themselves or any other factor (such as relatives).

It is the employee responsibility to report to the company of any document or information that are related to the company business which were handed to the employee due to his role in the company.

Employees that have business communication with different service providers due to their role in the company shall operate putting the company's benefit as the top priority and not their personal benefit.

Prohibition of abuse of status:

Company employees that are managers or supervisors of other employees, shall not take advantage of their status towards employees about any personal nonwork related matters, and shall avoid receiving any benefits from those that are directly under their supervision (such as: Money loans, financial guarantee etc.) company employees shall not exploit their status to promote their personal matters or anybody else's, and shall not make use of the company name or their title for any activity besides their work in the company.

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Activity involving company clients:

Company employees/or those that work in its name, are prohibited from receiving any benefits or any promises of items of value, in order to achieve this or that sort of business advantage, and they are prohibited from receiving any benefits from the company's private clients and its clients which are public employees, both indirectly or directly, in order to advance transactions, winning auctions, or any other advantage. In case the company decides to give symbolic gifts (usually for events/holidays etc.) those shall only be given by permitted employees, that shall make sure to keep the company procedures and law concerning such matters.

Secrecy:

Company employees and those that carry any role in the company are committed to keeping the company's business and trade secrets.

Company employees are required to make careful and proper use in the different types of information while maintaining the company's secrecy.

The business commercial secrets include among other things all company documents, information on clients and other factors which the company is in contact with, business plans and strategies.

Protection of company properties:

Company employees and those that carry a role in it, are committed to keeping the company's properties and guarantee the appropriate use of them only for the business operation of the company. The company employees are to use the company properties only for company use and its operation it is prohibited to use for private needs.

Company employees and those that carry a role in it are expected to keep the property in their use under appropriate terms, and shall make use of it carefully , economically and efficiently.

Additional occupation during working hours:

Company employees shall avoid any activity that is not related to their work during working hours, whether such activity is rewarding or not, whether it's private or public, and everything else unless the employee has received permission in writing from his supervisor.

Rules of conduct during work:

Company employees and those that carry a role in it shall keep the work safety rules and carry their duties only in accordance with their professional working opinion, shall keep appropriate appearance for their role and status and shall act respectfully towards their colleagues while cooperating with them.

During work company employees and those that carry a role in it shall act respectfully, loyally, and honestly towards others, and shall avoid any actions or declarations concerning religion, community, race, gender, or ethnic groups.

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Hierarchical relations:

Employees are expected to follow working instructions of their supervisors (in accordance to the law and the following code) in relation to behavior, and in connection with working methods and work priorities.

Employees and managers shall not take in the name of the company any commitment or any external presentation, only in accordance with authorizations and signing rights in the company.

Consulting:

Any employee or person carrying a role in the company is invited to consult his direct supervisors or with any professional factor within the company related to the matter, when there is a doubt in the appropriate way the employee must act when fulfilling his role in the company.

Disclosure of material information required by disclosure:

Every employee or person fulfilling a role in the company must inform his direct supervisors any information that reaches them , which effects or might effect the public affairs and reports of the company.

In charge of the code of ethics,lawyer Itay Tarum

The supervisor is available for guidance and advice to all company employees concerning appropriate behavior in according with the ethic code.

Phone number of the supervisor: 08-6898650

Email address: itay@sn- medical.com

Violation of the Code of Ethics as violation of discipline:

With adaption of the ethic code in the company, any violation of the code is a disciplinary violation (as such, without detracting from further issues of the infringement, civil or criminal, when this involves a breach of legal duty)

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