ProCare Ltd
.....caring for our professionals

Procare Ltd. Business Ethics and Anti-Corruption Policy

1. Introduction

Procare Ltd. is committed to conducting its business with the highest level of integrity, ethical standards, and in full compliance with all applicable laws and regulations. This document outlines Procare Ltd.'s commitment to preventing corruption and ensuring compliance with anti-corruption laws in the Republic of Malta.

2. Scope

This policy applies to all employees, agents, contractors, and partners of Procare Ltd. It covers all aspects of our operations, including interactions with governmental bodies, healthcare professionals, suppliers, and any third-party entities we engage with during our business activities.

3. Compliance with Anti-Corruption Laws

Procare Ltd. strictly complies with the Republic of Malta's Prevention of Corruption Act and any other relevant anti-corruption legislation. We are committed to conducting our business in a transparent and ethical manner, ensuring that no form of bribery, fraud, or corruption is tolerated within our operations.

4. Business Ethics

Our company upholds the following core principles:

- Integrity: We conduct all business activities with honesty, fairness, and respect.
- Transparency: We maintain open and accurate documentation of all transactions and communications.
- Accountability: We hold all employees and partners accountable for upholding the highest ethical standards in all professional interactions.

5. Prohibited Conduct

Procare Ltd. explicitly prohibits the following:

- Offering, giving, or receiving bribes, kickbacks, or any undue advantage in any form.

- Engaging in any activities that could be construed as an attempt to improperly influence a public official or decision-maker.
- Any behavior that undermines trust in the integrity of our company, its employees, or its operations.

6. Conflicts of Interest

We are particularly mindful of potential conflicts of interest in our operations. Employees who provide hands-on services to the public sector, including the governmental hospital Mater Dei, are strictly prohibited from participating in or influencing procurement processes related to Procare Ltd. in any capacity.

7. Reporting and Monitoring

Procare Ltd. encourages the prompt reporting of any suspected violations of this policy. Employees and stakeholders may report concerns confidentially to management. The company ensures thorough investigation and corrective action when necessary. Procare Ltd. has never received any report of misconduct or corruption since its establishment and strives to maintain this impeccable record.

8. Training and Awareness

Procare Ltd. encourages regular training on the importance of ethical conduct and anti-corruption compliance. All employees are required to familiarize themselves with this policy and adhere strictly to its guidelines.

9. Disciplinary Actions

Violations of this policy may result in disciplinary actions, including termination of employment or contracts, and may also result in legal consequences as provided by law.

Date: 28th September 2023

Signed by Clive Muscat

Clive Muscat

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