

Human Resource (HR) Policy

Pharmahungary Group follows the following international guidelines and principles:

- Horizon Europe guidance on gender equality plans, 27 September, 2021
- European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers, 11 March 2005

Procedure of recruitment:

1. Identify the need for human resource
2. In-house evaluation if existing employee with sufficient capacity is available for the specific task
3. In-house evaluation if any employees/PhD students are available at the academic institutes in strategic collaboration with Pharmahungary Group
4. Prepare advertisement which contains:
 - a. short description of Pharmahungary Group and relevant research topic
 - b. job description
 - c. places of employment
 - d. expectations of the company
 - e. what we offer
 - f. how to apply for the job
5. Advertising on the selected online job portals and at specific academic partners
6. Shortlisting by CV-s
7. Interviews (personal/online, two-rounds at least)
8. Making an offer
9. Feedback for every applicant

Pharmahungary Group is committed providing equal opportunities for its employees including but not limited to:

- provide the possibility of training and continuous development independently of the employee's status
- ensure appropriate working conditions
- ensure career development
- annual revision of salaries
- use best practices to ensure gender balance



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