

GRI ref.	SUSTAINABILITY INDICATORS					
	Hovione Group FY 2014 - Public Data					
	HOVIONE GROUP	UNIT	FY2012	FY2013	FY2014	NOTES
	Performance Indicators					
	ECONOMIC INDICATORS					
	Economic Performance					
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	-	-	-	-	-
	Total sales	mUSD	190	202	222	Total annual sales
	Total tax paid	USD	8,003,748	9,228,420	9,344,404	Includes tax paid on employee's income, social security, un-recovered VAT, company income tax, import duties, municipal tax, any licenses paid to any government authority, petroleum tax on gasoline, etc.
	Social security and unemployment contributions	USD	6,624,166	7,363,766	7,255,445	As paid out by the company to government schemes
	Support and donations to third parties	USD	98,818	89,576	77,729	-
	Community (inc. Fire department) related	USD	57,176	49,965	44,650	-
	Education related, at national level	USD	12,907	7,413	12,600	-
	Others donations	USD	28,735	32,198	20,479	-
	Market Presence					
EC6	Proportion of senior management hired from the local community at locations of significant operation	%	Not available	86	83	-
	Procurement Practices					
EC9	Proportion of spending on local suppliers at significant locations of operation	%	Not available	Not available	43	-
	ENVIRONMENTAL INDICATORS					
	Materials					
EN1	Raw materials used	t	18,000	11,903	11,961	Total consumption of chemicals
	Solvents used	t	11,670	9,682	9,516	Fresh and recycled solvents
	Recycled and reused	t	4,143	3,719	3,958	Recycled solvents
	Other raw materials	t	6,330	2,221	2,444	Total consumption of non-solvents
	Recycled and reused	t	78	91	106	Non solvents recycled and reused
EN2	Percentage of recycled input materials used	%	23	32	34	-
	Paper used (total)	Packs	5,340	3,783	4,285	-
	Recycled paper	Packs	925	593	805	-
	Total quantity produced	t	640	720	800	Rounded to tens of tons, cumulative of all intermediates and final products
	Energy					
EN3	Energy consumption within the organisation	GJ	254,017	289,795	255,053	-
	Electricity	MW	40,737	37,565	39,740	-
	Natural gas	Nm3	2,708,316	3,903,890	2,838,211	-
	Diesel	m3	108	151	101	-
EN5	Energy consumption per ton of production	GJ / t	397	402	321	-
	Electricity consumption per ton of production	MW/t	64	52	50	-
EN6	Reduction of energy consumption	GJ	Not available	2.4	Not available	Achieved as a result of conservation and efficiency initiatives
	Water					
EN8	Total water withdrawal by source	m3	398,447	390,140	413,588	-
EN9	Water sources significantly affected by withdrawal of water	unit	0	0	0	-
EN10	Recycled and reused	%	7.9	8.2	7.6	-
	Water consumption per ton of production	m3/t	623	542	520	-
	Biodiversity					
EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas outside of high biodiversity value outside protected areas	unit	0	0	0	-
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	-	Not applicable	Not applicable	Not applicable	We are not aware of significant impacts on biodiversity.
	Emissions					
EN15	Direct Greenhouse gas (GHG) Emissions (Scope 1)	tCO2 eq	13,519	12,863	11,217	-
EN16	Energy indirect Greenhouse (GHG) Emissions (Scope 2)	tCO2 eq	18,946	17,401	18,397	E.g. Electricity purchased
EN18	Greenhouse (GHG) Emissions intensity	-	-	-	-	-
	CO2 emissions per ton of production	tCO2 eq / t	51	42	37	-
EN19	Reduction of Greenhouse (GHG) Emissions	tCO2 eq	0	0	0	CO2 sequestration from trees that Hovione plants or maintains, or carbon credits it buys
	CO2 emissions - sequestration balance	tCO2 eq	32,465	30,264	29,614	Sum of CO2 emissions less the CO2 sequestration achieved
EN21	NOx, SOx and other significant air emissions	-	-	-	-	-
	Particles	t	0.3	0.2	0.2	-
	Sulfur dioxide (SO2)	t	0.6	0.6	1.0	-
	Nitrogen oxides (as NO2)	t	12.0	9.0	7.6	-
	Carbon monoxide (CO)	t	1.0	0.8	0.5	-
	Volatile organic compounds (VOC)	t	109	78	100	-
	Heavy metals (total)	t	0.000	0.000	0.000	-
	Effluents and Waste					
EN22	Total wastewater discharge	m3	Not available	270,617	285,998	-
	Chemical oxygen demand (COD)	ton	493	427	402	-
	Total suspended solids (TSS)	ton	17	25	27	-
EN23	Total weight of waste by type and disposal method	ton	18,423	15,580	14,840	-
	Hazardous	ton	Not available	15,097	14,298	-
	Non-hazardous	ton	Not available	483	542	-
	Expedition	ton	6,106	5,137	3,918	-
	Internal thermal recycling	ton	7,150	6,473	6,775	-
	Internal recycling and reuse	ton	4,667	3,970	4,146	-
	Expedition	%	34	33	26	-
	Internal thermal recycling	%	40	42	46	-
	Internal recycling and reuse	%	26	25	28	-
EN24	Total number and volume of significant spills	unit	0	0	0	-
EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention (2) Annex I, II, III, and VIII, and and percentage of transported waste shipped internationally	-	-	-	-	-
	Hazardous waste - transported	t	Not available	0	0	-
	Hazardous waste - imported	t	Not available	0	0	-
	Hazardous waste - exported	t	Not available	4,567	3,171	-

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	Hazardous waste - treated	t	Not available	10,443	10,921	-
	Hazardous waste - shipped internationally	%	Not available	1	0	-
EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges or water and runoff	unit	0	0	0	We are not aware of significant impacts on biodiversity.
	Compliance					
EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	-	-	-	-	-
	Total monetary value of significant fines	kUSD	0	0	0	-
	Overall					
EN31	Total environmental protection expenditures and investments by type	USD	4,287,935	5,254,633	5,753,940	-
	Environmental expenses	USD	3,934,506	4,345,289	4,127,357	-
	Environmental expenses per sales	%	2.2	2.2	1.9	Environmental expenses / total sales x 100
	Environmental investments	USD	353,429	909,345	1,626,583	-
	Supplier Environmental Assessment					
EN32	Percentage of new suppliers that were screened using environmental criteria	%	Not available	Not available	29	-
	Environmental Grievance Mechanisms					
EN34	Number of total grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	unit	2	6	3	Complaints from neighbors.
	Total resolved during the year	unit	2	4	3	-
	From previous years	unit	0	0	0	-
	Number of complaints related to noise	unit	1	4	0	-
	Number of complaints related to smell/odours	unit	1	0	3	-
	Number of other complaints	unit	0	0	0	-
	Number of complaints investigated and found unjustified/not related with the company	unit	0	2	0	-
	SOCIAL INDICATORS – LABOUR PRACTICES AND DECENT WORK					
	Employment					
LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	-	-	-	-	-
	Average staff number	unit	985	1,066	1,098	Company and contracted staff.
	Company Staff	unit	897	964	993	Sum of company staff in each month / 12
	Under 30 years old	%	Not available	18	17	-
	Between 30 and 50 years old	%	Not available	65	65	-
	Over 50 years old	%	Not available	17	18	-
	% male staff	%	68	68	69	-
	% female staff	%	32	32	31	-
	% staff with university degree or higher level of education	%	48	49	47	-
	Seniority	unit	10	10	10	Total of the years of work of all company staff / Average staff number
	Staff rotation	%	8	11	8	((Number of company staff left+staff admitted)/2) / Average staff number
	Total staff absenteeism excluding maternity leave	%	1.3	2.2	2.2	-
	Contracted staff	unit	112	132	136	Average, full time on site
	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	-	0	0	0	-
	Life insurance	USD	0	0	0	-
	Hovione health insurance and medical reimbursements	USD	1,227,264	1,192,483	1,190,323	-
	Disability and invalidity coverage	USD	0	0	0	-
	Pension fund	USD	614,015	698,426	730,714	-
	Stock ownership	USD	0	0	0	-
	Transport and canteen / meal allowance	USD	1,753,673	1,969,875	1,945,087	-
	Hovione Cultural and Sports Association	USD	67,429	73,626	94,393	-
	Social events	USD	152,758	153,777	139,214	-
	Summer apprenticeships	unit	18	19	23	Nº of summer apprenticeships of young people
LA3	Return to work and retention rates after parental leave, by gender	-	-	-	-	-
	Total number of employees that were entitled to parental leave	unit	Not available	51	42	-
	Female	unit	Not available	19	15	-
	Return to work rate	%	Not available	89	93	Total number of employees who did return to work after parental leave/Total number of employees due to return to work after taking parental leave x 100
	Retention rate	%	Not available	100	93	Total number of employees retained 12 months after returning to work / Total number of employees returning from parental leave in the prior reporting period(s) x 100
	Male	unit	Not available	32	29	-
	Return to work rate	%	Not available	100	100	Total number of employees who did return to work after parental leave / Total number of employees due to return to work after taking parental leave x 100
	Retention rate	%	Not available	100	100	Total number of employees retained 12 months after returning to work / Total number of employees returning from parental leave in the prior reporting period(s) x 100
	Occupational Health and Safety					
	Health insurance	USD	1,075,407	1,158,793	1,179,919	As paid to non-government schemes
	Health expenses per employee	USD	1,427	1,448	1,442	-
	Personal accident insurance	USD	162,615	211,549	230,955	Workers compensation insurance
	Safety expenses per sales	%	0.6	0.6	0.5	Safety expenses / total sales x 100
LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	%	Not available	85	83	-
LA6	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender	-	-	-	-	-

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Performance Indicators						
Incidents - Company staff						
Accident frequency rate	%	3.5	8.6	2.6	Number of accidents with one or more lost days per million of hours-men worked	
Accident severity rate	%	0.2	0.3	0.1	Number of lost days per thousand hours-men worked	
Accident incidence rate	%	6.7	17.1	5.2	Number of accidents with one or more lost days x 1000 / (total staff number)	
Number of fatalities	unit	0	0	0	Related wo work accidents	
Incidents - Contractors and others						
Accident frequency rate	%	7.1	0.0	7.9	Number of accidents with one or more lost days per million of hours-men worked	
Accident severity rate	%	0.2	0.0	0.1	Number of lost days per thousand hours-men worked	
Accident incidence rate	%	17.9	0.0	22.1	Number of accidents with one or more lost days x 1000 / (total staff number)	
Number of fatalities	unit	0	0	0	Related wo work accidents	
Number of employees with medical check up done by company doctor	unit	823	895	886	-	
Noise exposure between 80 and 87 dB(A)	%	1	11	12	Number of staff exposed to noise between 80 and 87 dB(A) / Average staff number x 100	
Noise exposure above 87 dB(A)	%	4	5	5	Number of staff exposed to noise above 87 dB(A) / Average staff number x 100	
LA7 Occupational health diseases frequency rate	%	0	0	0	Number of situations per million of hours-men worked	
Training and Education						
Training received - Company Staff	hours	47,526	37,187	46,776	Total hours of internal & external training received by all staff	
GMP	hours	18,129	9,862	9,559	Total hours of internal & external training received in GMP	
HSEEn	hours	2,789	6,457	6,223	Total hours of internal & external training received in Health, Safety, Environment and Energy	
Other	hours	26,608	20,868	30,994	Total hours of internal & external training received -other themes	
LA9 Average training hours per staff	hours	53	39	49	Training received (internal and external)/ average staff number	
Total cost	USD	607,324	920,080	607,723	Total cost of training given (external training)	
Average cost per staff	USD	677	954	632	Total cost/ average staff number	
Training provided to contracted staff	hours	1,830	565	1,069	Number of hours of training given by Hovione	
Average training hours per staff	hours	16	4	8	-	
Supplier Assessment for Labour Practices						
LA14 Percentage of new suppliers that were screened using labour practices criteria	%	Not available	Not available	29	-	
SOCIAL INDICATORS – HUMAN RIGHTS						
Non-discrimination						
HR3 Total number on incidents of discrimination and corrective action taken	unit	Not available	0	0	-	
Freedom of Association and Collective Bargaining						
HR4 Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights	unit	Not available	0	0	-	
Percentage of total employees covered by colective bargaining agreements	%	Not available	Not available	65	-	
Child Labor						
HR5 Operations and suppliers identified as having significant risk for incidents of child labour and measures taken to contribute to the effective abolition of child labour	unit	Not available	0	0	-	
Forced or Compulsory Labor						
HR6 Operations and suppliers identified as having significant risk, for incidents of forced or compulsory labour and measures to contribute to the elimination of all forms of forced or compulsory labour	unit	Not available	0	0	-	
Indigenous Rights						
HR8 Total number of incidents of violations involving rights of indigenous peoples and actions taken	unit	Not applicable	Not applicable	Not applicable	-	
Supplier Human Rights Assessment						
HR10 Percentage of new suppliers that have been screened using human rights criteria	%	Not available	Not available	29	-	
SOCIAL INDICATORS – SOCIETY						
Local Communities						
SO1 Percentage of operations with implemented local community engagement, impact assessments and development programmes	%	Not available	Not available	Not available	-	
Interaction with the community	-	-	-	-	-	
Schools visits - number of schools	unit	14	16	25	-	
Schools visits - number of students	unit	358	331	483	-	
Open days - total number of visistors	unit	447	14	12	-	
Number of professional apprenticeships or other educational training given to nationals	unit	16	29	22	-	
Anti-corruption						
SO4 Communication and training on anti-corruption policies and procedures	-	-	-	-	-	
Communications	unit	Not available	Not available	Not available	-	
Training	unit	Not available	140	758	Number of employees that completed training in TrainStream	
SO5 Confirmed incidents of corruption and actions taken	unit	0	0	0	-	
Public Policy						
SO6 Total value of political contributions by country and recipient/beneficiary	USD	0	0	0	The company is not involved in political activity	
Anti-competitive Behaviour						
SO7 Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	unit	0	0	0	-	
Compliance						
Audits and inspections	unit	145	123	113	Includes Quality, Health, Safety and Environment	
Internal	unit	61	41	37	-	
Client audits	unit	60	59	56	-	
Inspections from authorities	unit	16	15	14	Inspections from Health and other governmental authorities	
Certification audits	unit	6	4	5	E.g.: ISO 9001, ISO 14001, OHSAS 18001	

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	Performance Indicators					
	Insurance audits	unit	2	4	1	-
	Warning letters from Health Authorities	unit	0	0	0	-
	Recalls or similar post-sale remedial action	unit	0	0	0	-
	Complaints from clients	unit	13	11	12	Reportable complaints as per ICH Q7A & CFR Part 210 and 211
	Supplier Assessment for Impacts on Society					
SO9	Percentage of new suppliers that were screened using criteria for impacts on society	%	Not available	Not available	31	-
	Grievance Mechanisms for Impacts on Society					
SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	unit	Not available	0	0	-
	SOCIAL INDICATORS – PRODUCT RESPONSIBILITY					
	Customer Health & Safety					
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	unit	0	0	0	-
	Product and Service Labelling					
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	unit	0	0	0	-
	Marketing Communications					
	Number of internal surveys	unit	10	9	10	-
	Number of external surveys	unit	6	3	4	-
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	unit	0	0	0	-
	Customer Privacy					
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	unit	0	0	0	-
	Compliance					
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	USD	0	0	0	-