



# Building a Sustainable Company

In it for life



Building a Sustainable Company

# Mission Vision Values

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Hovione's culture is focused on values, being customer-oriented, with scientific rigor and team work.

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Honesty, integrity  
and transparency

We exist because patients need us and serving patients is a privilege.

**Hovione's culture remains true to the values set by Ivan Villax from the very beginning. He was someone who passionately believed in the importance of the Company's values, its integrity, serving customers well, scientific rigor and team work.**

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The same principles define how we conduct business today and run deep throughout the organization. We remain fully committed to solving complex problems and delivering solutions that are highly valued by our customers. These principles have been a constant for more than 50 years and no one at Hovione wishes to see them change.

**MISSION**

To passionately turn any challenge into a solution by collaborating with our partners to create great medicines.

**VISION**

To become the #1 innovative, integrated pharmaceutical solution provider to the global pharmaceutical industry by 2028.

**CORE VALUES**

**We are Principled**

- Honesty, integrity and transparency
- Family
- Partnership
- Never give up

**Think Differently**

- Team-thinking wins
- Innovate everywhere
- Creativity driven by diversity
- Dare to do the impossible

**And Deliver**

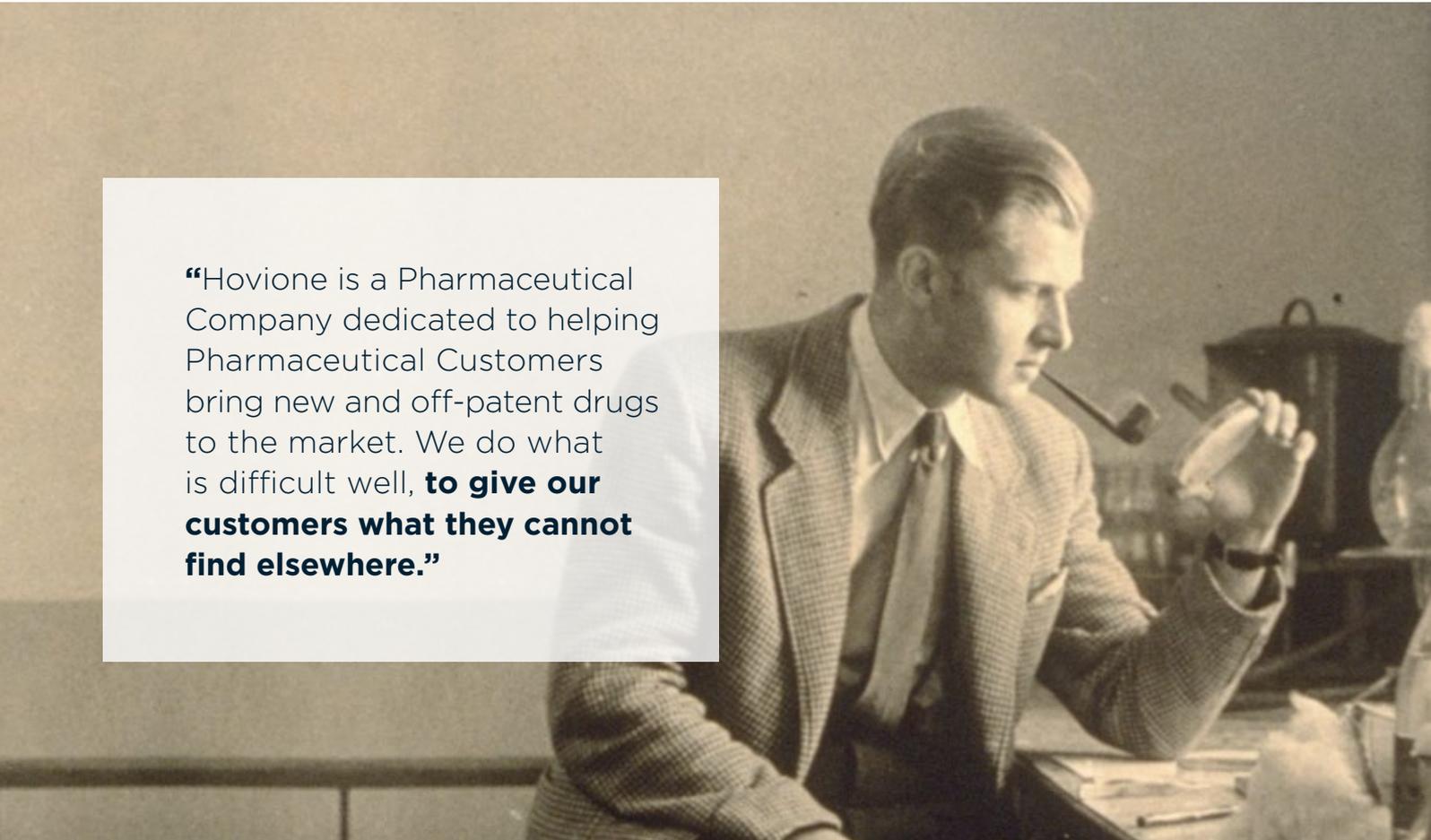
- Passion and rigor in everything we do
- Uncompromising quality
- Committed to our customers

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We remain **fully committed** to solving complex problems.

## In it for life

Hovione is a leading Company dedicated to helping patients to improve their health and their quality of life.



“Hovione is a Pharmaceutical Company dedicated to helping Pharmaceutical Customers bring new and off-patent drugs to the market. We do what is difficult well, **to give our customers what they cannot find elsewhere.**”

Ivan Villax in the lab, 50's

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“(…)To passionately turn any **challenge into a solution** by collaborating with our partners **to create great medicines** (…)”

## Saving lives since 1959

Hovione's main activity is to develop drugs that save lives. We work hard to be as fast as we can and always with the highest quality. We believe this is an important contribution for the benefit of Humanity.

**“Now I have the strength to hold my grandson.”**



**“Now, I have a reason to smile. I've just recovered from a respiratory infection.”**

**“I may have been born premature, but look at me now.”**



## Sustainability Policy

Hovione is a family business and its paramount goal is the construction of a robust and prosperous business for the long term that serves society by harnessing science and industry. To ensure our long-term viability we will contribute positively to economic, environmental and social sustainability. These concerns are embedded in our core values and purpose. Sustainability is fully integrated into the business strategy and makes the best use of science, innovative technologies, systems and business practice to ensure we endeavor to protect the environment, giving back to society while conducting business in a responsible way.



We will not make sustainability depend on a pay-back. For us, sustainability is a matter of principle, it is simply another dimension of our integrity. We do not just comply with legislation minimums, we want to be ahead and proactively act as a force for good. These are tough commitments and difficult goals requiring from us all the courage and wisdom to take new decisions in a new dimension. We know we will not build Rome in a day but we will not lose a moment. We will be decisive, generous and relentless because we have set for ourselves a high bar: competitive and sustainable.

As we grow our business we want to impact on our environment in a positive way and contribute to the social dimension of those that surround Hovione everywhere we operate, from sourcing materials to the interaction with our local communities. In the long run, we will be prouder of our work and we will inspire others.

Hovione is committed to doing its part for a better world. We do the right things, in the right way, for the right reasons.

**Hovione is committed**  
to doing its part for  
**a better world.**



## What do we mean by Sustainability?

Further to our recently approved Sustainability Policy, this document sets out our understanding of, and our commitment to, sustainable development. The scope and reach were deliberately reduced to allow for the focus on what we believe is most relevant and urgent. By 2020, we will have revised this policy on the basis of what we will have achieved and the existing challenges.

### DO NO HARM, DO NOT POLLUTE

Everywhere we operate, we commit to do so in a manner that keeps us well within compliance of legal requirements whether with regards to the environment, occupational health or safety. We use our business sense to take sound and long-term decisions that allow us all to be proud of everything we do.

### ENERGY EFFICIENCY

**We are committed to making the best use of Energy.**

Every site that needs steam shall use it sparingly, and when thermal oxidation units are available we shall make use of the calorific value of our waste production. We are also focused on selecting the most efficient technologies and reducing energy losses. Where space is not a limitation, solar panels must be considered as a complementary source of energy. We will implement and certify an ISO50001 Energy Management System.

### CARBON FOOTPRINT

**We are committed to minimizing the Carbon Footprint (CF) of our activity.** Our manufacturing processes are the main contributors to our CF. By measuring the Eco friendliness of each process, we will be able to use our R&D capabilities and our Innovation ability to minimize our CF.

**We are committed to measuring the CF.**

The CF will be included in our performance measurement (variance to standard and goal setting) and this will be our mechanism to align operations with sustainable development.



Hovione site in Lumiar

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**We are committed to green building principles.**

By sourcing and using 100% renewable sources of energy as much as possible, we will reduce greenhouse gas emissions and contribute to the goals set to deal with climate change. **When zero impact is not possible, mitigation and compensation measures will be pro-actively taken.**



We are committed to green building principles. Each new building - both in design and operation - needs to become more environmentally responsible and resource-efficient, and improvements to their life-cycle are required.

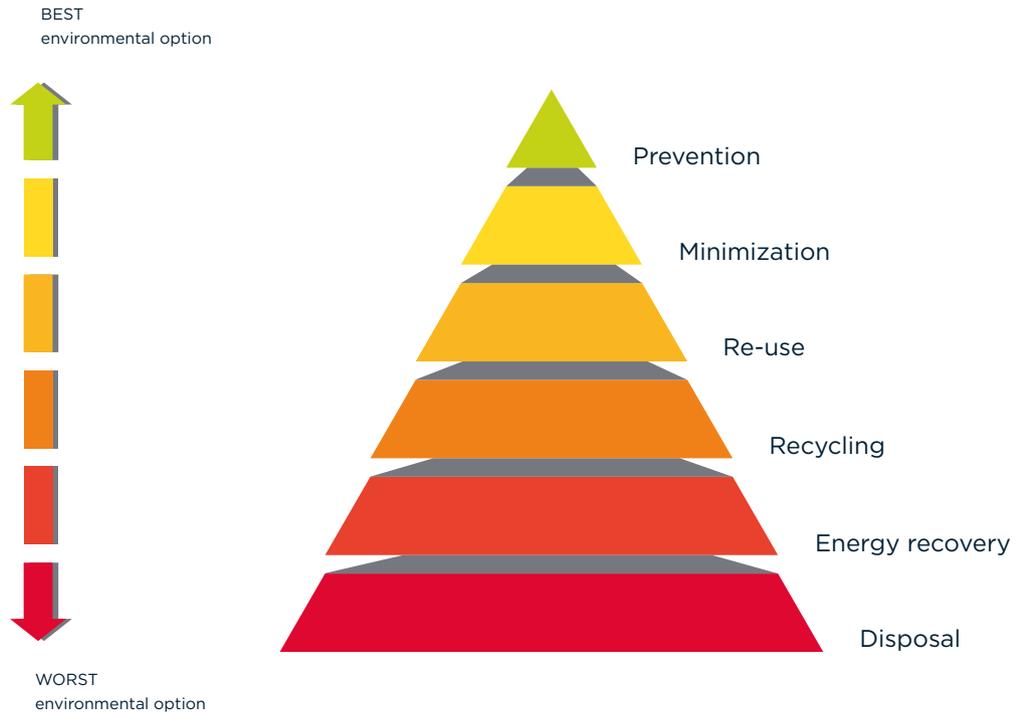
### The Hierarchy of Waste Management

As our portfolio is changing, an important goal of our commitment to circular economy involves adopting recycling technologies, whenever feasible.

We are also committed to making the best use of our Research & Development capabilities to assure we follow the hierarchy of waste management (shown below):

### USE OF MATERIALS: AVOID, REDUCE, RE-USE, RECYCLE...

We are proud of how we use our chemistry, engineering and regulatory knowledge to maximize the use of recycled products in our registered processes. Such practice needs to extend to our particle engineering processes and to become routine in our large-scale operations. Every one of our sites has stellar examples of how we do the right thing: dedicated units recycle solvents, thermal oxidation units generate steam, noble metal recovery reach yields of 80%, biological waste water treatment plants deliver low-cost compliant solutions - we must multiply these examples of using the best knowledge and industrial practices to protect the Environment. In some cases, we need to find lateral thinking innovative options that may not be obvious.



Hovione uses its chemistry, engineering and regulatory knowledge to maximize the **use of recycled products in the registered processes.**

### **UNINTENDED EFFECTS - RESISTANCE**

Antibiotics and anti-parasitics play a vital role in modern medicine. Hovione has, for decades, produced many such APIs and has enabled innovative molecules to be brought to the patient quickly or generic medicines to find a reliable and accessible supply of high quality APIs. Bacterial and parasite resistance is increasing globally. Untreated waste streams have contributed to hot spots of resistance having developed near API-producing plants or in the rivers where some operators direct their untreated effluent discharges.

Hovione is committed to making sure the quality of our waste streams is such that they cannot contribute to resistance. Furthermore we are involved in the development efforts to fight antimicrobial resistance by supporting the clinical development of new antibiotics.

### **BALANCE SPEED TO TREAT AND CURE WITH OPTIMAL ENVIRONMENTAL PERFORMANCE**

Our mission is to develop drugs that are important because they treat or cure diseases that afflict patients; any delay in development means suffering is extended. Developing green processes is often lengthy and incompatible with minimizing the time for approval. Once the new drug is a demonstrated success, Hovione is committed to work with like-minded clients to implement second generation processes that minimize environmental impact.



## Social Responsibility

Hovione has a Code of Ethics in place that establishes fundamental rules of conduct which govern relationships between Team Members and Hovione, between Hovione and our Clients, Suppliers, Lenders, Competitors, Shareholders, Authorities and the Community.

Our duty largely exceeds the strict legal compliance of our business conduct and we take our responsibility to the Community seriously: we believe we can contribute to a better society. Being explicit that we do not tolerate bribery, corruption and child labor, and that we uphold human rights, non-discrimination and freedom of association are part of our everyday conduct. Hovione commits to labor practices that include principles of diversity, inclusiveness, equality and pay that is fair and competitive and to offer challenges and opportunities of personal development, supported by well-thought out training and mentoring.



Volunteer work at the Food Bank, Lisbon 2017

### OUR RULES OF CONDUCT

- We do the right things, for the right reasons, in the right way.
- We trust each other and treat each other in a fair, courteous and respectful manner.
- We have a duty to uphold Hovione's reputation, interests and image of excellence.
- We treat business partners (clients and suppliers) with honesty, professionalism and openness.
- We work with our business partners under contractual obligations
- of confidentiality. We protect and keep confidential all scientific, industrial and business information obtained under that relationship. We protect all Hovione information and know-how and respect others' intellectual property rights.
- We respect the Law that rules everywhere we do business. When we become aware of any instance of non-compliance with the Law or with this Code of Ethics, we inform the Company.
- We strive to maintain good and stable

**We trust each other  
and treat each other in a fair,  
courteous and respectful manner.**



neighborly relations within our community and to take an interest in its needs and contribute thereto.

- We have zero-tolerance for:
  - using company resources, information, assets or authority for our personal use or gain.
  - unethical business practices to attract a client to the detriment of a competitor.
  - giving or accepting any personal presents or personal favors which

are intended to influence the business relationship with the Company.

- bribery or seeking an unfair advantage.
- obtaining information about competitors in an illegal or irregular manner or denigrating their reputation.
- colluding with competitors or competing disloyally.
- discrimination of any kind, bullying or harassment.

## To our Communities



Cleaning up the local beach, Cork 2017

Hovione wants to get involved with the local communities everywhere we operate, supporting those that help others through our Corporate Social Responsibility, in the following lines of intervention:

- Education and Culture
- Social, Health and Well-being
- Sports
- Safety and Environment

During the last years, we have supported several projects and organizations, such as:

- **Food Bank Against Hunger:** 133 people from all Hovione sites jointly helped to pack food and clothes for those in need;
- **Hovione Solidarity Running Race:** over 1,300 participants, including Hovione Team Members, their families and community, joined in a 10k run and 5k walking tour, where the food and the fees received were distributed to local social organizations;

Hovione actively contributes to the Community. We want to be part of the solution for local challenges by providing the fishing rod to those in need, rather than providing fish.

We support those that help others – whether these are local schools, fire departments, NGOs, arts and sports organizations – or those that reveal outstanding merit or worth; or those that face grave challenges or have ambitious goals and are like-minded.



Volunteer work at the Food Bank, Lisbon 2017

**We want to be part of the solution** for local challenges by providing the fishing rod to those in need, rather than providing fish.



Group photograph at the Food Bank, Lisbon 2017

- **Local Fire Brigades:** annual support for equipment renovation;
- **Conservatório de Artes de Loures:** donation for the renovation of the buildings of this music school;
- **CrescerSer – Casa do Infatado:** donation for a safe and fully adapted children’s transportation van;
- **East Windsor Senior Center:** donation for yearly celebrations;
- **Centro Cristão da Cidade:** regular donation for the homeless and support for disadvantaged families;
- Cleaning up **beaches** and **hiking trails** by Hovione Team Members in Ireland, Portugal and Macau.



Hovione Solidarity Running Race, Loures 2017



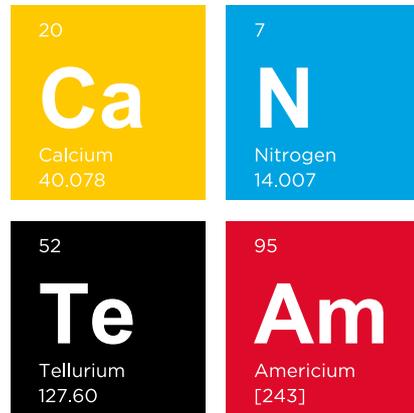
Cleaning up the Grand Taipa Hiking Trail, Macau 2017

# Health and Well-being Statement

## HEALTH AND WELL-BEING

Hovione is grateful to the individuals that dedicate or have dedicated all, or a large part, of their professional life to making Hovione a great company. Hovione commits not only to create a mechanism for all to share in its success but also to provide working conditions that promote everyone's well-being and inspire collaboration and mutual trust.

Hovione is a leading Company dedicated to helping patients to improve their health and their quality of life. We are committed to doing our best to provide healthy food during working hours, to encourage healthy habits and to support the development of the young children of our Team Members.



Canteen in Lumiar, 2017

**Hovione is**  
at a period of  
**accelerated growth.**

Hovione is at a period of accelerated growth. In the past few years, sales have increased by 15% with positive contributions from all business areas and sites. We are expanding our manufacturing capacity and adding a new R&D facility. These are times of wonderful opportunity for all our Team Members to grow professionally, take ownership and be accountable in their respective jobs.

At the same time, this growth puts a lot of pressure in our lives - we are expected to do more, make decisions at a faster pace, take risks, deliver at the expectation level of our customers and be flexible to react to changing plans. These circumstances can cause stress, unbalance our professional and personal lives and make us neglect our health and well-being.

Hovione's growth is unsustainable if people are burned-out, energy depleted, sleep deprived and with sub-optimal nutrition quality. Hovione needs all its workforce to operate at its highest levels of performance and energy capacity. Hovione is therefore launching a Health and Well-being Policy to promote healthy behaviors, reduce stress and provide the conditions for Team Members to take care of their own health, to find the time to renew and restore their energy and stimuli to change unproductive working habits.

# At Hovione Health and Well-being means:

## HEALTH AND NUTRITION

- All Team Members have access to on-site cafeterias or eating areas offering healthful food options that take into account the diversity of the site and its visitors. Hovione involves nutritionists in the preparation of menus and will make nutrition information available. It finds solutions for Team Members or visitors with specific food restrictions due to religion, belief or health conditions. Fruit and water are widely accessible during the workday as well as during the night and the weekend shifts. Vending machines offer healthy snacks. More nourishing snacks will be available and refilled for Team Members working later than planned and night shift Team Members.
- Hovione will set up a workplace health program to promote activities such as health education and medical screenings. It provides information about correct working postures and designs its workspaces for physical comfort. Hovione will set up wellness programs such as smoking cessation, obesity prevention, diabetes, blood pressure, and cholesterol management, and personal health practices like good sleep habits and stress management. Hovione encourages its Team Members to routinely exercise and will deploy site specific initiatives. Hovione will have education sessions for frequent business travels on healthy travelling habits and take initiatives to support well-being while travelling.
- Schedules of on-call Team Members and workers in shifts have to be thoughtful of Team Members' need for sleep and physical balance.
- Each site will be provided with a budget for Team Members recreational groups to organize activities that promote health and socialization with emphasis on outdoor group physical activities such as the 5K marathon run or walk, organization of soccer, tennis and biking teams.

## RENEWAL AND FOCUS

- Hovione will determine 3 different spaces in all sites for personal use and informal

team gatherings to create the conditions for Team Members to release tension, engage into collaboration in a relaxed environment and provide isolation for tasks requiring concentration.

### THESE 3 SPACES ARE:

- Renewal room - to be used on an individual basis, pre-scheduled, and available for example for pregnant women/young mothers' physical needs, religious/praying needs and as a quiet place to take a moment to restore when in emotional or physical imbalance.
- Focus room - for individual use for a determined period to execute highly important concentration tasks.
- Energy space - an informal setting to boost creativity, stimulate brainstorming and be open for positive group work interaction and energy catalyzer.

## PRODUCTIVITY

- Workplace behaviors such as constant interruptions, meetings without agendas, unplanned meetings and lack of concentration derail our productivity. Hovione will start a productivity program to help its Team Members implement working habits to increase their productivity. The sites are allowed to establish "no meeting" time periods and Team Members are encouraged to use "no interrupt" signs, so they are not disturbed in the completion of a task and teams are encouraged to do webcalls.
- Hovione will implement policies such as working from home, flexible working hours and compensation for weekend business travelling, to allow Team Members to balance their working-life and achieve the highest productivity.



(Carla Vozone, Vice President  
Product Development and Licensing)

## Hovione Social and Sports Club

A Hovione Social and Sports Club (HSSC) has been created on each site. This Club is composed of company Team Members of different departments whose main objective is to promote cultural, social and sports activities. This allows Team Members and their families to enjoy some moments of relaxation and well-being while developing relationships that go far beyond the professional sphere.

In 2016, about 44 different activities were undertaken involving over 2600 participations. The activities included theatre, cinema, workshops, sport tournaments, guided tours, summer camps among other recreational offerings.



Hovione Solidarity Running Race, Loures 2017

**Hovione allows Team Members and their families to enjoy moments of fun.**

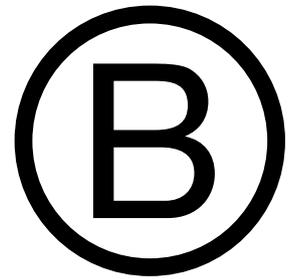
## To be the Best for the World™

**B Corps lead** a growing global movement of people using business as a force for good.

B Corps are a new type of company that uses the power of business to solve social and environmental problems. We commit ourselves to such a movement as this makes a statement about ourselves, and attracts like-minded individuals and clients.

As a Certified B Corporation™ we want to contribute to redefine success in business, meeting the highest standards of social and environmental performance, setting our Team Members for success and personal satisfaction, and aspiring to use the power of markets to solve social and environmental problems. Collectively, B Corps lead a growing global movement of people using business as a force for good™. We believe that B Corps, through the power of their collective voice, are competing to be the best for the world® and through them, society will enjoy a more shared and durable prosperity.

**Certified**



**Corporation®**



### PEOPLE + PLANET BEFORE PROFIT

We are committed not only to doing our part but also to communicating, creating awareness and leading efforts to make this collective change happen. In the communities where we operate we strive to be a force for good.



**Hovione** 

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