

THE GLOBAL  
COMPACT

October 16<sup>th</sup>, 2009

HIPPOCRATESRESEARCH



## Communication on Progress

Year: 2009

### STATEMENT OF CONTINUED SUPPORT

Dear Sirs,

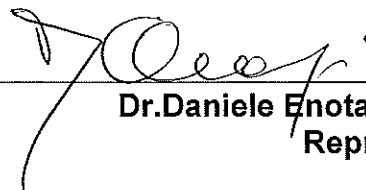
herewith to confirm our willingness to continue to support the ten principles of Global Compact.

We joined the Global Compact on January, the 11<sup>th</sup> 2006 and we intend to continue to support you because we firmly believe in your principles.

In fact, our commitment in the initiative is perfectly lined up for our corporate policy and our willingness to provide a concrete contribution, despite of being a small business company.

For this reason, with reference to your request, we present our COP for the current year (2009) with which we inform all stakeholders about the activities and achievements in the implementation of five of the ten principles (Human Rights Principles 1-2 and Environment principles 7-8-9).

Sincerely,

  
Dr. Daniele Enotarpi – Legal  
Representative

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**Brief description of nature of business**

Hippocrates Research Srl is a CRO (Contract Research Organization), it is therefore a company that offers services in clinical research field, which interfaces with pharmaceutical companies. Hippocrates Research Srl, interacting with the figures mentioned above, for the specific, it offers its clients a wide range of clinical pharmaceutical research services to help the development process of Clinical Trials of drugs and Medical Devices.

It is engaged in managing and monitoring all phases which involve clinical trials of drugs / medical devices on humans.

<b>PRINCIPLE 1</b>	<b>BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS</b>
<b>Actions</b>	<b>Actions realized</b>
	<p>Since its birth in 1995, our company, spreads, shares and applies Helsinki Declaration' principles (1964 and subsequent revisions). Our support of the Universal Declaration of Human Rights is therefore the basis on which we create our daily work.</p> <p>Our employees operate in a fair and healthy working environment in accordance with the Italian law L.D. 81/2008 for the safety at Work. This new legislative decree, which combines, amends and attunes the previous regulations of the law (626 and 388/03) for safety and health at work, has been immediately acknowledged and implemented by our company.</p> <p>In 2007, in virtue of the increased number of personnel, the company has undertaken to expand its premises in order to guarantee the necessary and comfortable workplace for all the employees.</p> <p>Moreover, in 2009 , the company has undertaken a program to evaluate the risks related to stress for all employees.</p>
<b>Outcomes</b>	<b>Measurement of (expected) outcomes and value added for our company</b>
	<p>The work-related stress test, carried out by qualified staff, showed excellent results because all employees have received low ratings of stress.</p> <p>This assessment used a validated test ("Work-related stress test") that measures the stress in a scale from 0 to 100, where a score higher than 70 identifies employees working under high level of stress. The assessment has brought excellent results for all employees. Within our Company, the average score of the work-related stress has been 34 (equivalent to "fairly low") within a range of 17-57). The higher score was 57 (moderate) observed only in one person who was also the only employee found with a score above the limit of 50.</p> <p>Within 2011 we auspicate to maintain and possibly to improve these results by maintaining a comfortable, cooperative and serene working atmosphere for the employees in which the individual can feel free to expose difficulties and possible problems.</p> <p>The work environment also has to be instructive in order that everyone can have the opportunity to learn and grow professionally.</p>

**PRINCIPLE 2****BUSINESS SHOULD ENSURE THAT THEY ARE NOT  
COMPLICIT IN HUMAN RIGHTS ABUSES****Actions realized**

From continued training perspective, essential for the growth of expertise and skills, the company offers its employees various courses, held by external instructors, which every employee can perform during the working year in parallel with the internal training courses.

The courses are aimed at all the staff of our company; some of them, the most specific ones, are therefore addressed to certain company figures involved only.

The courses conducted by external instructors mainly focus on:

Pharmacology Courses - specific area;  
English courses;  
Computer courses  
Security courses and first aid

Over the last few years the following training hours with external instructors have been conducted:

Year	Training hours per year
2007	414
2008	723
2009	1055

Future planning – forecasting:

Year	Training hours per year
2010	1055*

\* Figures are subject to consolidation

**Actions****Measurement of (expected) outcomes and value added for our company**

The future goal is aimed at continuous improvement of staff training, trying to specialize more employees, increasing the hours of training, both internal and external to the company (co-visits on the field).


**Outcomes**

<b>PRINCIPLE 7</b>	<b>BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES</b>
<b>Actions</b>	<b>Actions realized</b>
	<p>Despite the business in which our company operate is considered a low environmental impact, all the strategies which can support energy conservation have not been neglected. Therefore, in addition to a careful attitude toward and spur on energy conservation, figures and instruments that will enable the realization in concrete of these little goals have been prepared.</p> <p>The corporate structure has been patterned after cycles of working hours that consent the person in charge to verify the shutdown of all electrical and electronic equipment, avoiding the maintenance in the state of standby.</p> <p>In the offices areas, characterized by less use, a movement sensor system for regulating the automatic ignition and shutoff of lights has been installed.</p> <p>The same "Forma mentis" (mindset) is directed to the consumption of paper for which the recycling phase is provided, but even before, saving consumption through incentives of double-sided printing.</p> <p>Our commitment is therefore directed to maintain, enhance and promote these strategies. All new employees are trained and will be on during their first day of work by the head office.</p>
<b>Outcomes</b>	<b>Measurement of (expected) outcomes and value added for our company</b>
	<p>For the future, the management is discussing the gradual change of spot lightning with new more energy-efficient ones.</p>

**PRINCIPLE 8****BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY****Actions realized**

In order to reduce the impact on the environment, in addition to encourage the rational use of every resource and energy, we can identify two main elements on which we acted in concrete: paper and batteries.

Concerning the paper, we mention in every e-mail message, whether intended for both internal and external use to the company, to evaluate the actual needs of the printing.

The message “ Please consider the environment before printing” is present in the electronic signature of each employee and manager of the company.

In a saving point of view, was asked employees to use the double-sided printing as much as possible, moreover is recommended to reuse used paper for internal or test print.

Each office is also equipped with proper cases for collecting paper for recycling.

Considering that a large percentage of paperworks are produced and sent to the companies with which we deal, we found a good percentage of recycled paper used for internal purposes.

Estimating a total 100% paper-ordered which about a 60% is spent outside the Company, on the remaining 40% we can point out the percentage of recycled paper can be seen in the following table:

Year	Paper Input*(unit volume)	% of recycled paper
2008	328	31,2%
2009**	212	35%

\* considering the 40% as the total paper input, as explained in the text

\*\*up to September

Regarding the use of batteries these are mainly used for the operation of wireless keyboards and mice.

Used batteries are collected in a proper box, and then addressed for recycling. The total number of batteries ordered in this case corresponds to 100% of batteries recycled.

Leadership policy for both the present and the future is to restrict the use of wireless keyboards and mice, except for contingency of the worker (example, use of laptops instead of desktop).

**Actions**

<b>Outcomes</b>	<b>Measurement of (expected) outcomes and value added for our company</b>
	For next years, hoping that the companies we work with will require less paperwork and more electronic format, we hope a reduction of ordered paper in the face of increased recycled paper percentage. We also expect to maintain the same standard about recycling batteries.

**PRINCIPLE 9****BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES****Actions realized**

In order to decrease the use of paper documents, each working station is linked to the internal server, where everyone can find all files shared.

This system allows to consult documents that are physically located in different offices, without having to resort to print paper or to fax.

For this reason all incoming documents are scanned in Pdf format and saved properly on the server.

While trying to limit use of printers and copiers, there is still a use and consumption of toner.

Consumed toners are collected in a proper area, away from staff, and are subsequently withdrawn by the supplier for proper disposal.

Even in this case the percentage of ordered toner and those sent for disposal is equal to 100%

Year	N° ordered toner
2008	53
2009*	46

\*up till now

**Actions****Measurement of (expected) outcomes and value added for our company**

The management, always aware and well-disposed towards new non-invasive technologies for the environment, is open to the introduction of any emerging technologies and new energy-saving strategies.

The objectives for the coming years are focused on implementing the electronic archive, in order to replace partly the paper one, and to maintain the standards of disposal of toner, to reduce, as in previous years, the ordered quantity.

**Outcomes**



**How do you intend to make this COP available to your stakeholders?**

This document will also be published on our website in case our partners may need it.