

COMMUNICATION ON PROGRESS REPORT 2010

This report is Hikma Pharmaceuticals PLC's third Communication on Progress Report. It covers January 1st until December 31st 2010 and reaffirms the continued support from Hikma's CEO for the Global Compact, and incorporates sections of Hikma's policies, Corporate Responsibility Report, Code of Conduct and includes the UNGC's 10 universally accepted principles and their implementation at Hikma.

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CEO's letter,

Greetings from the headquarters of Hikma Pharmaceuticals in Amman Jordan,

I am proud to introduce Hikma's third Communication on Progress Report thus sustaining Hikma's active membership of the United Nations Global Compact (UNGC). The report signifies Hikma's commitment to aligning its operations with the ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption, and demonstrates a sign of Hikma's business stewardship and dedication to bring about positive change. As Hikma's operations grow, so does its role as a UNGC member taking on greater responsibility for the development, implementation, and disclosure of environmental, societal and governance policies and practices.

The UNGC is one of the world's largest corporate citizenship initiatives with thousands of participants from around the globe making it an ideal platform to induce sustainable change. Its network of multiple stakeholders that combines the expertise of the public sector, private sector, and civil society provides an ideal tool to advance in ways that benefit societies everywhere. Although we are a global company, we are keen on acting locally in all the communities we operate in and aim to provide quality medication in a way that sustains the public interest of all stakeholders.

It is our duty as a multinational business to uphold the universal principals and inspire our stakeholders to do the same, nurturing the UNGC's network to include more people and consequently magnify its impact. As an enterprise, we remain committed to conducting our business in such a manner that prioritizes these values and adopts them as core business elements at Hikma.

Since the UNGC allows for its members to choose the solutions that best suit their business; it allows for creativity, innovation and sharing of this extensive knowledge through the COPs of all the compact's members. And for any given solution to succeed, it must be understood and appreciated by all employees in the company, with the management's leadership and support. An example of such an initiative at Hikma was the formation of a Compliance, Responsibility and Ethics Committee (CREC) in August 2010. This committee was formed in accordance with the principles of good corporate governance and in response to the expanding compliance requirements in all areas of the Group's business.

We at Hikma believe the Global Compact is an effective and credible framework that provides a great foundation for pragmatic action towards the UNGC universal principles through a global collaboration that is strongly geared towards sustainable development.

It gives one great satisfaction to be part of an organization which not only contributes to the economy through financial performance, but also caters to the wellbeing of society as a whole.

Said Darwazeh

CEO of Hikma Pharmaceuticals PLC

The Global Compact 10 Universally Accepted Principles

Principle One:

Business should support and respect the protection of internationally proclaimed human rights

Principle Two:

Business should make sure that they are not complicit in human rights abuses



Commitment

Hikma conducts its business with high ethical values and in compliance with applicable local, state, federal, and foreign laws. Within the Hikma Group, every facility complies with the laws of the country it is located in. The Employees Human Resources Bylaws and supporting policies meet, and where possible, exceed all labor laws and regulations in all the countries in which we operate.

Hikma code of conduct policy ("Code"):

It is the policy of Hikma worldwide to be an equal opportunity employer, to compete fairly and to operate with a high standard of ethics.

The Hikma Code describes this policy and must be applied by all Hikma employees.

The Dignity Principle from Hikma's Code states the following:

Respect for the individual:

- Respect the dignity and human rights of others.
- Adopt work practices that respect employees' dignity and human rights.
- Prevent any kind of harassment in the workplace.
- Prefer suppliers and partners whose employment practices respect dignity and human rights.

Health and safety:

- Protect human health and safety.
- Ensure that products and services sustain or enhance customer health and safety.
- Protect employees from avoidable injury and illness in the workplace.
- Provide a work environment that is free from substance abuse.
- Prefer suppliers and partners whose work practices respect international labor standards on health and safety.

Privacy and confidentiality:

- Respect customers' privacy; protect confidential customer information within legal and regulatory frameworks.
- Respect employees' privacy; protect confidential employee information within legal and regulatory frameworks.

Use of force:

- Abstain from directly or indirectly using forced or child labor.

Association and expression:

- Recognize employees' right to free association and collective bargaining.

- Respect customers' cultures.
- Respect local cultures.

Learning and development:

- Assist employees in developing skills and knowledge.
- Create employment opportunities that enhance human development.

Employment security:

- Safeguard employment and employability.

Systems

Monitoring the Code at Hikma

The process for monitoring the implementation of the Code is as follows:

- The Corporate Communication Department develops and updates the Code.
- The CEO approves the Code.
- The Corporate Communication Department annually distributes the Code to all corporate employees and collects the signed receipts.
- Managers worldwide understand the Code and explain it to their employees.

Hikma Health and Safety Policy

The Health and Safety Policy is critical at Hikma because of the nature of Hikma's line of business, operators must stay safe and manufacturing plants must be equipped with systems for safely operating the machinery. The policy revolves around different areas and is practically implemented through certain processes.

The health and safety processes are:

Employee Health:

- All employees of Hikma will be provided with Health Insurance for both them and their immediate family.
- It is the responsibility of the employee to inform his or her manager / supervisor of any health condition or illness which will affect the safe performance of his or her job.

Accident Prevention:

Safety rules are posted throughout the plant and administration buildings, for the protection of all employees. Managers and supervisors are expected to enforce these rules. Employees who disregard safety rules will be warned and disciplined

Health and Safety Training:

Training is provided regularly to all employees. It is provided to new employees at the beginning of their employment. Specialized training for specific equipment is mandatory for operators whose work entails using this equipment.

Monitoring, Reporting and Communicating:

Any injury that occurs during working hours should be reported immediately by managers. A report should be completed as soon as possible and forwarded to Human Resources, the HS Supervisor and General Manager.

Learning and Development:

- Employees are assisted in developing skills and knowledge. This encompasses a continuing education scheme for Hikma employees, which entails providing scholarships to employees who qualify.
- Employment opportunities are created to enhance human development.

Monitoring the Health and Safety Policy at Hikma

The process for monitoring the Health and Safety Policy and procedures is:

General Manager:

The HS directive is overseen by the General Manager of each unit, who takes responsibility for ensuring the implementation of the Health and Safety Policy.

HS Supervisor:

- An HS Supervisor is appointed in each manufacturing unit to take responsibility for ensuring the implementation of the policy and compliance with local regulations.
- If so required, the HS supervisor may allocate appropriate resources at each level of the organization to ensure the necessary compliance. This may include roles for a Fire Officer and a First Aider.

CR Champion:

A champion in each unit is selected by the GM and the CR department, and will also work with the representatives appointed to ensure the day to day implementation and communication of the Policy is fulfilled.

Administration Programs

The first cornerstone of Hikma social responsibility is that it cares for its employees and their families. Hikma provides decent income and benefits including but not limited to special child care assistance programs to working mothers and employment of handicapped persons. Hikma also provides support for the education of employees and their family members who qualify for scholarships within its continuous education scheme.

The administration respects employees' rights in line with the UNGC human rights principle. It upholds the employees' right to privacy, and protects confidential employee information within legal and regulatory frameworks. Employment security is also protected through safeguarding employment and employability.

The Compliance, Responsibility and Ethics Committee (CREC)

In accordance with the principles of good corporate governance and in compliance with the Combined Code and Markets Law, and in response to the expanding compliance requirements in all areas of the Group's business, the Board formalized its oversight in this critical area by forming a new committee, the Compliance, Responsibility and Ethics Committee (CREC).

The key functions of the Committee are to oversee the Group's approach to compliance-related issues including the Group compliance function, anti-corruption, whistle-blowing, statements and policies on ethics, conduct, values and principles and at Board level to set and review Group policy in the area of Corporate Responsibility (CR), which is supported by the CR Steering Committee.

Actions

- Signing of the Code in 2010 by current and new Hikma employees.
- Hikma provides specialized training under its continuing development and education scheme. Around 2300 employees underwent the specialised training out of a total of 5400 employees worldwide.
- Approximately 250 training sessions were conducted in Hikma worldwide. The trainings were in specialized areas that include: soft skills, foreign languages, business, professional pharmaceutical related.
- Hikma provides scholarships for continuing education under its continuing development and education scheme. The number of people who started their education in 2010 was 9 employees, with 8 employees from Jordan and one from

Portugal; among a total number of 25 employees that were covered by Hikma that year.

- The formalization of Hikma's ethical compliance and supervision by forming the CREC committee in August 2010.
- The CREC committee met once during the year. The programme of meetings is scheduled to expand over the course of 2011.
- Communication of Hikma's Health and Safety policy to employees continued to be a priority in 2010. All new employees learned about Hikma's Health and Safety Policy as part of their induction.
- All employees received training in Health and Safety on a regular basis.
- Each unit completed an annual Health and Safety review.
- Operators underwent training for safely operating certain equipment.
- All new employees took a medical examination at company expense. Additional periodic examinations may be required from time to time, also at the expense of the company.
- The CR Champions carried out several campaigns: You are Hikma general employee health day, first aid training, fire drill practice, anti-obesity campaign within the company and in the local community, breast cancer day in line with the world breast cancer initiative, and world heart day.

Performance

In 2008, the Code was updated and released to all Hikma managers across the Group, and it was signed by over 60% of Hikma managers. In 2009, the Code was incorporated in the induction process for all new employees. Consistency and continuity of the code's implementation continued in 2010, whereby 2225 codes were signed by employees.

Hikma measures the following GRI indicators:

- LA7: rates of injury, disease, lost days, absenteeism
- LA10: average hours of training per employee per category
- HR2: percentage of suppliers/contractors undergone human rights screening

Principle Four:

Business should uphold the elimination of all forms of forced and compulsory labour

Principle Five:

Business should uphold the effective abolition of child labour

Commitment**Labour Standards**

Hikma Pharmaceuticals has always adopted standards that are consistent with established and globally accepted labour requirements and this is evident in all of Hikma's subsidiaries. Ensuring our employees are properly taken care of is one of the core values and principles that Hikma was built on.

Systems

Hikma's Code specifically states that the company will "abstain from directly or indirectly using forced or child labour" and will not deal with any supplier who does not honour international labour standards. Hikma "prefers suppliers and partners whose work practices respect international labour standards" (Hikma Code).

Furthermore, Hikma commits itself, at a minimum, to abiding by the local labour laws in each of its locations and, at most, exceeding them. The labour laws in all the countries Hikma operates in prohibit the employment of minors under the age of eighteen.

Hikma implements a "Grievance procedure" which is an accountability procedure that ensures that all forms of forced and compulsory labour are reported in a timely manner. These procedures maintain Hikma's high ethical standards and cover any mistreatments that might occur between employees.

Actions

Hikma audits all its main suppliers in regards to their employment practices. The practice was initiated in 2007 and Hikma seeks to improve upon its record. The significant suppliers in addition to the contractors that have dealings with Hikma were identified and have undergone human rights screening as part of the supplier audit procedure. In 2011 we aim to revise the supplier audit procedure and update the audit questionnaire in accordance with internationally agreed upon best practices.

Hikma follows strict accountability procedures that entail actions for rapid reporting of any labour mistreatments. The actions entail a Grievance Procedure that allows employees to notify HR instantly of any labour grievances they experience and HR immediately take measures to remedy the issues in a responsible manner. Hikma applies accountability throughout all its operations and has very open communication whereby any employee can communicate the grievance to the CEO personally and expect that steps will be taken to rectify it.

Performance

To ensure all Hikma employees are aware of these standards and abide by them, working with preferred suppliers was incorporated in the Code which has been in effect since 2006.

The labour laws of the countries that Hikma facilities are located in are put into effect and communicated to managers within their anti-corruption training to ensure fair dealings among employees. Hikma employees including managers and non-managers underwent anti-corruption training in 2010. In USA 69 employees underwent anti-corruption training in the fourth quarter of 2010. In Hikma AMC Jordan 83% of employees underwent training during the first quarter alone, and a total of 175 employees underwent training throughout the year.

Hikma measures the following GRI indicators:

- SO3: percentage of employees trained in anti-corruption policies
- HR2: percentage of suppliers/contractors undergone human rights screening.



Principle Six:

Business should uphold the elimination of discrimination in respect of employment and occupation

Commitment

Hikma is committed to providing employees with an environment free of all sorts of discrimination. Hikma commits itself to “practice non discrimination and provide equal employment opportunities” (Code).

Systems

Fairness Principle from the Hikma Code

• Fair Dealing

1. Deal fairly with all parties.
2. Deal fairly with minority share owners.
3. Treat customers fairly in all aspects of transactions.
4. Offer fair and reasonable compensation.
5. Deal fairly in all activities, including pricing, licensing and rights to sell.

• Fair Treatment

1. Practice nondiscrimination and provide equal employment opportunity.
2. Engage in free and fair competition.
3. Refrain from colluding with competitors on prices, bids, and output or market allocations.
4. Require suppliers and partners to refrain from bribery and improper payments.
5. Do not retaliate against employees who report violations of law or company standards.

Hikma prides itself on being an equal opportunity employer and is dedicated to eliminating discrimination with the company. Matters pertaining to discrimination in respect of employment and occupation are covered in Hikma’s Recruitment Policy worldwide. The Policy states the necessity for “equal employment opportunity in hiring” in the globally acknowledged standards of equal opportunity.

Hikma believes “in the equal treatment of employees and does not condone favouritism or inequality in any shape or form. Hikma does not discriminate based on a person’s race, color, religious creed, age,

sex, marital status, national origin, present or past history of mental or physical disability and any other factors not related to a person’s ability to perform a job” (Equal Treatment of Employees & Harassment Policy and Procedure).

Actions

As evidence of its commitment to providing a discrimination free environment, Hikma introduced an “Equal Treatment of Employees & Harassment” policy in 2004. The policy was updated in 2009, and states that we do not condone favoritism or inequality in any shape or form.

During the hiring process, recruiters are instructed and expected to eliminate any kind of discrimination and abide by the equal treatment of employees stated within the policy.

Hikma’s Compliance, Responsibility and Ethics Committee (CREC) implements the principles of good corporate governance and ensures the fulfillment of compliance requirements in all areas of the Group’s business, which includes the elimination of discrimination in respect of employment and occupation.

The CREC was formed in August 2010 and met once during the year under review. The programme of meetings is scheduled to expand over the course of 2011.

Performance

The Equal Treatment of Employees & Harassment policy was sent to all managers across the Group who in turn were asked to circulate the policy to their employees and update their policies manual last reviewed in 2004.

Hikma measures the following GRI indicators:

- SO3: percentage of employees trained in anti-corruption policies
- HR2: percentage of suppliers/contractors undergone human rights screening

Principle Seven:

Business should support a precautionary approach to environmental challenges

Commitment

Hikma strives to ensure the adaptation of environmentally friendly processes in all its plants across the Group whenever possible.

Along these lines, Hikma is committed to fulfilling the International Organization of Standardization (ISO) 14001 requirements or its equivalent in all the productions facilities worldwide.

Systems

The Hikma environmental policy includes compliance with the environmental legislations, prevention of pollution, and the continuous improvement of the Environmental Management System, all the related Standard Operating Procedures (SOPs), and environmental programs.

Hikma is applying the environmental policy in every unit in order to improve operations from an environmental point of view. Hikma is keen on improving on all fronts including minimizing our impact on climate change, water pollution, land contamination, and energy use.

Actions

Actions taken to ensure the optimal results for Hikma's environmental policy include:

- Training employees on the environmental policies and all the related SOPs
- Periodic internal audits
- Management review meetings
- Environmental programs such as reducing hazardous and non hazardous waste
- Continuity for the ISO 14001 certification or its equivalent

Performance

Our environmental impact is assessed on yearly basis through our Global Reporting Initiative. We have continued with our commitment to achieve the target and goals of ISO 14001 or its equivalent to reduce the environmental impact produced by energy consumption, hazardous waste, water usage and electrical consumption.

Improvements were noted across the Group including Hikma Jordan, Arab Medical Containers (AMC), a Hikma subsidiary in Jordan and Westward and Multi-Source Injectables (MSI) in USA.

In Jordan, a reduction by 4.8% of fuel consumption was achieved in 2010 when compared to the previous year. Hazardous waste was reduced by 17% and there was an increase of electrical consumption due to the new plant expansion and



new Hikma Jordan administration building.
In Hikma AMC plant the fuel consumption was reduced by 12.3% during the year in review. In USA, there was a decrease in the electrical consumption equivalent to 0.43% in addition to a decrease of 9.4% in total water withdrawal.

Hikma measures the following GRI indicators:

- EN3: direct energy consumption
- EN8: total water withdrawal
- EN22: total weight of waste



Principle Eight:

Business should undertake initiatives to promote environmental responsibility

Commitment

Hikma is committed to promoting environmental responsibility and utilizing environment-friendly processes in all its plants across the Group whenever possible. This commitment can be seen in several official documents such as the Code, Environmental Policy, and the company's Annual Report.

"We aim to minimize our impact on the environment where possible through integrating our environmental policy into all areas and activities at Hikma" (Environmental Policy Statement, 2007). Hikma will "adhere to environmental laws and standards domestically and internationally. Protect, and where possible, improve the natural environment, and prefer partners who observe applicable environmental standards" (Code).

Systems

Hikma deploys reporting systems that aim to reduce energy consumption, waste, greenhouse gas emissions and water consumption. These systems include the Global Reporting Initiative, the Carbon Disclosure Project (CDP), and the International Finance Corporation (IFC) audits.

Hikma is modifying all related SOP to include strong objective documentation for the ISO 14001. Through best practices, achievable targets and goals are set, such as reducing the energy consumption; reducing the hazardous waste in each unit, in addition to implementing training and awareness. Hikma initiatives start off at Hikma corporate offices in Jordan and are then implemented globally. Hikma is committed to reporting all its environment-related activities, results and performance to various national and international organizations such as the Ministry of Environment of Jordan, Jordan Environment Society, Department of Statistics in Jordan, IFC and CDP.

Actions

As part of its commitment to its environmental principles, Hikma finalised the following:

1. Installation of new energy saving features in the electrical system.
2. Scheduled calibration for steam generators.
3. Installation of a final filtration process for industrial waste water treatment.

The above processes are tested in Hikma's corporate facility in Jordan and then implemented in Hikma's facilities worldwide.

Performance

Hikma's Jordan facility continued to improve its operations and achieved a re-certification of the ISO 14001 and AMC obtained re-certification of the ISO 14001 as well as Occupational Health and Safety Standard OHSAS 18001 certification. Hikma facilities worldwide improved their standards as required to be compliant with the ISO re-certification or its equivalent in the country in which they operate. Hikma deploys periodic monitoring for direct and indirect emissions by direct measurement and indirect measurement through KPIs (key performance indicators) as well as water testing.

Hikma measures the following GRI indicators:

- EN3: direct energy consumption
- EN8: total water withdrawal
- EN22: total weight of waste



Principle Nine:

Business should encourage the development and diffusion of environmentally friendly technologies

Commitment

Hikma is committed to promoting environmental responsibility and utilizing environment-friendly processes when possible.

All of Hikma's new buildings will be built in an environmentally friendly manner. Hikma is serious in its commitment to the environment as an integral part of its corporate strategy.

This commitment is stated in several official documents such as the Code, the Environmental Policy, and the company's Annual Report.

"We aim to minimize our impact on the environment where possible through integrating our environmental policy into all areas and activities at Hikma" (Environmental Policy Statement, 2007). Hikma will "adhere to environmental laws and standards domestically and internationally. Protect, and where possible, improve the natural environment, and prefer partners who observe applicable environmental standards" (Code).

Systems

Hikma is committed to fulfilling the ISO 14001 requirements or its equivalent. It is also dedicated to being an active member of the Carbon Disclosure Project (CDP). Furthermore, Hikma collaborated with "Self Energy" ("Self Energy" partners with building owners and operators to save money save energy and save the environment www.selfenergy.eu) to discuss optimal ways to reduce energy costs and increase sustainability throughout its facilities. Hikma's consideration of the environment is reflected throughout its processes, and this is evident in its purchasing policy, which was updated to state that Hikma is required to install environmentally friendly equipment in its production units.

In addition a contract with an external agency was signed to check all the energy usage in Hikma with the aim of reducing the energy consumption in all forms.

The improvement on the environmental front for all processes is an ongoing effort. A new study with local contractors was conducted regarding the waste management. The information resulting from the study was incorporated into the processes. In 2011, we aim to build a state-of-the-art lyophilized plant in Portugal that is fully environmentally friendly.

Actions

Hikma Group is seeking to reduce energy costs and increase sustainability throughout all of its facilities by implementing Energy Conservation Measures (ECMs).

There are three specific objectives surrounding this vision:

- 1) Minimize energy costs
- 2) Maximize sustainability through reduction of carbon emissions
- 3) Reduce reliance on the electricity supply from the public supply network

ECMs consist of two groups of technologies that enable the above objectives to be achieved:

Energy Efficiency technologies enable the energy (both electrical and thermal energy) that is procured to be utilised more effectively within the facility. By improving energy efficiency, the user does not need to use as much energy to deliver the same tasks or processes.

Decentralised Energy technologies enable energy to be produced at or near the point of use, generally from renewable energy sources. This is in contrast to the traditional, wasteful and increasingly costly method of buying energy that is generated in a centralised power station that may be many hundreds of kilometres from the point at which the energy is needed.

Recently, Hikma has done the following:

- Installation of harmonics filters in the electrical system.
- Installation of a new sensor for humidity and temperature control.
- Installation of a high efficiency motor in the production line machinery.

Performance

As a measure of its performance in applying environmentally conscious principles, Hikma continues to improve its operations in all locations. The production facilities have achieved re-certification of ISO 14001 and the OHSAS 18001 or their relevant equivalents worldwide. Hikma is committed to the highest manufacturing standards with multiple FDA approvals.

Hikma measures the following GRI indicators:

- EN3: direct energy consumption
- EN8: total water withdrawal
- EN22: total weight of waste



Principle Ten:

Businesses should work against corruption in all its forms, including extortion and bribery

Commitment

Hikma does not tolerate corruption in any shape or form and has undertaken strict measures to ensure the compliance of all employees with these standards.

Hikma is committed to ensure all business dealings are conducted in a fair manner and has a zero tolerance policy to all forms of bribery and corruption. This is done through the partnership with PACI (Partnering against Corruption Initiatives) as well as internal systems based on the company's Code.

Hikma also has policies and procedures to counter bribery and corruption under the Share Dealing Code and Disclosures Policies.

"Hikma does not condone or participate in bribery in any form of corruption and refrains from using suppliers who utilize these methods" (Code).

Systems

Citizenship Principle from the Hikma Code

• Law and Regulation

1. Obey applicable laws and regulations.
2. Do not obstruct legal rights of share owners.
3. Adhere to competition laws.
4. Adhere to environmental laws and standards domestically and internationally.
5. Adhere to the letter and spirit of tax laws and make timely payments of tax liabilities.

• Public Goods

1. Do not condone or participate in bribery or other forms of corruption.
2. Protect and, where possible, improve the natural environment.
3. Promote sustainable development.
4. Ensure that products and services sustain or enhance the natural environment.
5. Prefer suppliers and partners who observe applicable environmental standards.

• Cooperation with Authorities

1. Cooperate with public authorities to address threats to public health and safety from the company's products.
2. Cooperate with employee groups, government and others to address employment dislocations created by business decisions.

• Political Noninvolvement

1. Recognize government's obligation and jurisdiction concerning society at large.
2. Avoid improper involvement in political activities and campaigns.

• Civic Contribution

1. Contribute to the economic and social development of local communities and the world.
2. Develop innovations in technology, products, processes and practices to the best of the Company's ability.
3. Contribute to charitable causes.
4. Support employee involvement in civic affairs.
5. Take a leading role in preserving and enhancing the physical environment.

As part of its Code, Hikma is committed to "cooperate in all efforts to eliminate bribery and corruption." As Hikma is publicly listed under the London Stock Exchange, it continues to implement its Share Dealing Code and Disclosure policies that follow strict guidelines regarding share dealing and prohibit the use of internal information for personal gain or insider trading.

Furthermore, the CREC committee upholds the principles of good corporate governance. The key functions of the Committee are to oversee the Group's approach to anti-corruption, whistle blowing, statements and policies on ethics, conduct, values and principles.

Actions

- Employees are encouraged to report any suspicious activities.
- There is ongoing education underway on the Share Dealing Code and Disclosure policies to ensure all employees are aware and in compliant with them. Currently, to ensure no insider information is used in share dealings,
- Hikma issues a closed period for employee share dealing two times a year, usually 3 months prior to disclosing company results, and this is communicated clearly to all employees across the Group.
- The formalization of Hikma's ethical compliance and supervision by forming the CREC committee in August 2010.
- The CREC committee met once during the year. The programme of meetings is scheduled to expand over the course of 2011.
- In 2011 we target to hire a dedicated compliance officer in Hikma's corporate office to coordinate and ensure that Hikma complies with ethical business standards and takes active measures to work against corruption in all its forms, including extortion and bribery.
- The anti-bribery policy in Hikma that was established in line with the Bribery Act in the UK will be updated in 2011 as part of the new compliance officer's responsibilities.

Performance

As part of Hikma's commitment to work against corruption, it makes sure that the stakeholders it works with are also fair, ethical and do not engage in nor tolerate any forms of corruption. To understand suppliers' ethical policies and practices, an audit questionnaire is sent out to all suppliers. This measure of performance ensures compliance with international standards in ethical standards as well as environmental and human right standards. This practice is always implemented and new suppliers are always audited, researched and scrutinised.

Hikma measures the following GRI indicators:

- SO3: percentage of employees trained in anti-corruption policies





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