

COMMUNICATION ON PROGRESS (COP) – 03/2007
UN Global Compact

1. Background

Company Profile

Vijayadeep Laboratories Ltd. is a leading research-based WHO-GMP Certified Pharmaceutical Company with a powerful combination of skills and resources that develops, manufactures and markets a broad range of human health products and provides pharmaceutical benefit services.

Our Vision

- ▶ To provide superior quality Pharmaceutical products and services that adds value to the quality of human life and satisfies our customer needs.
- ▶ To give employees meaningful work and advancement opportunities, and
- ▶ To offer investors a superior rate of return.

Our Mission & Values:

- ▶ We believe our first responsibility is towards doctors, patients and everyone else who relies on our products and services. To meet their needs everything we do must be of the highest quality.
- ▶ We are responsible to our employees, vendors, distributors and retailers.
- ▶ We are responsible to the communities within which we live & work and to the nation as a whole.
- ▶ We must maintain what we are privileged to use, including the environment and natural resources.
- ▶ Our final responsibility is towards our stockholders. Business must make a sound profit. We operate on these principles and stock holders will realize a fair return.

Vijayadeep at a Glance:

Registered in 1995 with Govt. of Nepal and established in 2001, **Vijayadeep Laboratories Ltd.** Is a leading research-based pharmaceutical company with a powerful combination of skills and resources that develops, manufactures and markets a broad range of human health products directly and through its distributors, and provides pharmaceutical benefit services. The core promoters of the company have more than 20 years of accomplishments in the pharmaceutical industry and the health sector with leading national/transnational pharmaceutical companies in various disciplines including marketing, manufacturing and R & D. With more than 60 employees, Vijayadeep manufactures products in its factory at Harisiddhi VDC in Lalitpur, Nepal and sells products throughout the country.

At **Vijayadeep**, our strategy for growth is based on quality products through WHO Good Manufacturing Practices (GMP) and demonstrating the value of our medicines to patients, payers and providers. **Vijayadeep's** product line includes a broad portfolio of highly innovative prescription products in important therapeutic areas. Human health products include medicine to treat high blood pressure, congestive heart failure, elevated cholesterol levels, arthritis, pain, migraine, psychiatric problems, depression, iron deficiency, gastrointestinal ulcers and antibiotics.

We have learnt that working in the front line of the fight against disease, there are no easy solutions to the challenge of providing access to sustainable healthcare in developing countries. Only a holistic approach to prevention and treatment will work—one in which medicines play a supporting role in a comprehensive program of prevention, health education, screening diagnosis & treatment, community care and support. We are committed to playing a full part by taking an innovative, responsible and above all sustainable approach to meeting the healthcare challenges of the nation.

Quality Policy

We are committed to manufacture quality health care products through Good Manufacturing Practices to emerge as a growing force in the Pharmaceutical Market. Company will achieve this through a process of continuous quality improvement. It is our policy to continually meet and exceed customer's needs, the only way to ensure company's growth and prosperity. We are committed to improve and upgrade our quality standards to meet the national and international quality requirement through advanced production methodologies available.

Main Objectives of our Quality Policy:

- ▶ Good Manufacturing Practices (GMP)
- ▶ Build quality at all levels
- ▶ Involvement of all employees
- ▶ Continuous Quality Up-gradation

Product Categories (Medicines – Tablet/Capsules):

1. Alimentary System
2. Analgesics & Anti Inflammatory
3. Anti Depressant & Anti Psychotic
4. Anti Fungal
5. Anitallergics
6. Antibacterial
7. Antidiabetic
8. Antimalarial
9. Cardiovascular
10. Diuretics
11. Genito-Urinary System
12. Haematinics
13. Lipid Lowering
14. Tranquilizers
15. Vitamins

Social Responsibilities:

In recent years, the concept of corporate social responsibility has emerged as an increasingly important feature of the business philosophy. Businesses are no longer basing its decision solely on economics. They are now expected to consider the ethical, moral and social impacts of their action. A corporation that is sensitive to the surroundings and the needs and aspirations of the community in which it operates not only creates goodwill and strong market for its business but also helps support a sustainable neighborhood.

The company affirms the interdependence of its enterprise with the well being and self reliance of the community.

The company is also known for the partnership it builds with various development players in the field to synergise all available opportunities to bring about holistic development of the local community.

UN GLOBAL COMPACT

Vijayadeep Laboratories Ltd as a whole right from the policy-makers (Board of Directors), Chairman and Managing Director, Senior Professionals to the Workers at large, are fully committed to the principles of the UN - Global Compact.

The Company has already been functioning more or less in line with these principles. The Company has already submitted in previous COP to Global Compact and on our Company's web site as specified. We have communicated directly with our colleagues and employees about our full-fledged commitment to Global Compact and the principles. Global Compact movement requires the energy of many dedicated professionals within our Company, including but not limited to those responsible for human resources, labor relations, environmental issues, community outreach and external relations. We've co-ordinated activities on behalf of the Global Compact and extend our Company's commitment to the Compact's principle.

2. Principle Selected:

Environment & Human Rights

3. Policy on the Principle:

Vijayadeep has started the implementation of "Environment Management System (EMS)" since September 2003 with a vision to adopt ISO 14001-1996 Certificate in near future. It is also on the course to get ISO 9001-2004.

- The detailed initial Environment Review has already surfaced many potential aspects and impacts.
- Prioritization of the Environmental impacts has already been done. The information has been shared with all the concerned authorities in charge: Production (Chief), Pharmacists, Quality Control Officers, Packaging Supervisors and Store Keepers, who directly or indirectly are involved to implement the Environment Policy.
- Based on the priority, Vijayadeep Laboratories Ltd. Commits to work towards mitigation of these adverse impacts and look forward to prevention of Pollutions and conservation of Resource.
- The company ensures equal access to employment and promotion opportunities across gender and cultures through policies and programs.
- The company's policy is to ensure the protection of human rights. The company's policies take into consideration the principle of human rights, the constitution of Nepal, and the Labour Act.
- There is no child labour involved in the company, and ensures that the minimum age of employee to work in our company is 16 years and above.
- All the employees have comfortable sitting arrangements as per the working condition, and each of them show mutual respect, co-operation and harmony amongst themselves.

4. Implementation of the Principle:

Action Plan / Road Map

- ✓ Training Need Identification.
- ✓ Awareness of Environmental Policy (Display and interpretation of Policy)

- ✓ Preparation of job structure and defined responsibility as per the requirement.
- ✓ Training as per EMS of possible consequences that may occur on not following the operating procedures.
- ✓ Identification of significant environmental aspects, especially in the area of waste material disposal, air pollution control, noise reduction of machines, and proper disposal methods for returned / damaged and expired medicines (raw materials and finished goods).
- ✓ The Company has a well-ventilated and well-lit environmentally sound workplace, and the Air Handling Unit (AHU's) are installed throughout factory premises as per WHO-GMP norms, and the routine maintenance of the machines are implemented.
- ✓ Occasional training on health, sanitation and safety are provided to the workers, and on regular basis all the employees (especially of production) have to compulsorily go into regular medical check-up in the certified local hospital hosted by the Company.

Reporting System – Responsible for implementation

- ❖ The operation and activities are carried out under controlled conditions by qualified employee to meet specified requirements.
- ❖ Responsible person includes: Production (Chief), Production Pharmacists, Store Keeper, Packaging Supervisor and Factory Administrative Officer.
- ❖ Preparation of procedure for workmanship to stipulate in the clearest practical manner.

Impacts & Benefits:

With the initiatives of the UN GC principles undertaken by the Company, people look forward to work in the company, which is very encouraging for us. The image of the Company has improved, and the workers are more conscious about their health, education (training & development) and human rights. The Company will continue

raising awareness, enhancing skills and knowledge, and ensuring the rights of all the employees and their families for a sustainable livelihood.

5. Person Responsible for the Report:

(a) **Mr. G S Maskay**

Manager (Corporate), Vijayadeep Laboratories Ltd.

Corporate Office, Kopundole, Lalitpur-10, GPO Box 2305, Kathmandu.

(b) **Mr. I P Sharma**

Chief, Production Pharmacists, Vijayadeep Laboratories Ltd.

Factory: Harisiddhi, Lalitpur-2 (Nepal)

Contact Address:

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