

REPORT - 3: COMMUNICATION ON PROGRESS (COP) - 03/2008
UN Global Compact

Title: Environment & Vijayadeep 2008

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:

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.

Environmental and Quality Policy

Vijayadeep Laboratories Ltd. is committed to manufacture and supply quality medicines as per WHO-Good Manufacturing Practices (GMP). Vijayadeep is fully committed for total customer satisfaction through quality improvement, and complies with national and other relevant legislations and regulations.

Vijayadeep is dedicated to continual improvement of its environmental performances by creating excellent working conditions through optimal use of resources and implementing pollution preventing activities.

Vijayadeep is committed to communicate its Environmental and Quality Policy to all its employees and to public.

Environmental and Quality Objectives

For the year 2007-08

- Increase Customers' satisfaction level each year.
- Train the staff for better understanding of the Environmental and Quality Management Systems (EQMS).
- Decrease the use of electricity by 5% each year.
- Minimize waste water by 2% by December 2008.
- Increase the market sales target by at least 25% by July 2008.
- Reduce total process loss by 10% each year.

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.

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 recently new sophisticated Air Handling Unit (AHU's) as recommended by WHO standard are installed throughout factory premises as per WHO-GMP norms.
- ✓ 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:

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

Chief, Production Pharmacists, Vijayadeep Laboratories Ltd.

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