

# **UN GLOBAL COMPACT**

## **COMMUNICATION ON PROGRESS (COP) REPORT FOR 2007**

**ORGANISATION: NEIMETH INT'L PHARMACEUTICAL PLC.**  
**COUNTRY: NIGERIA**

### **A. KEY STATEMENT OF CONTINUED SUPPORT BY THE PRESIDENT/CEO**

- Since March 2006 when Neimeth International Pharmaceuticals Plc was admitted into the UN Global Compact – a community of socially responsible corporate citizens, we have maintained a committed dedication to the global Compact principles in the areas of human rights, labour standards, the environment and anti-corruption. Our successes in the last one year are anchored on our continued conviction that business practices which are rooted in these universal principles help the global market place to be more socially and economically inclusive, thus advancing collective goals of international cooperation, peace and development. This conviction will remain our major driving force in the years to come.

### **B. COMMUNICATION WITH STAKEHOLDERS**

- a. Our quarterly performance report to all relevant regulatory bodies, which are also published in two National Newspapers, help to keep us alert on stakeholder expectations and the need to meet them.
- b. Our regular press releases to keep Stakeholders abreast of developments in the Company also help to bond us with stakeholders.
- c. The published special message of the CEO to stakeholders as contained in our Annual/financial statement of 2007 pages 12 & 13, quoted below helps to publicise our avowed support for the GC principles.

Corporate Social Responsibility.

“The Company subscription to and participation in the United Global Compact principles has intensified since our formal admission in March 2006. We have taken steps to internalize the ten principles within our company’s strategies, policies and operations. For emphasis, we affirm our commitment to the Ten Principles stated below:

#### **Human Rights**

Principle 1 &2

-Business should support and respect the protection of international human rights within their spheres of influence; and

Make sure they are not complicit in human rights abuses

## **Labour**

Principles 3,4,5 &6

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining;

The elimination of all forms of forced and compulsory labour,

The effective abolition of child labour and

The elimination of discrimination in respect of employment and occupation.

## **Environment**

Paragraph 7,8 & 9

Business should support a precautionary approach to environmental challenges

Undertakes initiatives to promote greater environmental responsibility and

Encourage the development and diffusion of environmentally friendly technologies.

## **Anticorruption.**

Principle 10

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

In March 2007, the company participated in the in the first International Conference on Corporate Social Responsibility organized by the Nigerian Chapter of the UN Global Compact with participation of the UN Global Compact Office in New York. We were part of the sponsors of the programme and many of our key staff attended the programme. On July 5-6, 2007 we will attend the Global Compact Leadership Summit in Geneva during which our company will present African viewpoint on Corporate Social Responsibility, with focus on our company activities.

In our operating community we have maintained our position as a responsible corporate citizen that caters for its stakeholders. In addition to our ongoing social responsibility programmes like the Combantrin Kids Club (CKC), the Helminthiasis Elimination Lower Cost Partnership (HELP), the Stress Management programme for the Executive (SMAPEX), the INSIDIOUS EPIDEMIC CAMPAIGN (Enlightenment Campaign on Hypertension and Diabetes), we launched two additional programmes in 2006/2007.

### **1. Unaben Special Club for the Physically Challenged**

This is a special programme targeted at health education and medical healthcare for the physically handicapped in collaboration with the Lagos Ministry of Education and an NGO – the Golden Pen.

### **2. The Lagos West Diocesan HIV/Aids Project.**

We have entered into partnership with the Lagos West Diocese of Anglican Communion to support the HIV/AIDS enlightenment, testing, counseling and treatment of HIV positive members of the Ikeja community.

We remain committed to assisting healthcare professionals and other scientists to attend local and international conferences and in 2006, we supported 10 of such professional.”

This quoted statement culled from the President/CEO's statement in the 2007 Annual/Financial Reports of Neimeth is fully in the Public domain.

- d. Our use of the Global Compact endorser logo on our corporate letterhead papers, further commits us to public expectations on our performance. (See Attachment I)

## **C. IMPLEMENTATION OF GLOBAL COMPACTS PRINCIPLES**

### **a. HUMAN RIGHTS**

Our Employee relations manual clearly states our commitment to the protection of Human rights and dignity.

Sample quotes "employees shall be treated equitably, fairly, and with dignity as individuals in a consistent manner".

### **b. LABOUR**

Our policy manual guarantees "non-discrimination on account of creed, sex, views held or any other form of action or behaviour, health status or physical challenge".

We respect the dignity of our labour force and have not recorded any form of industrial dis-harmony in our operations. Letters of employment contain a clause that "A Neimeth employee is employed by the company on an at-will basis".

### **c. ENVIRONMENT**

Our operations remained environment friendly in the generation, control and disposal of emissions, wastes and environmental aesthetics.

We ran programmes in collaboration with various NGO's to create awareness on healthy environment and personal hygiene. We set up a Combantrin Kids club for children age 3 – 12 to facilitate this.

### **d. ANTI-CORRUPTION**

- a. We have bold stickers strategically placed within our work environment that denounce bribery: – giving and taking. Our entrance doors have such stickers on them. (See Attachment II)

- b. We insist on due process and transparency in all our purchase and sales activities.

- c. We have in place SOPs for all facets of operations.

- d. We have a monitoring Committee in place to ensure compliance.

## **D. MEASUREMENT OF OUTCOMES**

- a. We are a very well respected corporate organisation in Nigeria: within our Industry and beyond.

- b. We have set minimal standards of performance and behaviour and stakeholders expect these from us.

- c. We live up to the expectations of our published shared values.

- d. Our corporate Employee branding is effective, staff wear our Lapel Pins with pride.

- e. Consequently, our stocks are highly rated and valued rising from N3.5 per share to N13.02 within ten months. A change of 270 percent as at 21 February 2008.