



Communication on Progress

Year: 2008

STATEMENT

At Medentech, we believe in and have adopted the philosophy of good corporate citizenship. We realise fully the benefits to society at large in striving towards a global environment where the ten principles of the UN Global Compact are chartered and progressed through the business community. As a member of the Global Compact our board of management fully endorse the actions we undertake in working towards the sustainability goals that we have set ourselves. The principles are disseminated actively throughout the organisation and reviewed on a timely basis. Through our support of the UN Global Compact, we also aim to move the agenda forward on performance related to the broad spectrum of human rights as a means to improve the overall quality of human life. Below we have summarised the progress we have made to date against these principles and will continue to progress each of these initiatives to achieve the overall goal.

28/11/08, Oran McGrath CEO

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	Global Compact Principle	Action Taken & Impact Achieved and/or Plans for the upcoming Year
<input type="checkbox"/>	1: Businesses should support and respect the protection of internationally proclaimed human rights;	Medentech is committed to supporting the implementation of all aspects of human rights as outlined by the UN in the Human Rights charter. Medentech complies with all laws in this regard as monitored by Governmental agencies. This has led to a positive working environment. Medentech will review policies continuously to reflect the latest policy changes in this regard.
<input type="checkbox"/>	2: and make sure that they are not complicit in human rights abuses.	Medentech has developed best practice policies regarding health and safety of all employees and visitors to the manufacturing site in line with GMP guidelines which is regularly monitored by independent agencies. Medentech complies with all laws as monitored by Governmental agencies. Medentech commits to make any changes as required to ensure that all employees are treated fairly and with dignity. Medentech monitors and audits its key suppliers to ensure that they are not complicit in human rights abuses.
<input type="checkbox"/>	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Medentech values the right of the employee to representation and that they are an essential and valued asset to the organisation. Medentech recognises the right to freedom of association and complies fully with collective bargaining through the National Partnership agreements. Medentech operates a Partnership forum where elected representatives of each part of the Company meet monthly. Medentech regularly uses benchmarking techniques to ensure that employees are treated fairly and are appropriately remunerated. Medentech adopts flexible working structures to help meet the needs of employees. The effectiveness of this is measured through levels of absenteeism and the ease of introduction of new initiatives into the working environment.
<input type="checkbox"/>	4: the elimination of all forms of forced and compulsory labour;	On entering Medentech each employee receives a contract of employment which states clearly the conditions of employment. Medentech regularly seeks feedback from employees through the Partnership Forum and All Employee Meetings on their views regarding the way the business operates. Changes are agreed and implemented on a timely basis. Medentech maintains a policy of keeping all employees informed on Company Strategy and key goals for the financial year. All changes to employee legislation is made available to employees on notice boards or in personal communications.
<input type="checkbox"/>	5: the effective abolition of child labour;	Medentech complies with all local laws regarding the employment age of its employees. All employees must be at least 16 and must furnish evidence in this regard before commencing employment. Policies are regularly reviewed to ensure compliance.
<input type="checkbox"/>	6: and the elimination of discrimination in respect of	Medentech is an equal opportunities employer and does not discriminate in any regard in the recruitment process. This is clearly stated on all recruitment advertisements. Many communities

Template A

	employment and occupation.	are represented at Medentech and this is evident within the working environment.
<input type="checkbox"/>	7: Businesses should support a precautionary approach to environmental challenges;	Medentech monitors its waste and energy consumption and adopts a continuous improvement methodology to continuously reduce waste and energy consumption.
<input type="checkbox"/>	8: undertake initiatives to promote greater environmental responsibility;	Medentech actively comply with local and International environmental legislation. Waste product is now being incinerated. All packaging materials are recycled locally.
<input type="checkbox"/>	9: and encourage the development and diffusion of environmentally friendly technologies.	All Medentech's products are designed to be as environmentally friendly as possible.
<input type="checkbox"/>	10: Businesses should work against all forms of corruption, including extortion and bribery.	Medentech maintains a corporate policy of not tolerating any form of corruption, including extortion and bribery in any of its business dealings.