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United Nations Global Compact (UNGC)

Communication on Progress (COP)

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Neimeth International Pharmaceuticals Plc, Lagos



UN GLOBAL COMPACT

Communication on Progress (COP)

ORGANIZATION: NEIMETH INT'L PHARMACEUTICALS PLC

COUNTRY: NIGERIA

A. KEY STATEMENT OF CONTINUED SUPPORT BY THE CEO

At Neimeth International Pharmaceuticals Plc, we strive to deliver the highest quality healthcare products and services. Neimeth is committed to bringing succour to the sick especially in areas of high healthcare challenge in the developing countries. *Our vision is to be the leading healthcare company and a leader in corporate Nigeria, through the achievement of excellence in delivering competitive and high quality products and services.*

We have displayed our commitment to the principles of the Global Compact and we believe that as we strive for progress, our determination will be to reach out to the entities and people we do business with. We will continue to maintain faith in the Global Compact Principles in the areas of human rights, labour standards, the environment and anti-corruption.

With this status comes, an even greater commitment to meeting the ever-growing healthcare needs of Nigeria and the West African Sub-Region. We expect to touch our stakeholders in our own small ways to ensure that they abide by the principles of the Global Compact.



Pix 1 (Launch of our multi purpose antiseptic/ disinfectant in Ghana).

B. COMMUNICATION WITH STAKEHOLDER

1. At Neimeth, we hold quarterly press briefing to keep stakeholders abreast of developments in the company. These serve as a feedback mechanism which keeps us alert to stakeholder expectations.
2. We publish and widely circulate Annual Reports /Financial Statements as a public quoted company.

In our 2009 report titled "Great Future, Great Opportunities", the President/CEO's statement on page 11, as quoted below, represents a strong communication to stakeholders.

....*"We have restructured our core business into five strategic business units and changed the way we do business. Our new structure will demand greater accountability at all levels while reducing the cost of doing business"* (2009).

C. IMPLEMENTATION OF GLOBAL COMPACT PRINCIPLES

a. HUMAN RIGHTS

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

Sample quote “employees shall be treated equitably, fairly, and with dignity as individuals in a consistent manner”.

We strive to maintain this at all times.

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 had a harmonious relationship with our in-house trade unions in the last year, resulting in excellent industrial relations and improved productivity”. A clause of our Human Resource policy manual states that “At Neimeth, employees are employed on an at-will basis”.

In the last year we recruited a staff with giant cell tumor on her left leg and assisted with it excision and total issue replacement surgery in India

c. ENVIRONMENT

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

We ran programmes in collaboration with various NGO’s to create awareness on healthy environment and personal hygiene. We won two awards from two Nigeria manufacturing groups for environmental care and cleanliness. We display publicly, our Safety/environment policy which inter alia states.



Pix III (CKC Members at environmental cleanliness campaign).



**Pix II (Winner Ogba/Oregon Zone
2008/2009 Best kept Industrial Premises Competition
(Chemical and Pharmaceuticals Group)**

“Neimeth operates an effective healthcare products manufacturing system which ensures

that its facilities provide accident free, safe and h

Ealthy working environment that is less hazardous to man and the ecosystem”.

D. ANTI-CORRUPTION

- We have bold stickers strategically placed within our work environment that denounce bribery: - giving and taking. Our entrance doors still have such stickers on them after several years.
- We insist on due process and transparency in all our purchase and sales activities. Our Tender Committee activities are reviewed quarterly.
- We have in place Standard Operating Procedures (SOP) for all facets of operations.
We have a monitoring Committee in place to ensure compliance.



Pix IV (Ciklavit Award and mascot)

D. MEASUREMENT OF OUTCOMES

- We are a very well respected corporate organisation in Nigeria: within our Industry and beyond.
- We have set minimal standards of performance and behaviour and stakeholders expect these from us.
- We live up to the expectations of our published shared values.
- Our corporate employee branding is effective, staff wear our lapel Pins with pride.
- We received an award for our research efforts in the discovery and marketing of **CIKLAVIT** for the management of Sickle Cell Disease.

“Neimeth operates effective healthcare products manufacturing system which ensures that its facilities provide accident free, safe and healthy working environment that is less hazardous to man and the ecosystem”.

From business entrepreneurial sponsorship, healthcare improvement, infrastructure development, security support, educational upgrade, sports development to community project assistance, Neimeth’s Corporate Social Responsibility initiatives remain legend and received private and government endorsement communication. The quality of awards and references obtained periodically are numerous.

Our Corporate Social Responsibility (CSR) and other health intervention programmes like diabetes/hypertension screening, children’s deworming, and HIV/AIDS awareness programmes continue to receive tremendous public acclaim.



Pix V (Neimeth sponsored blind footballers in action. Insert: Donation to disabled athlete going for an international competition).



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*Pix VI (Mrs. Elizabeth Azubuike
before her treatment in India).*

Neimeth sponsored the treatment of a staff with a giant cell tumour for a major operation in India in 2009. She has since returned to her work without any post operative complications.