

# VACSERA

**COMMUNICATION  
ON PROGRESS  
2013**



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## **Introductory Message of VACSERA Chairman**

***Dear Stakeholders,***

As a result of local political events and Egyptian revolution, disturbances have occurred in economic activity and are also reflected negatively on basic sectors of the economy.

The period of 2012-2013 was the most challenging period that our company faced ever since inception in 2004. The effect of the Egyptian revolution on economy and on the daily operations of our company resulted in a sudden shift in the strategic planning from being directed towards market expansion to become more concerned with organizational survival and organizational resilience.

In a period that witnessed the shut down and the downsizing of several business operations, our company was proud to be able to sustain its level of operations and to achieve a marginal growth in certain sectors. All our employees kept their positions within the company without imposing any deductions on their salaries. Moreover, our company increased the level of salaries in order to cope with the ongoing inflation. On the other hand, we showed strong commitment towards serving all our customers due to our belief that it is our duty to service the health care sector and to keep providing our life saving products and after sales services.

We do believe that committing to core values related to: Human Rights, Labor, Environment and Anti-Corruption will encourage positive thinking within our organization which will eventually trigger effectiveness and competitiveness that are highly needed to survive the current crisis. Hence, we do view that our continuous commitment to the core principals of Global Compact is also beneficial towards the development and the growth of our company. Here by find VACSERA's COP report including 2012-2013 period updates.

***Yours***

***Raed Shokry***

**VACSERA, CEO**

## VACSERA MESSAGE

\***VACSERA** is committed to the United Nation Global Compact.

\* **WE** believe that collaborative work between counterparts in our industry can lead to remarkable changes and improvement in the work environment

\* **WE** are aware of our social responsibility and we do apply policies to prevent child labor, discrimination, promote health and preserve the environment

\* **WE** support the anti-corruption principle



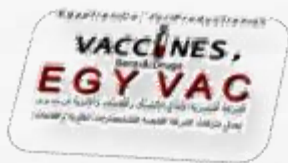
## **VACSERA PROFILE**

\*The Holding Company for Biological Products and Vaccine "VACSERA" is the sole manufacturer of vaccines and biological products in Egypt.

\*VACSERA is a government owned company that works under the umbrella of the Ministry of Health.

\*VACSERA has three affiliated companies, which are-

The Egyptian Company for  
production of vaccines,  
sera and drugs



The Egyptian Company for  
Blood services and Products



The Egyptian Company for  
veterinary Products



\* While the holding company is an arm of the Ministry of Health as previously stated, all of the affiliated companies are working as private legal entities, they have their own board of directors, which decide their own policies and strategies.

\* VACSERA's current institutional structure presents many advantages for the organization, as being both public and private company makes it enjoy the firm support of the Ministry of Health, as well as having all of the incentives of the private sector, and both push it to excel.

\*Beside being the only manufacturer of vaccines in Egypt, VACSERA holds the main Egyptian blood bank services in the region.

\*VACSERA is one of three suppliers of the insulin products nation-wide.

\* VACSERA has a large number of laboratories that operate equally to the international standards, among these laboratories comes the two WHO Certified regional reference labs for Polio and Influenza.

\*VACSERA is GMP certified, and has received the "ISO 9001:2000" and "ISO 14001:1996" certification.



\*VACSERA has received “ISO 17025:2005” certification for one of its laboratories.

\* VACSERA conducts a cooperative projects in collaboration with a lot of organization and companies such as:

\*WHO, such as the regional influenza center.

\*Glaxo SmithKline.

\*Microbe Institute-Russia.

\*Bioton -Poland

\*Dongbae-China.

\*Aventis.

\*Pasteur Institute-France.

\*AmershamSNBTS,Tecnedil-Italy

\*BioCon -India (Insulin company)

\*Agent of Baxter - U.S.A

\*Furthermore, VACSERA plays an important role in research activities related to the rich historical and cultural heritage of Egypt, as now we participate in project with other Egyptian research institutes related to DNA sampling of mummies, this project has several objectives such as :-

1-Tracing the genealogy of the ancient Egyptian mummies.

2-Retrieving the origin of various diseases, and microbial organisms, hoping to help in discovering better cures.



# PART 1

## **A**pplication and **A**dherence **T**o **T**he **G**lobal **C**ompact **P**inciples.





\*In terms of the Global Compact principles of supporting and protecting human rights, VACSERA's Values and Ethics are at the heart of our relations with our clients, our personnel and the community —and are associated with the international declaration of Human Rights.

\*So we are very pleased to continue joining the Global Compact in order to share our experience with a lot of respectable establishments all over the world, under the supervision of the United Nations, and to expand our commitment to the principles of the Global Compact by learning from the experiences of others and then try to spread them in our community.

\*In our policy we address human rights, which are often interpreted in the health sphere to mean "a right to better health by embedding it in our mission and goals".

\*We apply non-discrimination practices and we are committed to our employees.

\*We are committed to respect human rights in both our workplace and our surrounding community.

\* We have taken certain measures to adhere to the principles of human rights in both our workplace and our surrounding community.

# A- Internally

1-VACSERA protects the right of enjoying better health.

2- VACSERA plays an essential role in the domain of public health in Egypt; it took an obligation to provide better vaccines and other pharmaceutical products at affordable prices to the Egyptian market.

3- VACSERA is responsible for providing all the Ministry of Health requirements for the National Expanded Immunization Program

4-VACSERA respects human rights in the health research. We have a research Ethics Committee in place to evaluate compliance of the research procedures to ethics.

5- VACSERA has an independent institutional review board to review and approve all clinical researches sponsor by VACSERA putting in mind the rights and welfare of human subjects.

\* VACSERA adopts certain policies and strategies that address basic human rights in order to protect our employees' rights, improve the working conditions, and raise human rights awareness.

\* VACSERA goes through human rights by application of the following points for the employees in order to maintain the human rights and increase the awareness of the employees with human rights.

#### **\*VACSERA Application of human rights:**

1. Transportations
2. Entertainment
3. Social Service
4. Health Care
5. Training Center
6. Safety Measures for our workers
7. VASCERA Library

## **1-Transportation:**

\*VACSERA has 42 buses dedicated to transport the employees and workers from their residence to work and vice versa.

\***T**his service is nearly free.



## **2-Entertainment:**

\*VACSERA gives its employees and workers the opportunity to have their summer vacations at considerable costs in company-owned apartments by the sea.

\*At weekends VACSERA organizes trips for its employees to places of their own choice.

\* VACSERA believes in giving its employees the right to practice sports and encourages them to create teams to play for its name at the companies' leagues in various sports such as handball and football.

\* VACSERA achievement in the sport field is targeted by rising to the first division of Companies National Football League.

\* VACSERA participating in Chess Champion.



\*In order to provide the employees and their families with the chance to gather and practice sports VACSERA established "VACSERA Club" where the employees are allowed to spend time and practice their favorite sports.

\* "VACSERA Club" as well offers summer classes for different sports and activities for VACSERA`s employees kids.



\*VACSERA organizes some indoor contests such as chess contests for their staff.

### **3-SocialServices:**

\*VACSERA gives a hand to about 150 employees through "a committee for social assistance" to overcome their financial or social problems.

\*VACSERA organizes "Donation Day" to encourage the employees to donate blood.

\*VACSERA offering caring, education and entertainment for VACSERA`s mothers kids during their working hours in "VACSERA Nursery".

\*VACSERA shares the working mothers their "Mother`s Day" and honors some of them.

\*VACSERA celebrates "Orphan`s Day" every year on the first Friday of April to put a smile on orphaned children attended a fun-filled day of playing, music and presents to make it a day they can never forget.

\*VACSERA has a unique insurance system, which gives its employees or their inheritors the advantage to receive 181-month salary as their retirement reward or death compensation beside their due pension.

## **4-Health Care:**

\*VACSERA provides distinguished medical services for their employees.



### **Medical Care Project**

As VACSERA cares for its employees and their families, this project is established in a way in which the employee pays 10 L.E per month so that he and his family would have the right to visit any clinic (in Vacsera Medical Center) for free besides getting 25% discount for any laboratory tests.

Any medical services or vaccines produced by the company are sold for our employees at cost prices.





## **5-Training Center:**

\*VACSERA established the training center, which gives the employees the opportunity to take further studies in different fields, which are fully paid by VACSERA, and during the study period the employee is allowed to have a paid leave of absence to study and attend the exams.



\* And here is a list for the number for the employees who had a different degree in the last year.

1. 13 employees obtained (MBA) degree.
2. 6 employees obtained (ORACLE) diplomas.
3. 93 employees obtained (TQM) degree.
4. 3 employees obtained intellectual property degree.
5. 3 employees are preparing doctoral degree in GEORGIAUNIVERSITY
6. 1 employee is preparing doctoral degree in JAPAN
7. 1 employee is preparing doctoral degree in GERMANY
8. 1 employee is preparing doctoral degree in BELGIUM
9. 1 employee obtained master degree in Biomedical and Forensic studies in Egyptology in the U.K.
10. 1 employee obtained master degree in Bioinformatics in the U.K.

\*VACSERA managed to eliminate the illiteracy among its workers, by organizing illiteracy eradication classes in the company and giving the workers the educational tools free; and therefore Vacsera community has no illiteracy.

## **6- Safety Measures for our workers:**

\* Establishing a documentation system for safety issues according to the related international specification and guidelines such as WHO, OSHA and CDC.



Examples:

A- Providing a specific safety information manual for each unit at VACSERA that includes all safety notes, guidelines, programs and standard operating procedures (SOP's) to ensure health and safety for all workers and work environment.

B- Providing the Material Safety Information references (MSI) specific for all chemicals used in all VACSERA laboratories, referring to the international Material Safety Data Sheet (MSDS) for each chemical.

\* Establishing VACSERA safety program to accomplish the following goals:-

A- The protection of our personnel from being exposed to workplace hazards.

B- Providing safe environment for production or high quality research by making available safe practices on facilities.

C- Comply with WHO and CDC applicable standards that suit the local requirements and circumstances.

D- Designating a safety coordinator team that covers all VACSERA units and departments, who are well trained on general and specific safety rules, and also ensuring that all workers comply with all safety rules.

## **7- VACSERA Library:**

A huge library which holds

1. 7000 books and journals
2. Internet access
3. Insignia (in process) which will connect the library with the largest libraries in the world to provide as much knowledge as possible for the researchers.

This will give the employees the opportunity to increase their knowledge.



# B- Externally

\* VACSERA supports the human rights within our sphere of influence, we believe that we have a huge responsibility of our society especially in the medical field; we try to fulfill our concept in providing better health for people.

\* VACSERA dedicates all its potentials, expertise and facilities in the favor of the surrounding community in order to achieve our goal in providing better health for the human.

\* In order to achieve its goal, VACSERA made major efforts together with the government to contribute in the health field, among which:-

### *1-The Therapeutic Unit*

\*Blood transfusion services for the needy patients suffering from Hemophilia and Thalassemia, ranging from 2 months old infant to adults.

\*On average, one blood bag is provided for each patient per month, and the quantity varies according to weight and age of the patient.

\*Regular monitoring of the hemoglobin percentage in blood for Hemophilia and Thalassemia patients.

\*Providing the necessary chelating agents for patients whose condition necessitates so.

\*Fresh frozen plasma or CRYO to patient suffering from deficiency in factors 8 & 9, which results in chronic bleeding.

\*General check-up for our patients.

\*Our blood transfusion services benefit on average 173 Thalassemia patients, 94 Hemophilia patients, and 69 miscellaneous diseases per month.

\*Our services are at considerable prices and we provide free treatment for needy patients.



## **Free-of-Charge services include:**

- \*General check-up and first aid for our employees.
- \*Dental check for employees and patients suffering from Hemophilia.
- \*In cooperation with the Hematology department at "Abu El-Reesh Hospital", medical consultants make regular visits to our unit to examine patients and give professional advices.

## **2-Clinical Pathology Unit**

- \*All types of laboratory medical examination including chemical, bacteriological, immunological and Hemophilological.
- \*Urine, stool and hormonal analysis.
- \*Tumor examination.
- \*Prospect employees are subjected to Hepatitis, Syphilis, and AIDS tests.
- \*Employees and their relatives are entitled to 25% cost reduction on all laboratory medical examinations.
- \*In exception to hormonal analysis, blood bank employees are entitled to 50% cost reduction on all laboratory medical examinations.
- \*A lot of needy patients are examined and treated totally free in corporation with the ministry of health.





### **3-Blood Donation Campaigns.**



\*On average, 4 campaigns per day and 4,000 to 6,000 blood bags collected per month.

\*Our mobile units for plasma and platelets collection carry out 200 campaigns per month with an average of 2000 plasma bags.

\*Our mobile units for blood collection carries out 100 campaigns covering Cairo and Giza governorates with an average of 5000 blood bags.

\*All these blood bags, plasma and platelets are given nearly free for the individuals as well as hospitals.

\* VACSERA offers a general checkup for the donors and made some tests for the donors like Hepatitis B (HBAg), Hepatitis C (HCAb), Thalassemia (TPAb), and AIDS (HIV).

During year 2007, there are 21659 donors, and the results of the checkup were 502 donors suffer from HBAG, 673 donors suffer from HCAB, 25 donors suffer from TPAB, and 11 donors suffer from HIV.



During year 2008, there are 23222 donors, and the results of the checkup were 547 donors suffer from HBsAg, 721 donors suffer from HCAb, 69 donors suffer from TPAb, and 11 donors suffer from HIV.



#### **4-Genetics Unit.**

##### **A. Molecular Lab:**

- \*Gene level diagnosis
- \*Carrier detection
- \*Duchene muscular dystrophy and spinal atrophy diagnosis
- \*Finger prints
- \*Early diagnosis of embryo diseases from amniotic fluid.



##### **B. Cytogenetic Lab:**

- \*Premarital examination
- \*Chromosomal abnormalities

- \*Mental retardation syndrome
- \*Frequent abortion
- \*First trimester screening (PAPPA + free beta-sub)

### **C. Genetic Counseling clinic:**

- \*Clinical diagnosis for handicapped children
- \*Genetic counseling

### **D. Embryo disease diagnostic clinic:**

- \*3D Ultrasonography.
- \*1st and 2nd trimester screening.
- \*Amniocent.

## **5-VACSERA Vaccination Center**

\*VACSERA has an outstanding vaccination center working 24/7 and it consists of 3 main departments, which offer various services for considerable costs or free for the needy patients.

### **A-Vaccination Department for children:**

\*All types of essential vaccinations program for children and also optional vaccines such as Hepatitis A and Varicella. Also, this department is accompanied by a pediatric examination unit.

### **B- Vaccination department for travelers**

- \*All types of vaccines necessary for pilgrims such as meningitis.
- \*Travelers vaccines for those traveling to countries with endemic diseases.





## **6Immuno CompromisedPatients' Department**

\*All types of vaccines for patients suffering from different kinds of chronic diseases such as (cancer patients, liver and kidney failure...etc), who need to be vaccinated regularly.

\*The Center helps in raising the awareness of public health, highlighting the importance of vaccination through giving free lectures in schools, universities....etc.

\*Occupational health awareness in areas where certain categories of people are more susceptible to specific diseases for example: workers in petrol fields (due to the work conditions, they are more in need for Anti-snake serum, Anti-scorpion, Rabies.....etc).

\*The Center has a remarkable contribution in carrying out FREE vaccination campaigns for children in orphanages and for the handicapped.

\*This services is introduced free to 80% of patient number of patient now is exceeding 3 thousand

## **7- VACSERA Medical Center (VMC)**

\*A medical center situated in Ramsis district in the heart of Cairo which offers full healthcare services through its different clinics and specializations. Though it is new amongst the other surrounding medical centers, patients prefer Vacsera's center where they receive high standard medical services for low costs. It opens from 8 a.m. to 10 p.m.\*The medical center has 25 specialties which provide unique medical service for customer and patients.

\*The Medical Center comprises:

Renal Dialysis Unit.

We have beds for day-use admission for renal dialysis, I.V rehydration, introduction of BCG tumor in cancer bladder patients and for blood donation.

Cardiology: equipped with an Electrocardiogram

Echocardiogram

A Stress/Exercise ECG

A Holter

Ophthalmology:

Ophthalmic minor surgeries can be operated

Examination of ocular pressure and vision screening

ENT

Dental Clinic which provides the following services:

Root Canal treatment (endodontics)

Partial and complete dentures

- **Crowns and fixed bridges**

1. Dermatology: equipped with

- We have qualified doctors who can deal with different dermatological cases with the help of advanced technology that we have as:
  - a) IPL (intensive pulsed light) for hair removal of skin (Hirsutism).
  - b) Chemical peeling.
  - c) UVB for treatment of psoriatic and vitiligo cases.
  - d) Electrocautery for treatment of skin tags and warts.
  - e) Meso-gun for mesotherapy use (Hair fall).
  - f) Lipolysis.
  - g) Meso-lightening.
  - h) Treatment of dark halos around the eyes.
  - i) Treatment of the melasma.
- We have about 2000 patients / year 50% of them are treated on the expense of the ministry, 25% of patients treated with 50% discount as vacsera's employees, 25% are treated by full payment.

2. General Surgery and plastic surgery

3. Pediatrics

4. Orthopedics
5. Psychiatry
6. Gynecology
7. Endocrine glands
8. Surgical Endoscopy Unit
9. Clinical nutrition Center
10. Ultra sonography Center
11. Vaccination Center: An extension of VACSERA's centers in Dokki
12. Genetics and Embryology Center
13. Blood Analysis Lab: also an extension of Vacsera's blood analysis laboratory in Dokki
14. Pharmacy: provides drugs to patients whose treatment expenses are covered by the government

\*We have about 10000 patients per months as following

- 70% of them are treated on the expense of ministry of health
- 15% are treated by 50% discount as Vacsera employees and
- 15% for lay persons

\*It is important to mention that this Center offers healthcare services to

- Vacsera's employees through Medical Care Project
- Patients whose treatment expenses are covered by the government
- The employees in organizations such as the National Health Insurance, Sudan Embassy, Misr Bank, Shoura Council, the organization for Public Transport.
- Public.



## **8- VACSERA Diabetes Center**

\* Just a few years ago access to comprehensive diabetes care was not available in Egypt, but now it is very easy.

In VACSERA diabetes Center number of patient on 2009 was about 1000 today the no. is about 4000 patients coming for follow up every month because we know

that individual with diabetes can enjoy long, productive lives tremendously through education & better treatment this service is given freely to the poor patient at the expense of the state.



### **Diabetes Center team**

Our goal is help our patients integrate optimal diabetes management into their everyday lives. We strive to remove all the barriers that may make it hard for people to take care of their diabetes. VACSERA diabetes center help patients & their families to put diabetes in its place this provided through range of clinicians (pediatric & adult endocurologists) as well as educators nutritionists, ophthalmologist we understand the impatience of working with the patient in reducing the risk of heart attacks & strokes. We are dedicated to the management of D.M., hypertension hyperglycemia with only one goal to reduce all there complications this is provided through complete medical plan

1. Monitoring blood glucose level & blood pressure.
2. Investigation (HbA1c, cholesterol & triglycerides level, etc.)
3. Eye & examination.
4. Abdominal & cardiac examination.
5. Continuing education by offering weekly classes on the following topics:
  - Type I, II D.M.
  - Gestational diabetes.
  - Nutrition & diabetes.
  - Ramadan & diabetes.
  - Hajj & diabetes.
  - Exercise & diabetes.
6. Giving patients their treatment (drugs or insulin) freely.

### **9- Focal Point Project role in Vacsera**

- The focal point in VACSERA is based on volunteer work aiming to raise awareness between researchers in different scientific areas about the possible ways for international cooperation.

- Vacsera is working to enhance Egypt participation in the European framework programs & maximizing synergies between various European commission (EC) instruments for science & technology cooperation.
- Vacsera supports cooperation in many fields such as health & biotechnology
- It is our target to ensure the dissemination of information & to act as coordinator & facilitator entity for all Egyptian researchers in the ministry of health and population.



\*Vacsera adheres strictly to the "ILO's" declaration on fundamental principles and rights at work, which was adopted by the International Labor Conference.

\*Vacsera has a declared a system of regulations which states the terms and condition of duties as well as the penalties and rewarding policy.

\*Vacsera realizes and protects the right of the workers and employees regarding freedom of association.

\*80% the employees and workers are members of syndicates according to their specialties and the company strongly supports their participation in various activities in these syndicates.

\*Vacsera hosts a branch of "the syndicate of the workers of the ministry of health".

\*Vacsera recognizes the right to collective bargaining between the board and the workers.

\*Vacsera established the Think Tank committee in order to form a mechanism of meeting and sharing ideas between the employees and the board, which can be considered as collective bargaining.

\*Vacsera does not have any kind of discrimination in its hiring policies based on religion, political beliefs, se or race.

\*Vacsera is giving an equal treatment and equal pay to both genders, in fact the majority of its staff members are women who hold senior positions in the company.



\*Vacsera established a specialized data base unit to evaluate the employees' performance, qualifications, skills, and experience without taking into consideration any discrimination of any kind.

\*Vacsera opposes child labor as there is not any single employee under 18 years old in the company and in our future plans we are willing to take certain measure to monitor our associates and suppliers polices against the child labor.

\*In 2013 Vacsera Board had decided that the employees of Vacsera must be presented in the board by 40%.

# 3-ENVIRONMENT

\*Respecting the environment preservation practices is the normal attitude in Vacsera.

\*Safe & Healthy environment is the policy of all our employees and their commitment is fully achieved.

\*Vacsera is implanting an Environmental Management System (EMS) which has been assessed and granted registration to "ISO 14001:1996", in November 2003, continuance of registration has been confirmed as a result of the surveillance audit that was performed in September 2004.

Our Environmental Policy is "Safe & Healthy Environment" It is announced & understood by all our employees to ensure their commitment.

\*Senior management commitment is the driving force for the continual improvement process of our environmental performance which constitutes our major environmental objective.

\*Vacsera Environmental Objectives have been achieved by launching the following Environmental Management Programs:

- 1.Environmental Management System Documentation & Implementation
- 2.Environmental Aspect-Impact Identification of Processes, Materials, Products, Equipment, Tools & Services
- 3.Infrastructure Improvement Program
- 4.Green Technology adoption in our Product & Process Design Innovation
- 5.Prevention of Pollution & Infection by:
  - Environmental Measurement & Monitoring
  - Preventive Medicine & Occupational Health program
  - Infectious Waste Treatment

- Sewage treatment.

- Green Area Management Program

- EMS Training Program

Emergency Preparedness Programs

- Compliance with legal regulations & other requirements.

\*Environmental Management System Audits are periodically executed in accordance with the Audit Annual Plan .Results of the audits are reported to the top management for review and as a basis for improvement of the environmental management system.

6. Establishing a documentation system for safety issues according to the related international specification and guidelines such as WHO, OSHA, and CDC.

Examples:

A-Providing a specific safety information manual for each unit at Vacsera that includes all safety notes, guidelines, programs, and standard operating procedures (SOP's) to ensure health and safety for all workers and work environment.

B-Providing the Material Safety Information reference (MSI) specific for all chemicals used in all Vacsera laboratories, referring to the international Material Safety Data Sheet (MSDS) for each chemical.

7-Establishing Vacsera safety program to accomplish the following goals:-

A-The protection of our personnel from being exposed to workplace hazards.

B-providing safe environment for production or high quality research by making available safe practices on facilities.

C-Comply with WHO and CDC applicable standards that suit the local requirements and circumstances.

D- Designating a safety coordinator team that covers all Vacsera units and departments, who are well trained on general and specific safety rules, and also ensuring that all workers comply with all safety rules.

### **Waste Management Program**

1. Separation of uninfected wastes from infected wastes that originate from labs and production
2. Collection of wasted by procedure that ensure the safety of employees.
3. Transportation of wastes to infectious waste treatment unit.
4. Then treatment occurs to convert the infected wastes to uninfected wastes.
5. Dumping of wastes is done through private environmental companies associated to Giza governorate. The whole process is under the supervision of the Ministry of Environment.

# 4-ANTI-CORRUPTION

\*VACSERA has a transparent management system which believes in openness as an essential tool for success and conflict resolution on any level.

\*Circulation of documents in the company is done under strict official regulations based on transparency and accountability between employees to prevent any illegal practices.

\*VACSERA has an established legal department which oversees personnel behavior and carries out investigation whenever needed. This is followed by the enforcement of relevant legal penalties according to the company's internal set of regulations.

### **\*Protection Measures:**

\*VACSERA implemented the policy of signing Confidentiality Agreements in various departments. Employees sign this agreement on obligatory basis, especially before being assigned critical projects to work on within the company.

\*This kind of agreement helps protect the employees against unintentional disclosure of confidential information.

We are considering the spreading of this kind of awareness in the organization through formal training sessions.

\* Intellectual Property refers to creations of the mind: inventions, literary and artistic works, symbols, names, images and designs used in commerce.

- No. of patents filed: 22
- No. of issued patents: 14
- No. of trademarks: 2

### **IP role in society:**

Protection of an invention as a patent gives the company exclusive rights to use **this** invention, so intellectual property rights is important in the pharmaceutical field to face infringement.

A strong intellectual property system promotes innovation which benefits the public by offering solutions to problems.

To obtain a patent, an inventor is required to make a technical disclosure that will enable persons skilled in the relevant area of technology to make & use the invention. It also makes the knowledge available to others who would build on it.



### IP role for VACSERA's employees:

If any researcher invents or contributes in making an invention, this invention will be protected by a patent & the inventor is entitled to be named as such in the patent application & the company is entitled as assignee.

Vacsera provide incentives to researcher who invent or contribute in making an invention.

## **PART 2**

# **The Indicators**

## 1-Human Rights Principles

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights and

**Principle 2:** make sure that they are not complicit in human rights abuses  
Assessment, Policy and Goals

We have a system in place that encourage employees, suppliers and customers to report back if they believe any unfair doing in regards to our guidelines and Code of Conduct.

## 2-Labour Principles

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** the elimination of all forms of forced and compulsory labour;

**Principle 5:** the effective abolition of child labour; and

**Principle 6:** the elimination of discrimination in respect of employment and occupation  
Assessment, Policy and Goals

We have a system in place that give confidence to our employees, and partners to report back if they suspect any wrongful doing in regards to our CSR guidelines and Code of Conduct. The reports that have been filed since the system has been implemented resolved the issues of the delay of the promotions, downsizing and update salaries schemes.

## 3- Environmental Principles

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies  
Assessment, Policy and Goals

We have a system in place that encourages employees, clients and partners to commit to the environmental principles of the GC. In addition through our certification we receive an annual audit from registrars.

## 4-Anti-Corruption Principles

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

We have a system in place that encourage employees, clients and partners to report back if they suspect any wrongful doing in regards to our CSR guidelines and Code of Conduct. No incidents have been reported since the system has been implemented.

‘For seen back about this report please contact  
Dr. Maha Abd el Latif Hassan  
[Maha.latif@vacsera.com](mailto:Maha.latif@vacsera.com)  
Or  
[Mahak.kh96@gmail.com](mailto:Mahak.kh96@gmail.com)