

PART 1

Our Statement

Kofi Annan
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Vacsera (The Holding Company For Biological Products and Vaccines) 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 , preserve the environment and support the anti corruption principle that was added to the framework of the compact.

So we were very pleased to join 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 try to spread them in our community.

Sincerely yours,

Dr. Mohamed El-Abadi
Chairman
Holding Company for Biological Products and Vaccines.

VACSERA IN BRIEF:-

- * **T**he Holding Company for Biological Products and Vaccines "*Vacsera*" is the only producer 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 five affiliated companies, which are-
 - 1- **T**he Egyptian Company for production of vaccines, sera and pharmaceuticals.
 - 2- **T**he Egyptian Company for biotech products.
 - 3- **T**he Egyptian Company for Blood services and Products.
 - 4- **T**he Egyptian Company of Diagnostics.
 - 5- **T**he Egyptian Company for veterinary Products.
- * **W**hile 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.
- * **B**eside being the only manufacturer of vaccines in Egypt, *Vacsera* holds the main Egyptian blood bank.
- * *Vacsera* is one of two 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 regional reference lab for Polio.

* *Vacsera* is GMP certified, and has received the "ISO_ 90001" and "ISO 14001" certification, and working towards accreditation by the American Association of Blood Banks.

* *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.

* Amersham SNBTS, Tecnedil-Italy.

* 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 2

Application and **A**dherence **T**o **T**he
Global **C**ompact **P**inciples.

1-HUMAN RIGHTS

*In terms of the Global Compact principles of supporting and protecting human rights, **Vascera'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.

***S**o we were very pleased to join 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.

***I**n 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".

***W**e apply non-discrimination practices and we are committed to our employees.

***W**e are committed to respect human rights in both our workplace and our surrounding community.

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

A-The human rights in our work place.

- 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.

Vacsera is responsible for providing all the Ministry of Health requirements for the National Expanded Immunization Program

- 3- **Vacsera** respects human rights in the health research. We have an Ethics Committee in place to evaluate compliance of the

research procedures to ethics especially researches, which involve animal and human subjects.

B- The Human Rights for our employees.

***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.

1-Transportation:

***Vacsera** has 33 buses dedicated to transport the employees and workers from their residence to work and vice versa.
This service is nearly free.

2-Entertainment:

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

***A**t week ends 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** participates in the Egyptian companies Olympics and won the gold medal in handball and body building in addition to many silver and bronze medals in various sports.

***W**omen are encouraged to practice sports as well as men. VACSERA was the first company to create a women's football team and managed to become among the best four companies' teams in Egypt.

***I**n order to provide the employees and their families with the chance to gather and practice sports Vacsera established "Vacsera sporting club" where the employees are allowed to spend time and practice their favorite sports.

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

3-Social Services:

***V**acsera established "a committee for social assistance" to give a hand to its employees who face any catastrophe, by providing them with whatever they need to overcome their problems either financially or socially.

***V**acsera 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:-

****V**acsera provides distinguished medical services for their employees.

- 1- **E**stablished clinics in various specialties, which give their service totally free of charge either for the employees or their first-degree relatives.
- 2- **V**acsera has a contract with a hospital where the employees could get the best healthcare at very low fees.
- 3- **A**ny medical services or vaccines produced by the company are sold for our employees at cost prices.

5-Training Center:

***V**acsera 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.

* **A**nd 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 GEORGIA UNIVERSITY
6. 2 employees are preparing masters in London.
7. 1 employee is preparing doctoral degree in JAPAN

8. 1 employee is preparing doctoral degree in GERMANY

9. 1 employee is preparing doctoral degree in BELGIUM

***V**acsera 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

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

Examples:

A-**P**roviding 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-**P**roviding 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.

***E**stablishing Vacsera safety program to accomplish the following goals:-

A-**T**he protection of our personnel from being exposed to workplace hazards.

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

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

D- **D**esignating 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.

C- Human Rights of our society:

***V**acsera 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.

***V**acsera 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 community.

***I**n order to achieve its goal, **V**acsera made major efforts together with the government to contribute in the health field, among which:-

1-The Therapeutic Unit

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

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

***R**egular monitoring of the hemoglobin percentage in blood for Hemophilia and Thalassemia patients.

***P**roviding the necessary chelating agents for patients whose condition necessitates so.

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

***G**eneral check-up for our patients.

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

***O**ur services are with at considerable prices and we provide free treatment for needy patients.

Free-of-Charge services includes:

- ***G**eneral checkup and first aid for our employees
- ***D**ental check for employees and patients suffering from Hemophilia
- ***I**n 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

- ***A**ll types of laboratory medical examination including chemical, bacteriological, immunological and Hemophilological.
- ***U**rine, stool and hormonal analysis.
- ***T**umor examination.
- ***P**rospect employees are subjected to Hepatitis, Syphilis, and AIDS tests.
- ***E**mployees and their relatives are entitled to 25% cost reduction on all laboratory medical examinations.
- ***I**n 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.

- ***O**n average, 4 campaigns per day and 4,000 to 6,000 blood bags collected per month.
- ***O**ur mobile units for plasma and platelets collection carry out 200 campaigns per month with an average of 2000 plasma bags.
- ***O**ur mobile units for blood collection carries out 100 campaigns covering Cairo and Giza governorates with an average of 5000 blood bags.

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

4-Genetics Unit.

A. Molecular Lab:

- ***G**ene level diagnosis
- ***C**arrier detection
- ***D**uchene muscular dystrophy and spinal atrophy diagnosis
- ***F**inger prints
- ***E**arly diagnosis of embryo diseases from amniotic fluid.

B. Cytogenetic Lab:

- ***P**re marital examination
- ***C**hromosomal abnormalities
- ***M**ental retardation syndrome
- ***F**requent abortion
- ***F**irst trimester screening (PAPPA + free beta-sub)
- ***S**econd trimester screening (Free beta-subunit + alpha feto protein)

C. Genetic Counseling clinic:

- ***C**linical diagnosis for handicapped children
- ***G**enetic counseling

D. Embryo disease diagnostic clinic:

- ***3D** Ultrasongraphy.
- ***1st** and **2nd** trimester screening.
- ***A**nniocent.

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 very low costs or free for the needy patients.

A-Vaccination Department for children:

***A**ll 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

***A**ll types of vaccines necessary for pilgrims such as meningitis.

***T**ravelers vaccines for those traveling to countries with endemic diseases.

6- Immuno-Compromised Patients' Department

***A**ll 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.

- ***T**he Center helps in raising the awareness of public health, highlighting the importance of vaccination through giving free lectures in schools, universities....etc.
- ***O**ccupational 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)
- ***T**he Center has a remarkable contribution in carrying out FREE vaccination campaigns for children in orphanages and for the handicapped.

2-LABOUR

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

***Vacsera** has 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, gender 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 labour as there is not even one employee under aged 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 labour.

***Vacsera** applies the first world standards in child labour policies.

3-ENVIRONMENT

***R**especting the environment preservation practices is the normal attitude in *Vacsera*.

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

Vacsera is implanting an Environmental Management System (EMS)

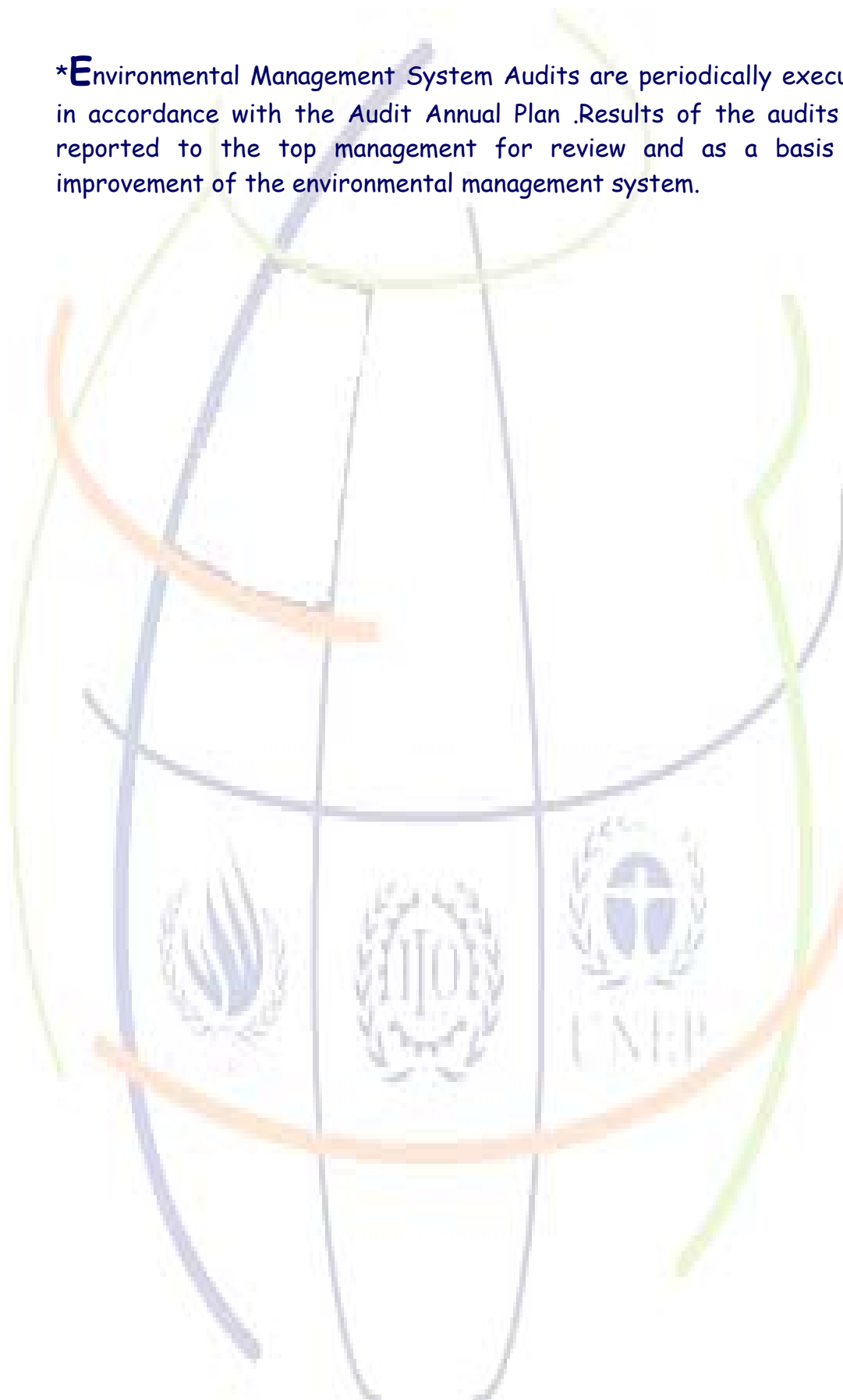
Which has been assessed and granted registration to "ISO 14001:1996" in November 2003, continuance of registration has been confirmed as a result of the surveillance audit that was performed in September 2004. Our Environmental Policy is "Safe & Healthy Environment" It is announced & understood by all our employees to ensure their commitment.

***S**enior 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. **E**nvironmental Management System Documentation & Implementation
 2. **E**nvironmental Aspect-Impact Identification of Processes, Materials, Products, Equipment , Tools & Services
 3. **I**nfrastructure Improvement Program
 4. **G**reen Technology adoption in our Product & Process Design Innovation
 5. **P**revention of Pollution & Infection by :
 - **E**nvironmental Measurement & Monitoring
 - **P**reventive Medicine & Occupational Health program
 - **I**nfectious Waste Treatment
 - **S**ewage treatment.
- 轉 Green Area Management Program
- 轉 EMS Training Program
- 轉 Emergency Preparedness Programs
- 轉 Compliance with legal regulations & other requirements.

***E**nvironmental 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.



ANTI-CORRUPTION

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

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

***V**ACSERA has an established legal department, which oversees personnel behaviour 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.

***V**acsera has a strict system for forbidding bribery and the legal department applies very firm penalties against this action starting with reporting the attorney general office, which applies the national laws.

***Protection Measures:**

***V**ACSERA 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.

***T**his 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.

PART 3

The Indicators

GLOBAL COMPACT GRI INDICATORS

I-Human Rights

Relevant GRI Indicators

1-Businesses are asked to support and respect the protection of international human rights within their sphere of influence;

HR1

Description of policies, guidelines, corporate structure, and procedures to deal with all aspects of human rights relevant to operation, including monitoring mechanisms and results

HR2

Evidence of consideration of human rights impact as part of investment and procurement decisions, including suppliers and contractors.

2-Make sure their own corporations are not complicit in human rights abuses.

HR2

Evidence of consideration of human rights impact as part of investment and procurement decisions, including suppliers and contractors.

II-labour

Relevant GRI Indicators

3- Businesses are asked to uphold the freedom of association and the effective recognition of the right to collective bargaining;

HR5

Description of freedom of association policy and extent to which this policy is universally applied independent of local laws, as well as description of procedures/programmes to address this issue.

LA3

Percentage of employees represented by independent trade union organizations or other bona fide employee representatives broken down geographically OR percentage of employees covered by collective bargaining agreements broken down by region / country.

4-The elimination of all forms of forced and compulsory labour;

HR7

Description of policy to prevent forced and compulsory labour and extent to which this policy is visibly stated and applied as well as description of procedure/programmes to address this issue, including monitoring

5-The effective abolition of child labour;

HR6

Description of policy excluding child labour as defined by the ILO convention 138 and extent to which this policy is visibly stated and applied, as well as description of procedures/ programmes to address this issue, including monitoring systems and results of monitoring.

6-The elimination of discrimination in respect of employment and occupation.

LA10

Description of equal opportunity policies or programmes, as well as monitoring systems to ensure compliance and results of monitoring.

LA11

Composition of senior management and corporate governance bodies (including the board of directors, including female\male) ration and other indicators of diversity as culturally appropriate.

III-Environment

Relevant GRI Indicators

7-Businesses are asked to support a precautionary approach to environmental challenges.

3.13

Explanation of whether and how the precautionary approach or principle is addressed by the organization.

IV-Anti-Corruption

Relevant GRI

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

3.13

Description of the policy, procedure/management systems, and compliance mechanisms for organization and employees addressing bribery and corruption.