



Social Responsibility



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The BIAL Group's mission is to find and supply therapeutic solutions in the health area. Our goals are to try and improve people's quality of life by finding therapeutic solutions to treat a wide range of diseases.

The culture of the BIAL Group is driven by the desire to achieve sustained growth for the Group while actively contributing to the development of society and the economy.

BIAL's social responsibility policy is an integral part of the Company's management practices and pervades the relationship with its various publics. It involves several areas: policy for managing people; quality and environmental protection policies; initiatives to promote/support scientific research, and signing up to humanitarian causes and social organisations throughout the world.

We're not alone in this mission. Over the past few years BIAL has allied itself with a number of bodies and organisations which have shared our vision of cooperating to build a more responsible and sustainable planet. We are a member of the Global Compact. This is an international initiative to promote the sustainable progress of the world economy, uniting companies, governments and civil society. BIAL is also a member of the BCSD - Business Council for Sustainable Development, which aims to stimulate the expansion of industry and business based on the premises of social responsibility, economic growth and eco-efficiency.

We are also a signatory to "Caring for Climate", a declaration by the members of the Global Compact, which sets out to promote solutions for the climate problems afflicting the world.

The Group is also a member of the consultative council of EPIS – Businessmen for Social Inclusion. This association was created in 2006 and its action centres on education, with special emphasis on tackling failure at, and dropping out of, school.



BCSD Portugal
Conselho Empresarial para o
Desenvolvimento Sustentável



Innovation in health



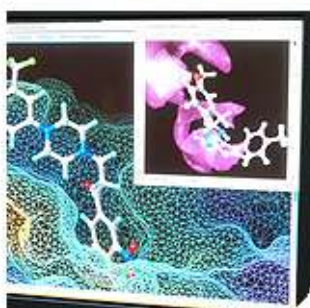
Innovation in health

We want to be “serving your health”, and so we see research into new therapeutic solutions as a strategic commitment of the Company. We believe that in order to serve the interests and needs of everyone we should not constrain the production and supply of medicines. We must go further.

To be able to do more for the development of mankind we feel we should discover, invent, and actively contribute to the treatment of the many diseases that human beings suffer. Living every day in a spirit of creativity and invention, within a highly professionalised business model, involves our workers, our shareholders, our customers and our suppliers in the BIAL project. There is a feeling of satisfaction and sharing, which everyone finds rewarding.

The BIAL Group invests over 20% of its turnover in research and development (R&D) in 2009 this investment exceeded 30 million euros, and this level will be maintained in the coming years. In 2008 BIAL emerged as the company that invested most in R&D in Portugal, according to EU figures. It came 235th – the best ranked Portuguese firm – in a list of the top 1000 European firms investing most in research and development.

The Group’s R&D projects are developed in its two R&D centres in Trofa, Portugal, and Bilbao, Spain. These centres employ 107 people of 8 nationalities, of whom 27 have PhDs. BIAL’s research focuses mostly on the central nervous system, the cardiovascular system and allergic immunotherapy, and the aim is to further therapeutic development and put products on the market that improve people’s quality of life.





Innovation in health

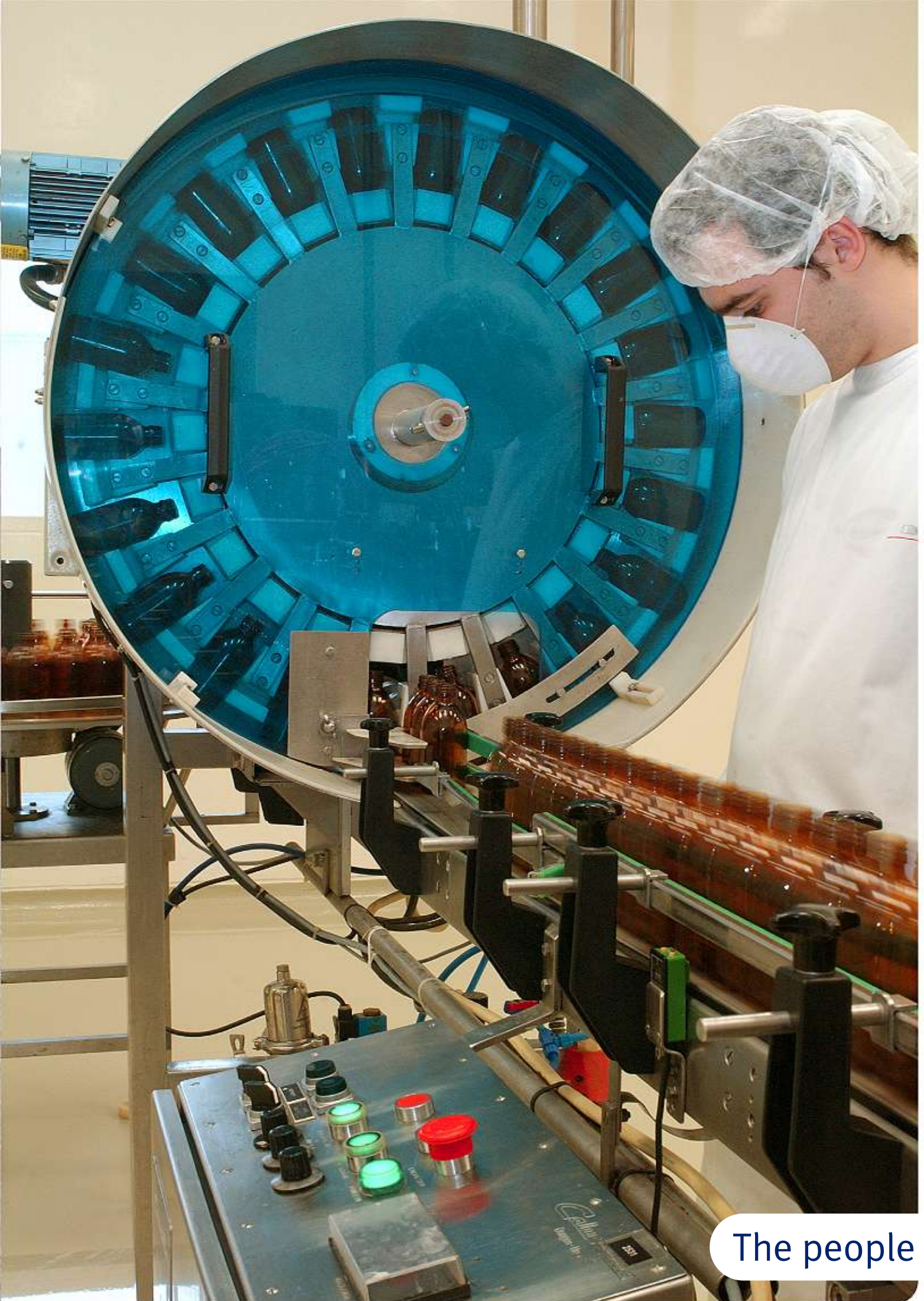
BIAL group R&D projects are carried out in close partnership with several other institutions and research centres, both in Portugal and abroad. Some of our collaborators are:

- AIBILI – Association of Biomedical Research
- Centre of Neurosciences, Lisbon Faculty of Medicine
- CNC – Neurosciences Centre, University of Coimbra
- Faculty of Science, University of Porto
- Faculty of Science, University of Lisbon.
- School of Biotechnology, Catholic University
- IBET – Institute of Technological Experimental Biology
- IBMC – Institute of Molecular and Cellular Biology
- Abel Salazar Institute of Biomedical Sciences
- Institute of Health Sciences Research, University of Beira Interior
- Technological and Nuclear Institute
- Faculty of Pharmacy, University of Coimbra
- Faculty of Pharmacy, University of Porto

These partnerships also include the participation of various employees in training programmes, scientific meetings, consultancy and bodies in a number of university and research institutes – an example of BIAL working closely with universities that has characterised the Group's operations.

In recognition of our commitment to research and development, BIAL has been admitted to the European Federation of Pharmaceutical Industries and Associations, the respected federation of leading research firms in the European pharmaceutical sector.

In BIAL, we feel we have to contribute actively to Portugal's economic and social development by fostering the construction of a society founded on the pillars of knowledge, competitiveness, cooperation, science and innovation. BIAL is a founder member of and is associated with the Health Cluster Portugal, a focus of competitiveness in health whose mission is to make Portugal a competitive player in the research, conception, development, manufacture and marketing of health related goods and services.



The people



The people

The human factor is a priority in the BIAL Group's management policy. The results yielded by R&D in the area of new drugs, in the quality of our products and their technological development, in the sphere of marketing and improving services to the community, are the responsibility of the entire BIAL team. We believe that our employees are the cornerstone of the Group's success that is today acknowledged by public and private institutions alike, as a benchmark in the labour market.

The BIAL Group has consistently and steadfastly created job opportunities. In 1995 BIAL employed 250 people. Today the Group has 800 employees, 9% more than the previous year.

BIAL's commitment to people is also reflected in the quality and qualifications of its employees. BIAL is proud of its extremely exacting selection and recruitment procedures, as it strives to attract, choose and retain skilled workers, with the best qualifications. This stringency is proved by the percentage of employees with higher education degrees ñ more than 66%.

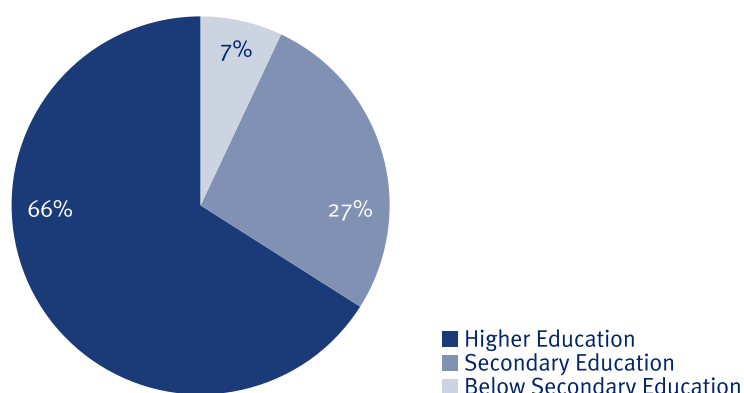
The challenges we face are stimulating and fascinating. In BIAL, our strategy is forward-looking, without ever losing sight of the basic principles that any company has to follow if it is to be socially responsible.

We would like to mention some situations that show how BIAL operates in a way that enables it to target sustained growth allied to respect for society and for human beings.

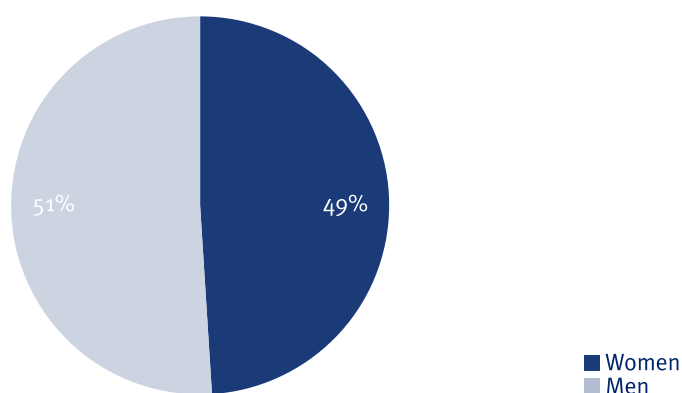
- In BIAL, there is a proactive policy of nurturing its employees through training and development programmes.
- In BIAL, the health and safety of workers are a constant priority of the Company, which has a medical and nursing section.
- The BIAL Group does not engage in any kind of discriminatory practice in its recruitment procedure, particularly with respect to disability, gender, religious political and sexual orientation, civil status, nationality, ethnic origin and trade union membership. For example, 49% of our workers are female.

Defining internal motivation and the maintenance of a spirit of cooperation/collaboration as priorities, BIAL has been constructing a virtuous circle of satisfaction between the Company and its workers.

Academic Qualifications



Employee gender





The people

Labour market demands are growing when it comes to knowledge levels. BIAL is committed to ongoing training as a tool for developing its employees. In the global era we live in, it is crucial to see training as a continuous investment, and one that is increasingly diversified. We are particularly keen to provide technical and scientific training so that workers can enhance their degree of expertise in their own areas of responsibility. We are staking more and more on developing and training programmes for behavioural and management skills, too. An organisation with over 800 employees has to invest in preparing those of them who hold management and coordination positions so that they can cope with the challenges that the market poses for us.

In 2009 BIAL workers had an average of 80 hours training. In 2010 and 2011, despite the economic outlook, BIAL intends to increase investment in training its employees. This is a guarantee of our competitiveness and corporate development.





Quality and the environment as principles



Quality and the environment as principles

The globalisation of the economy and markets, the new technologies, fiercer competition, citizens' heightened awareness of economic, social and environmental issues, plus the publication of increasingly stringent standards - all these factors mean that Quality has assumed a prominent role for organisations. Quality has been a strategic commitment of the BIAL Group for over 20 years.

Our motto "serving your health" indicates that we are doing our utmost to offer better health and quality of life to the community. Although the concept of 'quality' can signify different things, for us it embodies two crucial aspects:

- Quality of Life, from the standpoint of guaranteeing the efficacy and safety of the products we develop and market;
- Quality of Life, from the standpoint of safeguarding and promoting a culture of protecting the environment as a result of the effective encouragement of environmental protection policies.

BIAL was the first company in Portugal, operating in the area of health, to obtain certification of its quality and environmental management systems under the NP EN ISO 9001 and NP EN ISO 14001 standards, respectively in December 1998 and December 2001.

BIAL's approach to quality involves developing processes that can provide products and services which will meet the needs and expectations of the Company's customers and comply with the most exacting international standards, by improving the technical expertise of its workers and anticipating new market needs and opportunities.

The certification of the quality management system aimed to show the determination of the Group's management strategy to seek excellence for its goods and services, and, given its importance, it is regarded as an element that enhances the satisfaction of our various customers and helps to consolidate the trust that doctors, pharmacists and the public at large have placed in the medicines that we produce/market.

The certification of the environmental management system arose naturally from the existing philosophy of constant improvement, reflecting both the Company's growing concern to strike a balance between its business goals and the preservation of the environment and the importance we ascribe to continually bettering our performance.



Quality and the environment as principles

In 2007 the group obtained certification for its research, development and innovation management system under NP 4457:2007: Management of research, development and innovation. We were the first Portuguese firm to implement and certify this system, within the scope of the pharmaceutical, clinical, pharmacological and chemical research into new drugs.

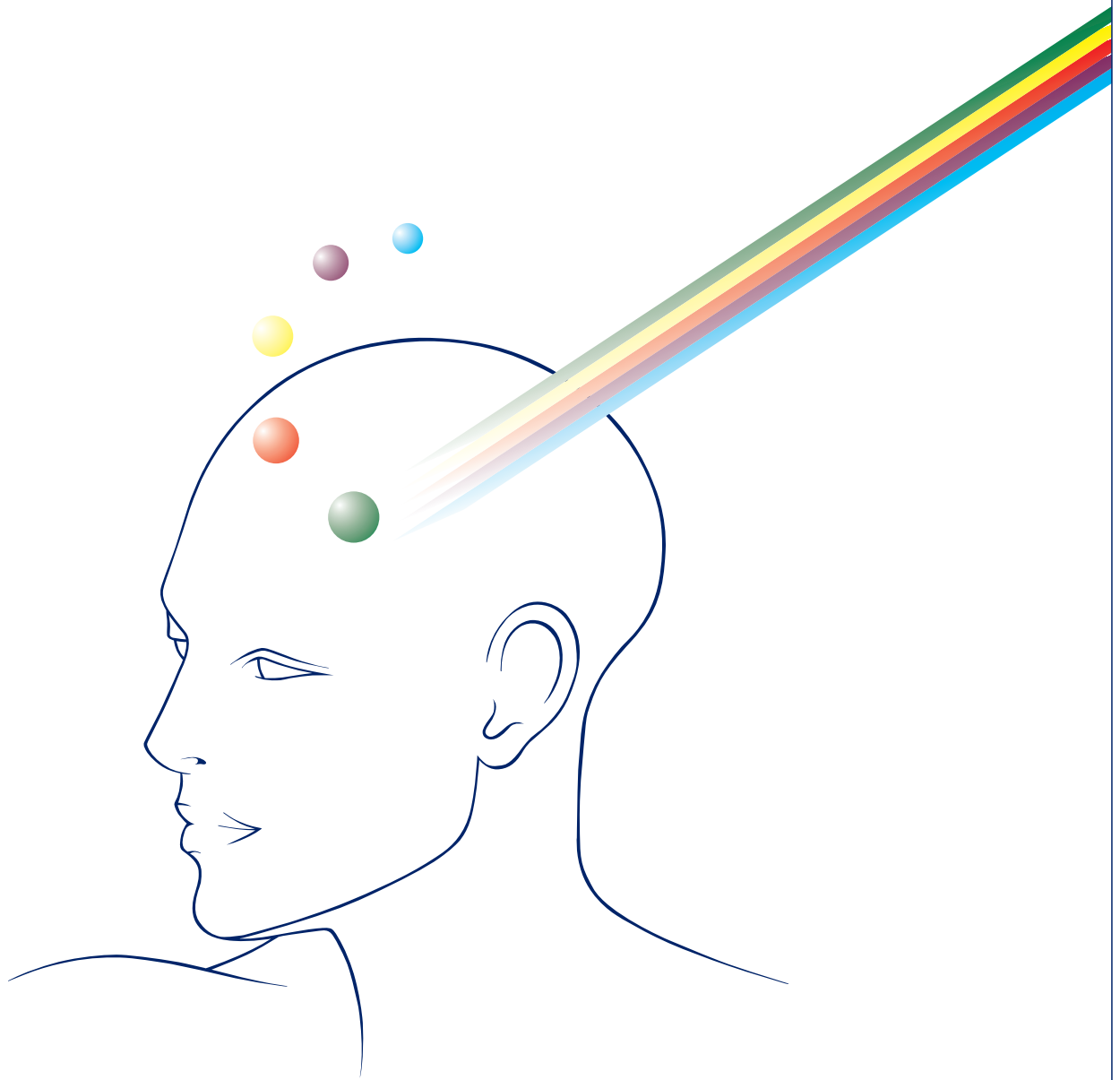
This standard was implemented with a view to improving the Company's innovative performance. We believe that the management of knowledge, if undertaken in a planned manner, systematically and comprehensively, is and will always be a critical factor for success in increasing the competitiveness of our organisation and ensuring its continuity in market terms.

BIAL's good practice complies with the law and with international requirements for the pharmaceutical industry, including GMP: Good Manufacturing Practices, GCP: Good Clinical Practices and GLP: Good Laboratory Practices.

BIAL is also certified by INFARMED and IPQ (Portuguese Quality Institute) under GLP: Good Laboratory Practices, and in September 2009 its quality unit was inspected and passed by the FDA – Food and Drug Administration.

BIAL's production plants in Portugal and Spain have been certified by the health authorities in those countries (Infarmed in Portugal, and the Spanish Medicines and Health Products Agency in Spain), the legal representatives of EMA, the European Medicines Agency. They are thus qualified to produce pharmaceutical goods for the entire European Union.





Sponsorship – BIAL Foundation



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The BIAL Foundation was created in 1994 to promote science and research in health. A public utility institution, the Foundation's mission is to foster and motivate the scientific study of the human being, in its physical and spiritual aspects.

Over the years the BIAL Foundation has recognised and stimulated scientific research with the BIAL Award and research bursaries which support the scientific community and the world at large.

Established in 1984, the BIAL Award is regarded as one of the most important prizes in the area of health in the whole of Europe. Overall it is worth 320 thousand euros, shared among two prizes and four honourable mentions for the best medicine-related research work.

Since its inception the BIAL Award has examined 455 works and mobilised 970 researchers, doctors and scientists. 199 authors of 82 prize-winning works have been distinguished

over thirteen editions. The result of over 25 years of dedication to research has been the publication and (free) distribution to the scientific and medical class of 30 award-winning works.

Bial Award 1984-2010



Number of editions held	13
Works entered	455
Total applicants	970
Prize-winning works	82
Total awards	199
Copies distributed	285.500

The scientific research bursaries are designed to motivate research in the neurosciences. So far over 1000 researchers have benefited from these bursaries, with beneficiaries coming from 24 countries, including Australia, Canada, France, Germany, Japan, Portugal, Sweden the UK, the USA.



BIAL Research Grants		1994-2008
Submissions	Projects	975
	Researchers	3177
	Countries	38
Support	Projects	324
	Researchers	1047
	Countries	24

With the same goal of stimulating the neurophysiological and mental study of humans, the BIAL Foundation has been organising the Behind and Beyond the Brain symposium since 1996. Today this is an international forum for discussion and for deepening research in the neurosciences.



Partnerships and donations



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Every year the BIAL Group contributes actively to the development of a range of institutions, associations, hospitals, schools, universities, town halls and other bodies which work to foster the wellbeing of today's society and future generations. Attention is particularly drawn to the support to BIAL's local community, i.e. Trofa Municipal Council, local schools in Trofa and Maia and local sports clubs and other associations. The Company's participation in the "Porto of the Future" project is also worthy of mention. This is a cooperation agreement concluded between Porto City Hall, the school groups in the city and a number of companies.

BIAL's purpose is to bring students close to the labour market and make them more aware of the world of work, with particular emphasis on the pharmaceutical sector and research. For this it has devised a programme of visits to the facilities, aimed at secondary and university students.

It should be noted, too, that a number of employees, notably the Company's Chairman, took part in a variety of information and awareness-raising actions in the areas of science, health, education, innovation and entrepreneurship, organised by public and private entities.

In the area of health we have also established partnerships with several bodies, medical societies and patients' groups with a view to training, educating and heightening awareness with respect to the various problems that affect people's health.

Among the institutions supported are:

- Portuguese Society of Allergology and Clinical Immunology
- Portuguese Society of Cardiology
- Portuguese Society of Diabetology
- Portuguese Society of Gynaecology
- Portuguese Society of Physical Medicine and Rehabilitation
- Portuguese Society of Menopause
- Portuguese Society of Neurology
- Portuguese Society of Orthopaedics and Traumatology
- Portuguese Society of Paediatrics
- Portuguese Society of Pneumology
- Portuguese Society of Rheumatology
- Alzheimer Portugal
- National Association for Ankylosing Spondylitis (ANEA)
- National Association for Patients with Rheumatoid Arthritis
- Association of Parents, Relatives, Friends and People with Epilepsy
- Asthma Association of Portugal
- Portuguese Association of People with Chronic Obstructive Lung Disease and other Respiratory Diseases (RESPIRA)
- Portuguese Diabetes Association
- Portuguese Spina Bifida and Hydrocephalus Association
- Portuguese League against Epilepsy
- Portuguese League against Rheumatic Diseases (LPCDR)
- Portuguese Cardiology Foundation





Partnerships and donations

BIAL has supported a wide range of medical training and research initiatives, too. It has published scientific books, and sponsored prizes and scholarships, including the Prize for the Best Scientific Publication 2007 awarded by the Hospital Pulido Valente's Department of Pneumology, and helped with literature searches and medical updating.

In relation to support and sponsorship we should also mention screening actions, particularly for cardiovascular and respiratory diseases, publishing scientific and educational works, supporting conferences and scientific meetings.

BIAL's patronage also embraces the promotion of artistic activities, including the publication and dissemination of a variety of cultural works in the areas of painting, literature, sculpture, music and photography. António Cruz, Armanda Passos, Arpad Szenes, Eugénio de Andrade, Fernando Pessoa, Graça Morais, Helena Abreu, Helena Almeida, Joana Vasconcelos, Júlio Resende, Júlio Pomar, Maluda, Paula Rego, Pedro Cabrita Reis, Vergílio Ferreira, Vieira da Silva are among many names we can highlight.



We are dreaming of the future.

We are working for health.

We believe in the sustainable of the whole of Mankind.