



Social Responsibility



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The BIAL Group's mission is to discover, develop and provide therapeutic solutions in the health area. Our goal is to 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 are 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, acting in accordance with its ten principles regarding our management practices. 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 is focused on education, with special emphasis on tackling failure at, and dropping out of, school.





Innovation in Health



Innovation in Health

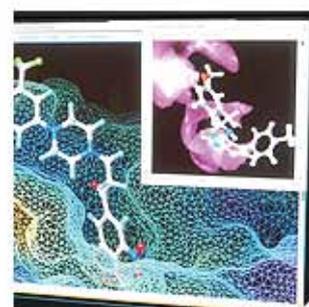
We want to be “caring for your health”. We believe that in order to serve the interests and needs of everyone we should not constrain the production and supply of medicines. We must go further.

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 employees, 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 recent years this investment exceeded 40 million Euros. In 2012 and 2013, we were the company with the second largest investment in R&D in Portugal, according to E.U. data, also being included in the list of those who invest more in R&D on a worldwide basis.

The Group's R&D projects are developed in its two R&D centres in Trofa, Portugal, and Bilbao, Spain. These centres employ 120 people of 8 nationalities, of whom 32 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.

We have patented several new drugs worldwide in the past few years. In the pharmaceutical industry, the average amount of time spent on researching new medication is between ten and 14 years. During this period, this includes investments which may reach billions of Euros. During this process, thousands of molecules are left behind because they are not effective, safe or because they have undesirable effects on the human organism. From a universe of 7,000 molecules, it is estimated that only one ends up reaching the market as a new drug.





Innovation in Health

In 2009 we launched onto the market the first medicine researched and patented in Portugal, a drug to treat epilepsy, and thus put Portugal on the world map of therapeutic innovation. This drug is currently on the market in several European countries including Portugal, Spain, the United Kingdom, Germany and France, and in the USA.

After this medication, other drugs which come from BIAL innovation may reach the market in the coming years. The new treatment for Parkinson's disease, which has already been the target of an exclusive licensing agreement with a Japanese company, in view of its development and sale in Japan, was already submitted to the European Medicines Agency.

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

- AIBILI – Association for Biomedical Research
- Centre of Neuroscience, 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 Cell 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 (EPFIA), 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 pole of competitiveness in health whose mission is to make Portugal a competitive player in the research, design, development, manufacture and marketing of health related products and services



European Federation of Pharmaceutical
Industries and Associations



The people

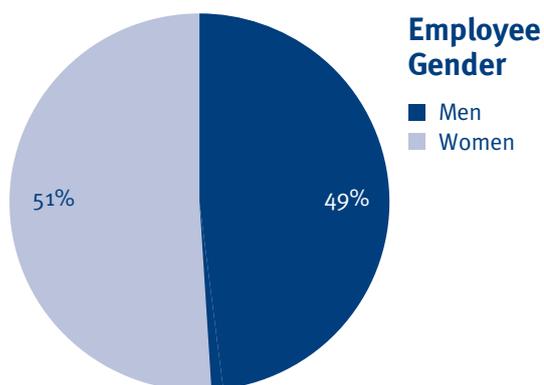
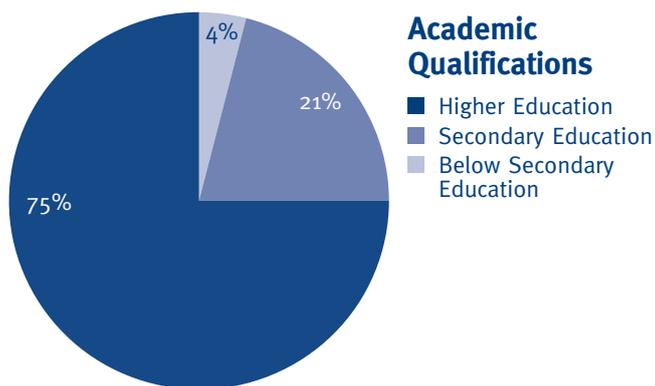


The people

The human factor is a priority in the BIAL Group's management policy. We believe that our employees are the cornerstone of the Group's success that is today recognised 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 more than 900 employees.

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 – more than 70%.



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 talent management programs, such as training activities and development programmes, and several opportunities for internal and international mobility.
- In BIAL, the health and safety of workers are a constant priority of the Company, which has a medical and nursing office support. We meet all legal and regulatory requirements associated with health and the prevention of injury to employees. This fact is recognised and validated by the certification of the occupational health and safety management system in accordance with the requirements of the OHSAS 18001 standard.
- The BIAL Group does not engage in any kind of discriminatory practice in its recruitment process, particularly with respect to disability, gender, religious, political and sexual orientation, civil status, nationality, ethnic origin and trade union membership. For example, 51% of our workers are female.
- The company defends and promotes the struggle against corruption in all forms. It complies with the Medication Statute and Codes of Ethics which regulate the pharmaceutical industry in all of the activities to disclose its products to healthcare professionals, and also all of the legislation in this area. We regularly carry out training and awareness sessions defending transparency, ethics and the integrity of our activity, expecting a consonant behaviour from all of our employees. BIAL's Code of Conduct has been elaborated to highlight the ethical principles that govern BIAL and the relationships with all our partners.



The people

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 employees being the high satisfaction of employees of the Group a source of pride, which is recognized internally and externally.

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 current age of globalisation, it is crucial to see training as a continuous investment, and one that is increasingly diversified. We are always particularly keen to provide technical and scientific training so that employees 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, leadership and management skills, too. In 2014 BIAL employees had an average of 57 hours training. This is a guarantee of our competitiveness and corporate development.





Quality and the Environment as principles



Quality and the Environment as principles

Quality has been a strategic commitment of the BIAL Group for over 20 years.

Our motto “caring for 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 and the health and safety of our employees and other parties concerned.

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 employees and anticipating new market needs and opportunities. The Environment and Health and Safety form an integral part of our commitments. The strategies and endeavours to develop and optimise our processes, products and services, must include respect for the Environment and not compromise the Health and Safety of our employees and other parties concerned who may be affected in some way by our activity.

BIAL was the first company in Portugal, operating in the area of Health, and one of the first in Europe, to obtain certification of its Quality and Environmental Management Systems under the NP EN ISO 9001 and NP EN ISO 14001 standards, respectively in 1998 and 2001.

The certification of BIAL’s Quality Management System aimed to show the determination of the Group’s management strategy to seek excellence for its products 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 integration of environmental considerations into strategic decisions of the group and the consequent certification of the Environmental Management System have emerged as a natural consequence of the ongoing improvement philosophy in place at BIAL. In 2007 BIAL obtained certification for its Research, Development and Innovation Management System under NP 4457: Management of Research, Development and Innovation. This standard was implemented with a view to improving the Company’s innovative performance. We believe that the knowledge management, 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. Our enthusiastic approach to this project has resulted, despite the complexity of the Pharmaceutical Industry Innovation processes, in our becoming the first Portuguese company to implement and certify the System within the scope of chemical, pharmacological, clinical and pharmaceutical research and development into new drugs.

The certification of the Health and Safety at Work Management System, in accordance with the requirements of standard OHSAS 18001/NP 4397, in 2010, came about, as well, as a natural consequence of the ongoing improvement policy in place, reflecting both the growing concern of the Company to ensure a balance between the objectives of its activity and the prevention of damages to employees and other parties concerned and the importance the Company assigns to improving its performance.





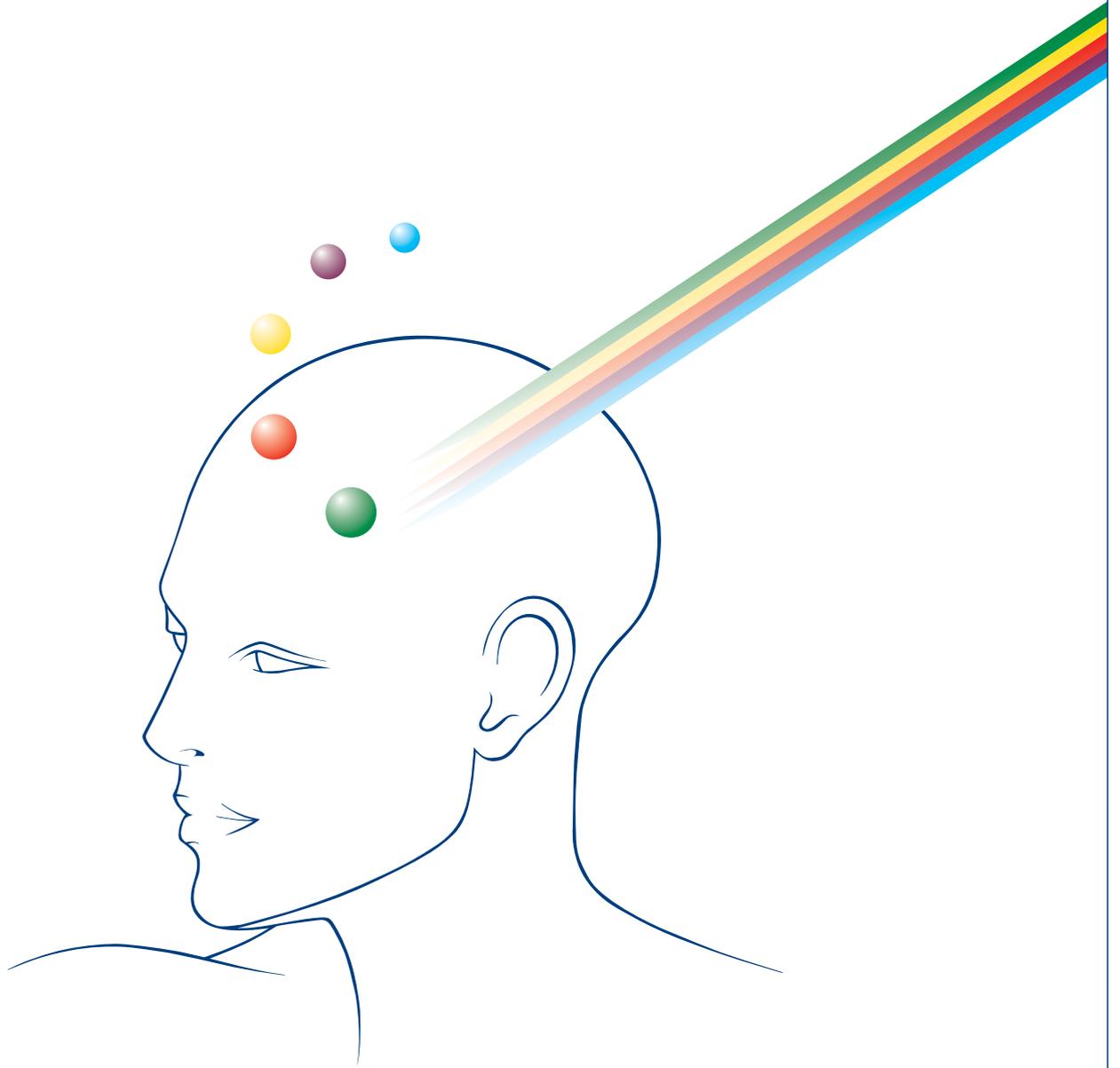
Quality and the Environment as principles

The processes, practices and procedures associated with our production and research units in Portugal conform to the legislation and international requirements applicable to the Pharmaceutical Industry, namely, GMP: Good Manufacturing Practices, GCP: Good Clinical Practices and GLP: Good Laboratory Practices, regularly verified and validated by the competent Health Authorities. Also worthy of mention is the inspection and approval by the FDA, Food and Drug Administration, of our Quality Unit in 2009, later confirmed in 2012 through a new inspection and approval.

Also worthy of mention is the joint certification by INFARMED and IPQ of our Pharmacological Research Laboratory in accordance with the GLP: Good Laboratory Practices in the context of Physico-chemical tests in Toxicokinetics and Pharmacodynamics studies in 2002.

In addition, and in accordance with the same demanding philosophy, the BIAL commercialisation or production units outside Portugal, namely in Spain, Italy and Switzerland, are certified by the Health authorities of the respective countries, legal representatives of EMA, European Medicines Agency, thereby being qualified to produce and/or commercialise pharmaceutical products 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 Man, in its physical and spiritual aspects.

Over the years the BIAL Foundation has recognised and stimulated scientific research with the BIAL Award and Research Grants 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 Europe. Overall it is worth 340 thousand euros, shared among two prizes and four honourable mentions for the best medicine-related research work.

Since its establishment, the BIAL Award has already analysed 580 applications and mobilised 1315 investigators, physicians and scientists. Over fifteen editions, 231 authors of 91 prize-winning works have been distinguished. As a result of over 29 years committed to research, over more than 30 award-winning works – out of a total of over 300,000 - have been published and distributed free-of-charge to the medical and scientific class.

The Scientific Research Grants are designed to incentivise research in the field of Neuroscience. The competitions already carried out have benefitted more than 1000 investigators in 26 countries, including Australia, Canada, France, Germany, Japan, Portugal, Sweden the UK, the USA, and many more.



With the same goal of stimulating the neurophysiological and mental study of Man, the BIAL Foundation has been organising every two years the “Behind and Beyond the Brain” symposium since 1996, which is currently an international forum for discussion and for deepening research in the field of neuroscience.





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, city 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 City Hall, local schools in the district of 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 signed between Porto City Hall, the School Groups in Porto and a number of companies, highlighting the partnership struck up with the Viso School Groups.

We also note the participation of BIAL in the "Drug Bank" initiative, a protocol between the Ministry of Solidarity and Social Security, Infarmed, Apifarma and the "União das Misericórdias" which is a platform to access free medication, through donations made directly by pharmaceutical companies through social institutions which have medical and pharmaceutical services.

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

Among the institutions supported are:

- Dental Association
- Portuguese Society of Allergology and Clinical Immunology
- Portuguese Society of Cardiology
- Portuguese Society of Diabetology
- Portuguese Society of Bone and Metabolic Diseases (SPODOM)
- Portuguese Society of Endocrinology, Diabetes and Metabolism (SPEDM)
- 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 Psychiatry
- Portuguese Society of Rheumatology
- Alzheimer Portugal
- Association for the Study of Pain (APED)
- National Association Against Osteoporosis (APOROS)
- 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)
- Association for the Promotion of Research of the Faculty of Medical Sciences (APIFCM)
- Portuguese Diabetes Association
- Portuguese League against Epilepsy
- Portuguese League against Rheumatic Diseases (LPCDR)
- Ernesto Roma Foundation
- Portuguese Cardiology Foundation
- Portuguese Lung Foundation





Partnerships and donations

Also worth mentioning in this area are the screening actions, namely in the field of cardiovascular and respiratory diseases, the issuing of scientific and educational publications, the support provided for the holding of congresses and scientific meetings.

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 area. For this it has devised a programme of visits to the facilities, aimed at secondary and university students. In this context, we highlight the company's participation in career exploration activities, particularly through integration in the "Bué d'Escolhas" project, an initiative that is promoted by the City Council of Maia, and is managed by "Santa Casa da Misericórdia da Maia" with the purpose of promoting educational and vocational success in children and youths, in particular those at risk and who suffer social vulnerability.

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 Entrepreneurism, organised by public and private entities.

BIAL has supported a wide range of medical training and research initiatives, too. It has published scientific books, and sponsored prizes and grants, including the Prize for the Best Scientific Publication 2007 awarded by the Hospital Pulido Valente's Department of Pneumology, the Medical Internship Prize of Hospital de S. João, Prof. Mário Moura Award (designed to reward outstanding works in the area of Physical Medicine and Rehabilitation), and helped with bibliographic searches and medical updating.

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, Francisco Laranjo, Graça Morais, Helena Abreu, Helena Almeida, Joana Vasconcelos, José Pedro Croft, José Rodrigues, Júlio Pomar, Júlio Resende, 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 development of the whole of Humanity.