

UN Global Compact

COMMUNICATION ON PROGRESS 2015



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This is Hikma Pharmaceuticals PLC's **Communication on Progress** in implementing the principles of the **United Nations Global Compact**. It covers January 1st until December 31st 2015 and includes a reiteration of commitment from Hikma's CEO to the principles and incorporates sections of Hikma's Corporate Responsibility Report, Hikma's policies, Code of Conduct, and GRI indicators. The report will demonstrate how Hikma is addressing each of the UNGC's 10 universally accepted principles and continues to actively engage in and improve these practices over the years.

We welcome feedback on its contents.

CEO's Statement of Support for the UN Global Compact



It is with pride that I present you with Hikma Pharmaceuticals' 2015 Communication on Progress report (COP). In 2015, Hikma celebrated a decade of listing on the London Stock Exchange. Today, we are recognized as a leading global pharmaceutical company with a successful and sustainable business model. Our COP report reveals our continued commitment to the United Nations Global Compact vital initiative and demonstrates our alignment with its principles in the areas of human rights, labour, environment and anti-corruption.

Hikma Pharmaceuticals has been an enthusiastic member of the UNGC since 2007. We continue to support the ten principles and align our operations with the UNGC in all our locations. Ethical conduct is inherent in the Hikma culture. This is evident in our company's mission to improve the lives of patients across the globe by providing high quality affordable medications. This report demonstrates Hikma's commitment to bring about positive change in our local and global communities.

We continue to grow and I am proud to say that we now employ over 8,000 people with operations in the Middle East and North Africa, US and Europe with sales in more than 50 countries worldwide. In 2015, we further expanded our operations by acquiring assets of Roxanne Laboratories from Boehringer Ingelheim, significantly strengthening our global Generics business.

To keep up with a fast-changing industry, in 2015, we established a corporate venture capital arm called "Hikma Ventures" which invests in start-ups within the digital health sector. Hikma Ventures seeks to invest in new health related technologies to further improve the lives of our stakeholders.

We believe it is our duty as a multinational business to endorse the COP's principles and encourage our stakeholders to do so as well. We remain committed to conducting our business in an ethical manner and to being active partners in shaping a sustainable future.

Said Darwazah
CEO of Hikma Pharmaceuticals

GRI Indicators

Principles	GRI Indicators
1	LA7, LA10, HR2
2	LA7, LA10, HR2
3	EC1, LA7, LA10
4	SO3, HR2
5	SO3, HR2
6	EC1, LA7, LA10
7	EN3, EN8
8	EN3, EN8, EN22
9	EN3, EN8, EN22
10	SO3

LA7: rates of injury, disease, lost days, absenteeism

LA10: average hours of training per employee per category

HR2: percentage of suppliers / contractors undergone human rights screening

EC1: direct economic value, including employee wages and benefits

SO3: percentage of employees trained in anti – corruption policies

EN3: direct energy consumption

EN8: total water withdrawal

EN22: total weight of waste

Principle One

Businesses should support and respect the protection of internationally proclaimed human rights

Principle Two

Businesses should make sure that they are not complicit in human rights abuses

"Hikma respects the dignity and human rights of its employees and others. Privacy and confidentiality are essential to business and Hikma will respect the privacy of its customers, counterparties and employees, and is committed to maintaining the confidentiality of their information. Hikma is not discriminatory and offers equal opportunities to all."

Dignity and Respect Principle, Code of Conduct



"Hikma is committed to providing for its employees a safe and secure working environment."

Health and Safety Principle, Code of Conduct

"Hikma seeks to engage with customers and suppliers whose employment practices respect human rights and whose ethical standards meet the standards set by Hikma."

Trading, Customers and Suppliers Standard, Code of Conduct

"Hikma expects all of its units to comply with the highest standards of Health, Safety, Environmental and Energy Management to ensure the well-being of its employees and business partners. We ensure that Hikma complies with and exceeds, where possible, the relevant Health, Safety, Environmental and Energy legislations. We also aim to prevent accidents and cases of work-related ill health at Hikma. [We] work with our suppliers and contractors, to bring our Health, Safety, Environmental and Energy Management standards into alignment."

Health, Safety, Environment and Energy Policy

Human Rights

Ever since the company's establishment 37 years ago, Hikma has strived to provide the highest quality of service, not only through our products, but through the way we conduct our affairs, both externally towards our consumers and in-house. Improving lives is our mission, and we take that to heart. Our company philosophy engulfs the notion of the respect and preservation of human rights in all our locations. Our company's mission goes hand in hand with our Corporate Responsibility strategy - wellbeing and education. We enact this through our platforms - our people, community, environment and global welfare and ethics, a strategy that is aligned among the pillars of the Global Compact.

Hikma Pharmaceuticals is continuously expanding its perimeters. We currently have operations in the Middle East and North Africa, US and Europe, employing over 8000 people, selling in more than 50 countries worldwide, with 29 state-of-the-art manufacturing facilities; several of which have US FDA/MHRA approvals. This year we have joined the FTSE 100 index and are renewed members of the FTSE4Good Ethics, which reinforces our high ethical standards across our business.

Policies and Procedures

Hikma has always been devoted to the highest standards of integrity and ethics in the

way it operates its business. The company has always communicated its zero tolerance of bribery and corruption, even at the cost of forgoing business opportunities, losing revenue or profit.

On a strategic level, our Code of Conduct¹ echoes our moral practices in relation to labour and human rights, which is implemented across the group, from our CEO to the board of directors and down to our employees. Our corporate values, which include Integrity, Drive for Excellence-Quality, Respect and Transparency are rolled out in all our locations worldwide.

Hikma prides itself on its strong employee programmes that are beneficial to its staff. As our business grows, we recognize that we must adapt to keep up with employee needs. Programmes related to special child care assistance and nursery arrangements for working mothers are available. In addition, there are different benefits available across the group catered to the specific cultures in different locations, such as employee therapy, and social committees that offer extra financial assistance and support to employees in need.

Universally proclaimed human rights are maintained across our locations and circulated to all our employees. Our Employee Human Resources Bylaws covers our entire labour force. Hikma maintains its employees' right to privacy across the group, and

protects confidential employee information within a legal and regulatory framework.

As the company grows, so does our list of partners. Before selecting an entity to work with, the company undergoes numerous screenings to ensure that its standards meet our stringent requirements. Hikma does not work with any entity that does not conform with internationally accepted labour standards. Hikma annually audits the companies it works with in regards to company employment practices through the supplier audit procedure. All our new suppliers and contractors undergo human rights screening. The company also utilises Suppliers Audit Questionnaires that relate to the UNGC principles to aid in determining the suppliers' practices while also increasing awareness for accountable procedures and ethical performances.

Health and Safety

As with any manufacturing company, the operators' right to health and safety is an integral part of the company's responsibility towards them. Hikma has a well-developed health and safety mandate, that begins with the top-level management's commitment.

The most valuable company asset is its human resource; therefore, the health and safety of our employees are a vital part of our systems. The company has a strong health and safety mandate that is applied top down through

¹ The Code is available on the corporate website:
<http://www.hikma.com/en/sustainability/Code-of-conduct.html>

all levels of the company. Our Health, Safety, Environment and Energy (HSEE) policy ensures that all departments of the company implement the mandate.

In our manufacturing facilities, all employees are rigorously trained to conduct their operations in a safe and secure manner. The company implements every available safety measure to eliminate all hazardous risks. This is done by ensuring that all health and safety regulations are properly understood by employees and that sufficient and appropriate training is conducted.

Education

The education and wellbeing of employees are integral to our culture. As a part of company regulations, rotation plans are set up for our employees to grow and expand their talents.

Across the group we have an education programme called the Continuing Education Scheme, where eligible employees can apply to pursue a higher degree. Every year employees in all departments are encouraged to undergo training sessions, whether externally or internally, to expand their talents, gain fresh perspectives and enhance their skills and experiences. Since 2010 Hikma has funded a total of forty-seven employees for higher education with a total cost of USD 927,000.

Actions and Performance

In 2015 Hikma's Compliance department increased its headcount to accommodate the company's expansion. The Compliance department established the Compliance, Responsibility and Ethics Committee (CREC). The CREC oversees the Corporate

Responsibility (CR) Department, which manages the company's work on charitable and humanitarian issues, environmental initiatives, community involvement and societal development. The CREC sets the overall group strategy on bribery and corruption risks and is responsible for approving the content of all Hikma's policies in areas where ethical judgements are important. The CREC oversees the group's Anti-Bribery and Corruption (ABC) programme, policies on ethics and business conduct and the development of the Code of Conduct (COC).

The company has a specific framework that showcases the leadership structure, authority matrix and ownership for the ABC compliance programme. Operational responsibility and oversight for ABC is assigned by the Board to the Executive Vice Chairman, who delegates responsibility to his management team. The Chief Compliance Officer (CCO) reports directly to the CREC on ABC matters. The CCO's leadership of ABC issues is overseen by the CREC Chairman and the Executive Vice Chairman. The head of each business division has taken responsibility to be the compliance champion for their division. The CCO is supported by group and regional compliance officers at the operational level. The legal, financial and company secretarial departments also advise and provide implementation support to the compliance department.

A confidential and anonymous international reporting platform is available for all our employees to use if needed, that is overseen and managed by an external third party. Anonymous, toll free reporting hotlines are available in the US and Europe, which after examination by an outsourced

third party directly goes to the compliance team, the VP of Corporate HR and the General Counsel. As for our locations in the MENA region, a web - based compliance reporting system is available, called "Speak Up", where employees can state their concerns in a confidential and anonymous manner, which also reaches the compliance team, the VP of Corporate HR and the General Counsel.

In 2015 the CREC focused on the on-going development and implementation of the compliance programme and conducted training sessions for all managers, who in turn provided training for their departments. Local manuals for each country were also made in accordance with the programme. Policies were individualized to cater to the specific needs, laws and regulations for each country.

Hikma is a founding member of the World Economic Forum's Partnering Against Corruption Initiative (PACI), the leading business driven global anti-corruption initiative. The company continued to promote business integrity internationally through the Partnering Against Corruption Initiative.

Code of Conduct

In 2015 the company completed the implementation of ABC policies procedures in all countries in the MENA region, and undertook an independent re-assessment of ABC risk and verified procedural implementation. In the United States the ABC, Code of Conduct and legal and regulatory environment training was also completed.

During the year, the Compliance Department continued to implement the medium-term

global strategy and expand its regional resources for the delivery of the commitment to business integrity and ABC which was approved in 2014.

Hikma's Code is circulated to all new employees. Every year employees are required to state that they have read the Code of Conduct, understood it and will abide by its terms. Employees also confirm in writing that they understand their obligations in reporting events of suspected non-compliance with the Code. In 2016, the company achieved 100% signatures from senior managers across Hikma world-wide.

In 2014, the company updated its Code of Conduct and translated it into the seven main languages of Hikma's locations: English, Arabic, Portuguese, French, German, Italian and Russian. In 2015, the updated code was issued online in all the languages.

Employee Training

Job rotation, education and career advancement are an integral part of Hikma's culture. In Hikma all our employees are annually trained. In 2015 our training expenses amounted to 3,117,651\$, a significant increase from 2014.

In our corporate locations, our HR department created an employee handbook, where policies, benefits and procedures that are catered to employees are available, so our employees can fully understand and utilise their benefits and rights.

Our human resources department annually updates its regulations, which are a part of the induction training process, where a copy is handed out to all new employees. In 2014 in Jordan, a new personalized induction process was created for new

managers to rotate amongst the major departments. In 2015 the personalized induction plan was expanded to all our new employees.

Health and Safety

All of Hikma's locations have accredited safety standards, such as OHSAS 18001 for Occupational Health and Safety, ISO 14001 for environmental management systems, ISO 9001 for quality management system or their counterparts. Our corporate Health and Safety department supervises our environmental management requirements from ISO 14001 and manages the minimising of health and safety risks by continuing to fulfil the requirements for preserving the OHSAS 18001 certification and annually renewing it.

In 2015 Hikma Jordan received the ISO 50001 for energy management, the first site in Jordan to receive this certificate and the first pharmaceutical company in the Middle East. Hikma Jordan had previously attained and renewed the ISO 9001 for quality management, ISO 14001 for Environmental Management with zero nonconformity, as well as the OHSAS 18001 for Occupational Health and Safety with zero nonconformity, and for meeting the requirements of the design and manufacturing of pharmaceutical products. Hikma's Jazeera Pharmaceutical Industries (JPI) in Saudi Arabia and Hikma Egypt obtained renewal for OHSAS 18001 and ISO 14001.

Hikma's CR department obtained the ISO 26000 in 2014, the Social Responsibility Guidance Standard, the international standard developed to help organisations effectively assess and address those social responsibilities that are relevant

and significant to their mission and vision; operations and processes; customers, employees, communities, and other stakeholders; and environmental impact.

Our employees are annually trained on health and safety procedures through the 'You are Hikma' campaign. In 2015, more than 350 participants attended in Jordan, the campaign this year included a range of activities such as medical testing for the employees, blood drive, awareness lectures on work-related injuries, proper use of antibiotics, safe use of drugs, safe handling of materials and forklift training. In addition, an in-house doctor is available for all our employees to conduct physical exams, such as blood pressure tests, eyesight to check on basic health of our employees.

Employee Benefits

Hikma's employees are offered numerous benefits, including class A medical insurance for themselves and their immediate families for free, travel insurance, and specialised benefits catered to the company's location. Other benefits include paid maternity leave, financial maternity compensation for the sites that don't have nurseries, retirement provisions through social security and a provident fund. Different benefits are provided to employees of different countries per local regulations and job requirements.

Principle Three

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle Four

Businesses should uphold the elimination of all forms of forced and compulsory labour

Principle Five

Businesses should uphold the effective abolition of child labour

Principle Six

Businesses should uphold the elimination of discrimination in respect of employment and occupation

"Employees' right to free association and collective bargaining are recognised and respected There is a clear, transparent process for receiving employee suggestions, requests and complaints. Effective communication with employees is promoted, so that issues arising from business decisions are addressed appropriately and in a timely fashion."
Employment Matters Standard, Code of Conduct



"All public affairs activities undertaken by or on behalf of Hikma must be conducted ethically, must align with relevant local law requirements and applicable industry codes of practice and be approved in accordance with internal policies.

Hikma employees will: have the right to be involved in political and lobbying processes in their own time as private citizens, but must be clear at all times that these activities are not undertaken on behalf of Hikma."

Public Affairs and Governmental Interaction Standard, Code of Conduct

"Employee rights are safeguarded and employment laws and regulations are complied with.

Effective communication with employees is promoted, so that issues arising from business decisions are addressed appropriately and in a timely fashion."

Employee Personal Information Standard, Code of Conduct

"Hikma is opposed to all forms of forced or child labour."

Employment Matters Standard, Code of Conduct

"Hikma operates a discrimination-free working environment and is committed to promoting a culture of respect, dignity and equal opportunity in which employees' individual rights are protected. Hikma believes that the diversity of its workforce is highly valuable. Hikma is committed to providing an environment in which individuals can flourish based on talent, experience, and performance and where potential is recognised and encouraged."

Employment Matters Standard, Code of Conduct

"Discrimination is not tolerated and equal employment opportunities are provided to all.

No forms of violence, bullying or harassment are tolerated.

Employee rights are safeguarded and employment laws and regulations are complied with.

The need for training and development is recognised as central to the on-going development of our people, and their skills and knowledge"

Employment Matters Standard, Code of Conduct

Labour Standards

As previously stated, employees are our company's most valuable assets, therefore it is vital that our employees conduct their operations in a comfortable and healthy work space. Hikma prides itself on operating on the highest ethical standards; across the group we have a work environment that shows no favouritism or inequality and no form of forced or child labour.

The company aims to promote a work environment with no employee discrimination in any form; this is emphasized in the company principles. As mentioned in the Code of Conduct, the company commits itself to certain moral standards that are consistent with globally accepted labour requirements. Hikma applies ethical labour standards along its supply chain. The company does not deal with any supplier, partner or third party source that does not honour international labour standards.

Hikma does not conduct business with any entity that employs child labour or affiliates with companies that employ child labour. The labour laws in all the countries that the company operates in clearly forbid the employment of minors under the age of eighteen.

Policies and Procedures

As an international company with many locations, it is vital that our policies are unified across the group. Hikma ensures that its policies adhere to, and when possible, surpass the laws

of the countries where we are located. The company upholds the freedom of association needed for a fair representation of its employees across the group. In all our locations, our employees have a voice, we either have unions or community groups in charge of voicing employee concerns. In all our locations where unions are present, our employees are shielded by collective negotiation agreements signed by the General Manager of that site and the head of the union.

Across the group managers are accountable for educating their staff about their rights and compensations, as well as discussing matters with unions. The subjects covered by collective bargaining with trade unions and employee representatives include the health and safety of employees, extra training sessions if needed, financial reimbursement plans which comprise of salary augmentations and bonuses and a solid medical insurance plan that is annually updated based on employee requests.

The company administers an "Equal Treatment of Employees and Harassment" policy. Our managers broadcast the policy to employees and regularly update their policy manuals:

[At Hikma we believe in] "equal treatment of employees and do not condone favouritism or inequality in any shape or form. Hikma does not discriminate based on a person's race, colour, religious creed, age, sex, marital status, national origin, present or

past history of mental or physical disability and any other factors not related to a person's ability to perform a job."

When hiring personnel, recruiters are taught to eliminate any form of discrimination and abide by the equal treatment of employee's policy. The company believes in providing equal opportunities for all employees and potential candidates, including handicapped persons. The company must confirm that employees are well-informed of the laws and regulations that protect them. Hikma also ensures that the companies that it partners with, conducts business or associates with, administer and support anti-discrimination laws.

Health and Safety

The company's Health and Safety Policy is implemented in all our locations. The policy is rendered into health and safety processes for each unit and function. Management oversees applying these policies in their respective units. These policies are frequently updated and rigorously enforced in order to protect employees from injury. The health and safety processes cover the following areas:

- ▶ Employee health
- ▶ Accident prevention
- ▶ Health and safety training
- ▶ Monitoring, reporting and communicating
- ▶ Training and development
- ▶ Labour Standards

Grievance Procedure

Across the group strict liability procedures are enforced that call for immediate action in reporting any labour neglect. Employees notify HR of any shortcomings that they experience and HR is legally mandated to swiftly respond. If employees wish to report any grievances anonymously they can do so with the Speak Up system overseen by the compliance department and a special board. In addition, Hikma has a universal open door policy where employees can voice their concerns, from upper management up to the company CEO.

Actions and Performance

In Hikma we are proud in being an equal opportunity employer. A quarter of the employees are female, a percentage that has been stable since 2012. Females also make up 77% of Portugal's workforce, and they occupy strategic top managerial positions across the group. There was a slight increase in 2015 for females above the level of M4 (management) (24%).

Hikma strives to enhance and advance the communities where the company is present, as well as invest in the population's youth. In 2015, 73% of our employees were below the age of 40.

Unions

Hikma has union labour representations in most of its locations in Europe and the MENA region. In the remaining sites employees are represented by members of the HR department.

In the United States in Hikma West-Ward, the labour laws that are in place at Hikma's company are parallel with the Americans with Disabilities Act (ADA) of 1990 which safeguards against

discriminating against a person with a handicap. For 2015, Hikma continued its renewal with the Collective Bargaining Agreement with Teamsters Local 201, which came into effect in November 1, 2014 and will continue until October 31, 2019. In addition to the ADA, Hikma complies with and works under the following Federal and State legalities:

- ▶ The Civil Rights Act of 1991, Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq, the Civil Rights Act of 1870, 42 U.S.C. § 1981
- ▶ The Americans with Disabilities Act, 29 U.S.C. § 12101 et seq
- ▶ The Rehabilitation Act of 1972, as amended, 29 U.S.C. § 701, et seq
- ▶ The Age Discrimination in Employment Act, 29 U.S.C. § 621 et seq
- ▶ The New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 et seq., and/or under any other applicable federal, state or local antidiscrimination law
- ▶ The Employee Retirement Income Security Act, 29 U.S.C. § 1132(e) and 1140 et seq
- ▶ The Conscientious Employee Protection Act, N.J.S.A. 34:19-1 et seq
- ▶ The Family Medical Leave Act, 29 U.S.C. § 2611 et seq (and any other applicable federal or state leave statute)

In our Portugal location, Hikma Farmaceutica, the company continued the same approach it initiated in 2013, its "social plan", which included a salary increase to compensate for increased national taxes that were imposed as part of the international economic support during the Portuguese financial crisis.

As a continuation of last year, Hikma Farmaceutica paid its employees double in overtime during the months of July till December 2015. Our company surpasses the Portuguese labour laws, which calls for a lessening in the percentage of overtime payment. In addition, company profits were distributed to the employees as well.

As for the rest of the locations, no changes were made in relation to the unions, and no incidents were reported. All company unions abide by labour laws which are accessible in a clear and comprehensible manner with union instructions that are fully enforced by specialised company staff.

Recognition

- ▶ In 2015 the company was the recipient of the 'Acquisition of the Year Award' at the Global Generics and Biosimilars Awards. The award recognises excellent performance across a range of business activities and was won in strong competition against several leading EMEA pharmaceutical companies. The award was secured due to Hikma's acquisition of Boehringer Ingelheim's Roxane Laboratories, thus rendering Hikma the sixth largest generics player in the US.
- ▶ Hikma has won the Best Pharmaceutical Company in the Emerging Market for the Scrip awards in 2015. The award recognises the new innovators and leaders on the frontiers of the pharmaceutical industry and celebrates excellence in growing sales and profits, launching new products and signing transformative new deals.

Principle Seven

Businesses should support a precautionary approach to environmental challenges

Principle Eight

Undertake initiatives to promote greater environmental responsibility

Principle Nine

Encourage development and diffusion of environmentally friendly technologies

"Hikma expects all of its units to comply with the highest standards of HSEE Management.

As a pharmaceutical company, we recognize that our operations have an effect on the local and global environment and we actively encourage the engagement of our staff at all levels to ensure implementing and maintaining the standards that we set. The purpose of this policy is... to minimize adverse impact on the environment where possible, through the reduction of greenhouse gases (GHG) inventory by reducing the consumption of energy. Hikma is committed to consider energy saving equipment and tools in any project in the future."

Environmental Principle, Code of Conduct

"Hikma expects all its units to ... maintain an operation that minimizes all adverse environmental and climate change impacts associated with our activities.

As a Pharmaceutical Company, we recognize that our operations have an effect on the local and global environment and we actively encourage the engagement of our staff at all levels to ensure implementing and maintaining the standards we set."

Hikma's Health, Safety and Environment Policy

"[Hikma is] committed to benefitting the communities in which it works through charitable donations, volunteering and the operation of its social and environmental policies."

Community Impact and Support Principle, Code of Conduct

"We are committed to doing business in an environmentally responsible manner. We continuously monitor and review our performance to meet current environmental legislation."

Corporate Responsibility Strategy

Environment

At Hikma we recognise the vital role we play in the communities in which we operate, and we stand by our mission of improving people's quality of life, including the environment in which they live. Human health is linked to the wider environment, and we are aware that climate change is a global environmental challenge, and requires mitigation actions in the form of reducing GHG emissions. Therefore, Hikma recognises that environmentally responsible practices must be built into its operations.

Hikma adopts a preventive approach within its operations towards the environment and is committed to its employees, their families and the community at large, by undertaking initiatives that protect the natural environment and by seeking sustainable development as key to its role as a responsible business.

It is our responsibility as a pharmaceutical manufacturer; an energy-intensive business, to understand our related environmental impacts and ensure the adaptation of environmentally friendly processes focusing on minimising waste, analysing carbon emissions, monitoring and reducing energy usage, and minimising demands for water consumption.

Policies and Procedures

Health, Safety, Environment and Energy Management

Hikma's operational units worldwide are expected to minimise all adverse environmental and climate change impacts associated with

its activities. The Health, Safety, Environment and Energy (HSEE) policy commits the company to environmental standards from the top strategic level to the operational level at every unit.

As a pharmaceutical company, we recognize that our operations have an effect on the local and global environment and we actively encourage the engagement of our staff at all levels to ensure implementing and maintaining the standards we set.

The HSEE is a group-wide corporate policy that is endorsed by the Vice President of Corporate Communication. Training sessions and awareness material on the policy are communicated to the entire staff. The policy dictates the need to comply with environmental legislation and regulation in every country in which Hikma operates.

Hikma monitors and sets goals and targets, pertaining to its impact on climate change, water pollution, land contamination and energy use, and strives to achieve the set goals and targets annually:

- ▶ Resources and programme are provided to reduce carbon emissions due to our operations
- ▶ Our environmental standards are reflected across our supply chain and we will interact with our key stakeholders to resolve issues and help improve our performance
- ▶ Contractors and visitors on any of Hikma's sites are required to follow our environmental standards

Moreover, this is an active process whereby Hikma ensures the continuous improvement of its Environmental Management System, including all the related Standard Operating Procedures (SOPs), and environmental programme.

As a manufacturing company, Hikma is keen to do its utmost for the prevention and management of environmental accidents. There are Standard Operating Procedures (SOPs) for prevention and management of environmental accidents within the Health, Safety and Environment Management function. In addition, the environmental accidents due to production that may be harmful to operators are minimised and mitigated by the HSE department, and alternative processes are implemented where possible.

Hikma continuously seeks to reduce energy costs and increase sustainability throughout all its facilities by implementing Energy Conservation Measures (ECMs). ECMs consist of two groups of technologies that enable the below objectives to be achieved:

- ▶ Energy Efficiency technologies: enable the energy (both electrical and thermal energy) that is procured to be utilised more effectively within the facility. By improving energy efficiency, the user does not need to consume as much energy to deliver the same tasks or processes
- ▶ Decentralised Energy technologies: enable energy to be produced at or near the point of use, generally from renewable energy sources. This

contrasts with the traditional, wasteful and increasingly costly method of buying energy that is generated in a centralised power station that may be many hundreds of kilometres from the point at which the energy is needed

HSEE Architecture

The highest level of climate change and energy reduction responsibility rests with the President and CEO of MENA and Emerging Markets. The HSE function is governed by the senior management in each unit and each business unit is responsible for implementing the company's HSE policy at its location. Management ripples down to the operational level and has controls and checks at every level as per the following management procedure:

- ▶ **The Executive-level CR committee** reports directly to the CEO and is accountable for governing ethical and environmentally sustainable activities
- ▶ **The Senior Management** is committed to reducing harmful emissions, optimizing energy usage and minimising risk by setting a dedicated budget programme to achieve required targets
- ▶ **The MENA Operation VP's** have a savings objective that includes savings on energy. They are accountable to the board
- ▶ **The Business Unit Managers (GM)** in each business unit are responsible for reviewing all HSEE activities including the setting of emissions reduction target and the method of implementation. They are responsible for setting up and ensuring the execution of new energy saving projects
- ▶ **The Plant Managers** oversee the processes to meet reduction targets at every manufacturing site

- ▶ **The Engineering Managers** set plans and processes for meeting targets
- ▶ **The CR Manager** is responsible for communications on sustainable matters such as climate change, energy efficient manufacturing processes, and a Hikma policy statement on energy and climate change
- ▶ **The Health and Safety Manager** advises the GM and senior management on HSEE strategies, maintaining HSEE certifications (ISO 14001, OHSAS 18001) and technical implementation of environmental plans (ISO14001, Energy conservation plan, waste management plan) in accordance with regulations and codes; and developing risk management policy
- ▶ **All employees** participate in global CR campaigns that entail volunteering in communities to clean up or in environmental campaigns. They can attend awareness sessions on environmental issues that the company hosts. All employees are also encouraged to submit new ideas to safeguard the environment

Greenhouse Gases

Hikma is a company listed in the London Stock Exchange, and as such it has a regulatory obligation to report GHG emissions pursuant to Section 7 of The Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013.

The GHG sources that constitute our operational boundary for the 2015 reporting period are as follows:

- ▶ Scope 1: Facility diesel combustion, facility natural gas combustion, facility

LPG combustion, fugitive refrigerants from air-conditioning equipment and vehicle fuel combustion

- ▶ Scope 2: Purchased electricity consumption for our own use

Hikma reports according to the Defra Environmental Reporting Guidelines 2013. Results are reported in tCO₂e emissions, as UK Government emission factors for overseas electricity currently account for carbon dioxide emissions only.

Water Usage

Hikma recognizes that pharmaceutical manufacturing is a water-intensive industry, thus it aims to promote greater responsibility in its water usage globally by continuously measuring and reporting the company's impact on water resources and annually improving the company's performance.

Hikma's water strategy focuses on developing effective techniques of water preservation and recycling. Our ability to reduce water consumption will also enable us to deliver significant cost savings. Hikma has installed several systems in its production processes that have increased the efficiency of water usage in its manufacturing facilities in Jordan and Portugal.

Over the past few years, Hikma has developed various action plans to assess and monitor the impact of its water withdrawal on the environment. The company avoids instances where the impact of a specific withdrawal can significantly affect the environment and have wider impacts on the quality of life in the area.

Energy Saving Procurement

Behaving in a sustainable manner is embedded in all aspects of our operations. Hikma is committed to the environment as an integral part of its corporate strategy

and core business. Before administrating a new project, the company considers energy saving equipment and tools, whether it was an expansion project, a greenfield project or an acquisition.

Ethical Suppliers

Hikma's supply chain integrates environmental and social elements guided by the framework of the HSEE policy. The management of Hikma's supply chain ensures that manufacturing processes comply with and exceed where possible, the relevant local and international environmental legislations. Hikma works with suppliers and contractors to bring their health, safety, environmental and energy management standards into alignment. It cooperates with them to ensure that they are providing optimum efficiency equipment as well as environmentally-friendly apparatus and machines to reduce energy consumption.

We make sure that our strategic suppliers are aware of and conform to the environmental provision of our policies. Hikma utilises suppliers audit questionnaire that relate to the environment to help assess the suppliers' practices and increase their awareness of responsible operations and business ethics.

With regards to environmental matters, the questionnaire asks whether suppliers have:

- ▶ *Obtained certification for environmental, social and or health and safety management system(s)*
- ▶ *Published an environment/ sustainability or a corporate social responsibility report*
- ▶ *Established formal and regular consultation with local community and other stakeholders*
- ▶ *Decreased use of resources,*

increased emission controls, or increased by-product recycling

- ▶ *Marketing of products or services that are specifically environmentally friendly*
- ▶ *Worked to improve local supplier relationships or provided technical assistance to suppliers*
- ▶ *Programmes to benefit the local community*
- ▶ *Employee programmes - training, health, safety*

Certified Management Systems

We work towards lessening any negative environmental impact through green investment and focus on reducing energy usage across the group. This on-going process resulted in the achievement of certifications for the environmental management system (ISO 14001), occupational health and safety management systems (OHSAS 18001) and energy management system (ISO 50001).

The ISO 14001 management systems are steered by Hikma's Health and Safety or Engineering departments of each Hikma subsidiary, which fulfil the environmental requirements from ISO 14001 in addition to managing health and safety risks in accordance with the OHSAS 18001. The standards related to environmental management help Hikma (a) minimise any negative environmental impact related to operations (i.e. adverse changes to air, water, or land); (b) comply with applicable laws, regulations, and other required environmental standards, and (c) continually improve its practices to achieve annual re-certification.

Healthy Workplaces

We promote anti-smoking and healthy workplaces. Hikma is completely smoke-free in all of its premises and its offices and

factories worldwide have been smoke-free since 1994. Hikma is a proud member of the Global Smoke-free Partnership (GSP), a global partnership dedicated to promoting effective smoke-free air policies worldwide.

Our annual employee welfare week, "You Are Hikma", is held across our global locations. It provides positive and valuable educational activities to raise awareness on health, safety and environmental issues in and outside the workplace.

Engaging the Community

Hikma undertakes a variety of public initiatives related to the environment. These come in many forms, including:

- ▶ Advancing community wellness through environmental education and awareness campaigns
- ▶ Disaster relief support
- ▶ Contributing to policy developments
- ▶ Partnering with government agencies, non-governmental organisations, academia, and other stakeholders
- ▶ Philanthropic programmes with environmentally related outcomes

Transparent Reporting

Hikma deploys transparent reporting systems that aim to show progress in energy, waste, greenhouse gas emissions and water consumption. The company measures its direct energy consumption and total water withdrawal, and aims to publicly disclose these figures. Some of these are mandatory while others are self-reporting standards that Hikma has chosen to report upon in order to ensure that processes are in line with Hikma's quality standards. These include:

- ▶ Global Reporting Initiative
- ▶ CDP (formerly the Carbon

- Disclosure Project) Global Climate Change Report
- ▶ Corporate Responsibility report as part of the company's annual report²
 - ▶ Reports to 3rd party financial entities as part of our loan agreements

Actions and Performance

Climate Change Strategy

Hikma's five-year Climate Change strategy was developed in 2015. The strategy focuses on developing effective techniques through the adaption of GHG. The strategy guidelines include monitoring and setting goals and targets that adhere to environmental issues that involve climate change, water pollution, land contamination and energy use. We aim to provide resources and programmes to implement this policy and set the required targets.

Water Policy

In 2015, Hikma incorporated a water policy into its Global Climate Change Report (CDP) and filled out the (CDP) water programmes questionnaire to ensure the protection of the environment and to minimise adverse impacts, by monitoring reporting on and reducing waste emissions in water. Hikma scored 'B-' on the CDP's water programme questionnaire, a very good score for its first reporting year.

Investing in environmentally friendly technology

In 2015 the company underwent an evaluation exercise regarding its cars and replaced some of the biggest toxic gas emission engines with ten Hybrid cars. The Hybrid System is a much more efficient system with minimum energy expenditure operating to maximise fuel efficiency and minimise CO₂ emissions. This

resulted in reducing the cars' emissions by 50% and the fuel bill by 60%.

Smoking Cessation Programme

In 2015, Hikma in Jordan collaborated with the King Hussein Cancer Center on funding a Smoking Cessation Programme for employees, resulting in a 75% success rate. A pilot sample of employees who were interested in quitting smoking were chosen. Counselling sessions were held, and medications were prescribed in accordance with the patients' needs. Depending on the responsiveness of the patient, the duration of therapy spanned three to eight months. The company fully funded the programme, in terms of cost and time for sessions to be held within working hours.

HSEE Management

Hikma strives to record related environmental impacts through effective measurement, monitoring and reporting over time. Disclosing the greenhouse gas ("GHG") emissions of our organisation helps us to reduce our negative impact on climate change. We continuously develop energy conservation and efficiency in our operations; improve employee engagement and product/process innovations throughout our business. Throughout the year, operators were trained periodically on Standard Operating Procedures (SOP) to ensure that environmental procedures and hazards are mitigated in manufacturing processes.

In 2014, Hikma added energy to its policy and issued a new Health, Safety, Environment and Energy (HSEE) policy. In 2015, Hikma continued to achieve the targets of the ISO 50001 for Energy Management System (EnMS) for its main manufacturing site in Jordan. Hikma was the

first pharmaceutical company in the Middle East and the first Jordanian manufacturing plant to achieve this certification. This resulted from four years' work in energy improvement and energy management. In 2015 Hikma included all its three manufacturing facilities in Jordan in its (CDP) reporting and will gradually incorporate the reporting processes to its locations worldwide.

Hikma aims to reduce emissions and this is a factor in the performance indicator, with an absolute reduction objective of 15% scope 1 and 6% scope 2 in CO₂ emissions.

Hikma received a high score on its CDP Global Climate Change Report 2016, which covers the year 2015. Hikma scored 'B' in the rating of healthcare sector responding companies. The 'B' rating corresponds to management points awarded for evidence of actions associated with good environmental management, as determined by CDP and its partner organisations. The management score rewards action taken in risk mitigation, risk assessments, and the implementation of an environmental policy that integrates environmental issues into business strategy.

Energy Efficiency

Hikma is keen to adopt green and sustainable solutions. As part of its energy management strategy Hikma has a dedicated budget for increasing energy efficiency and for the energy management system certificate renewal. In 2015 the process of installing LED lighting and energy saving tools such as replacing existing hot water boilers with Flat-plate Solar Heaters has been conducted across Hikma's facilities.

In Jordan, the second photovoltaic system was introduced in 2014, converting sunlight directly into

electricity. This project was one of a series of renewable energy projects implemented across the Group.

GHG

During the year ended 31 December 2015, Hikma Pharmaceuticals PLC emitted 26,479 tCO₂e from the combustion of fuel (Scope 1 direct) and 83,520 tCO₂ from electricity purchased for our own use (Scope 2 indirect). This is equal to 4.30 tCO₂e Scope 1 emissions per full time equivalent ("FTE") employee and 13.55 tCO₂ Scope 2 emissions per FTE employee respectively.

Between 2014 and 2015 we have seen a 29% increase in Scope 1 emissions and a 48% increase in Scope 2 emissions. There are a number of reasons for this increase; most significantly, we have expanded the scope of our reporting and for the first time we have reported on emissions from AMC, Morocco, Sudan (PharmaLand) and Sudan (Savanna), which has resulted in a 6% increase in Scope 1 emissions and 17% in Scope 2 emissions. If these sites are excluded from the year on year comparison of Scope 1 and 2 emissions, Scope 1 emissions, on a like-for-like basis, have increased by 21% and Scope 2 emissions have increased by 23% since 2014. Another important factor was that emissions from our site in Bedford, USA, went up significantly in 2015 since this was the first full year of operation, which has resulted in a 7% increase in overall emissions in 2015.

Supplier Practices

In 2015, the company expanded its auditing procedure by identifying its major suppliers and conducting a widespread audit on environmental issues in Europe and the US, while 93 significant suppliers have undergone

screenings in the MENA region. Hikma will incorporate the Modern Slavery Act related questions to the Supplier Audit Questionnaire in 2016.

Certifications

In 2015 Hikma in Jordan received the ISO 50001 for energy management, the first site in Jordan to receive this certificate and the first pharmaceutical company in the Middle East. Hikma is upholding ISO 14001 for sustaining an Environment Management System as we passed the surveillance visit with zero nonconformity in addition to the OHSAS 18001 for Occupational Health and Safety Management Systems. Hikma's main operations in Jordan, the Jazeera Pharmaceuticals Industries (JPI) facility in Saudi Arabia and Hikma Egypt facility are ISO 14001 and OHSAS 18001 certified.

Corporate Initiatives

In 2015, Hikma continued to engage with its employees on issues related to health, workplace safety and supporting the environment, through its annual 'You Are Hikma' global campaign.

For Earth Day this year, West-Ward, our business in the US, undertook a number of activities that focused on environmental care. The company distributed Colorado blue spruce trees to all its employees. By planting these trees, 57,600 lbs. of carbon dioxide could be reduced annually. The company also partnered with Terracycle and Recork, two prominent recycling agencies, to set up specialised bins to collect recyclable objects.

Hikma in Jordan has partnered with a recycling company called Al Ajyal, a certified company that works with the Ministry of Environment, for recycling our paper and plastic waste in most of our Jordan locations.

In Bedford, a project was initiated where large donations of computer equipment including desktops, laptops, printers and monitors were given to the Bedford City Schools. This amounted to over 20 pallets (10,000 lbs) of electronics reused and recycled back to the community. This puts our Bedford site recycling rate at over 35%, which indicates the percentage of waste that this site recycles.

Reporting

As part of our adherence to sustainability, we report climate change data to the CDP to increase transparency to our stakeholders and manage both risks and opportunities arising from climate change. In light of Hikma's efforts towards minimising its environmental impact and global carbon footprint, the company has been actively committed to reporting to the CDP, which expertly scrutinises a company's carbon emissions and provides analysis for better operational functions. Hikma started using the Credit 360 for global sustainability software in 2015, for its locations in Jordan, Saudi Arabia, Portugal and the US. The software facilitated collecting reliable and complex data across the entire group in a consistent manner. Hikma will also incorporate the Modern Slavery Act into its reporting annually starting in 2016 on the steps taken to ensure that human rights are maintained in their own business and in their supply chains.

Recognition

In 2015 Hikma was shortlisted for a CDP award of FTSE 350 companies in the Biggest relative reduction in emissions (from emissions reduction activities) category

Principle Ten

Businesses should work against corruption in all its forms, including extortion and bribery

"Hikma does not condone or participate in any form of corruption and refrains from doing business with those who do not meet its standards."

Integrity Principle, Code of Conduct

"Hikma wishes to encourage an environment in which full, free, and frank discussions can be held on issues that concern our employees. Therefore, Hikma has always had an open door policy regarding communication.

Furthermore, we must hear from those who have any concerns about the ethics and integrity of our business. As part of your commitment to this Code, you have a duty to report to the Company as soon as possible any suspected violations of the Code, its supporting policies or any applicable law or regulations of which you become aware."

Speaking Up Standard, Code of Conduct

"Hikma has a zero tolerance of bribery and corruption.

All directors, officers, employees, and other individuals working for Hikma and joint ventures in which it has an equity control are prohibited from offering or giving, either directly or indirectly, money or anything else of value, as a bribe or inducement: to make, (or as a reward for making or not making), a decision that is favourable to Hikma's interests; or to seek to gain an unfair business advantage or otherwise influence business activities; or which compromises their judgment or their ability to act objectively.

This standard applies to interactions with to all individuals and corporate bodies with whom Hikma does business – healthcare professionals, customers, suppliers, professional bodies, regulatory authorities, and NGOs – regardless of where they are located geographically.

At Hikma we will:

Act honestly, ethically and with integrity in all company interactions

Not engage in or condone bribery or any other form(s) of corruption

Not give or receive gifts or hospitality where this could give rise to a perception of a corrupt purpose."

Anti-Bribery and Corruption Standard, Code of Conduct

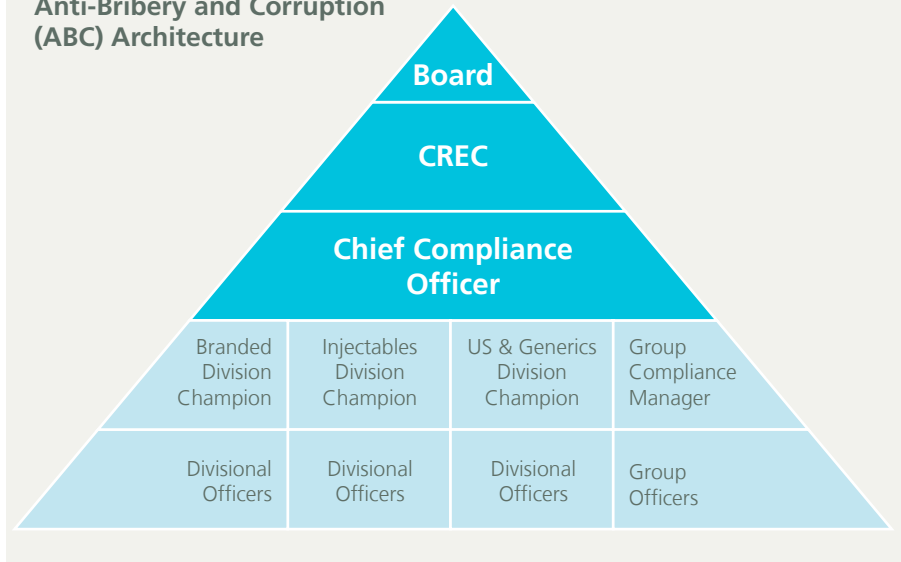
Anti – Corruption

Quality and excellence have been the heart of Hikma since its foundation, and Hikma has always been committed to the highest standards of integrity and ethics in the way we operate our business. The company has a strong ethical culture that is deeply embedded within its operations. We believe that a solid reputation for ethical values, values such as integrity honesty and transparency, in how we conduct our business are vital to our company's reputation and success.

Corruption and bribery are not tolerated at Hikma and we have applied strict processes to ensure that all our employees do not take part in any form of corrupt practices. Our commitment is both ethical and practical in nature. Hikma is publicly listed in the London Stock Exchange and thus abides by the UK Anti-Bribery Act 2010 and the Share Dealing Code and Disclosure policies. Our Code of Conduct sets the tone for our activities.

Our commitment is highlighted through our engagement in global initiatives that combat corruption. In addition to being a signatory of the UN Global Compact, Hikma is a founding member of Partnering against Corruption Initiative (PACI), an off-shoot of the World Economic Forum. As participants of this global initiative, we commit to zero tolerance of bribery and to the successful implementation of an anti-corruption and bribery programme.

Anti-Bribery and Corruption (ABC) Architecture



Policies and Procedures

Hikma follows the guidelines regarding share dealing that prohibit the use of internal information for personal gain or insider trading, as per the UK Anti-Bribery Act 2010 and the Share Dealing Code and Disclosure policies.

Hikma has communicated its zero tolerance of bribery and corruption to its employees and made sure they are aware that Hikma will not penalise any individual for complying with the principles enshrined in the Code or in our ABC policies, even at the cost of foregoing a business opportunity, losing revenue or profit or disobeying a superior's instructions. Hikma will discipline staff for ethical breaches in order to maintain our high standards of integrity.

Compliance, Responsibility and Ethics Committee (CREC)

The Compliance, Responsibility and Ethics Committee (CREC) drives the company's commitment to business integrity and human dignity. At Hikma, we pride ourselves on our ethical approach in business.

The CREC is a board-level committee that is chaired by the President and CEO of MENA and Emerging Markets. It sets the overall strategy for the group's response to bribery and corruption risks and is responsible for approving the contents of all of the business' policies in areas where ethical judgments are important. It is the CREC's responsibility to own the framework for ABC compliance programme within the group and to ensure that it operates adequately and effectively. The CCO reports to the CREC. He is supported by local compliance

departments in each major operational jurisdiction and local representatives at the smaller sites.

The CREC has a long-established relationship with the CR Committee, which oversees the company's work on charitable and humanitarian issues, environmental initiatives, community involvement and societal development.

The CREC is responsible for overseeing the development of the group's Code of Conduct on behalf of the Board.

The Committee also oversees Hikma's speak-up reporting systems for employees to raise ethical concerns, and, where relevant, oversees their investigation. As an organisation, Hikma is committed to clear and open communication. The company remains open to direct discussion with shareholders.

Code of Conduct

Hikma's Code of Conduct is reviewed by the CREC and supported by the Board. It is benchmarked against good industry practice and a peer group of international companies. It is available in the various languages of Hikma's locations and can be found on the company's corporate website.

Each year all Hikma employees are required to confirm that they have read the Code, have understood it and will abide by its terms. They confirm in writing that they understand their obligations to report events of suspected non-compliance with Code. All new employees are also trained on the Code of Conduct as part of their induction training.

The training plan for the Code includes face-to-face training for top managers, and training and

discussion sessions at department level for employees and lower management.

Training and communication on ABC policies and the Code continues to enhance employees' understanding of bribery and corruption risks, and increases the penetration of compliance issues into the decision making process for business departments as they consider existing and new business structures.

Speak Up

Hikma's open-door policy regarding communication with its employees guarantees that any questions or concerns about the ethics and integrity of the business are heard. When employees are seeking a more discreet or anonymous method of reporting, they can use the Speak Up system. Hikma has anonymous web and telephone reporting lines in place across all operations, which report directly to the compliance department and the CREC. As part of the commitment to the Code, employees have a duty to report any suspected violations. The company remains satisfied that the policy and procedures enable proportionate and independent investigation of matters raised including non-compliance and that appropriate follow-up action is taken.

Responsible Sales

Through the Code of conduct and the induction training for new employees, Hikma ensures that responsible sales are maintained.

Medical Reps undergo extensive induction training when they join Hikma. The induction programme focuses on the MENA where pharmaceutical sales mainly depend on direct contact between the business and doctors through medical reps. Hikma boasts a strong team of over

2000 medical reps for its branded segment in the region.

Transparency Measures

Maintaining Hikma's image as a responsible and trusted organisation is of great importance. External stakeholder engagement is encouraged and we are transparent in our business activities.

Our communication channels include social media platforms, the company has online presence on Facebook, Instagram, Twitter, LinkedIn and YouTube. An internal social media policy was distributed to all Hikma employees globally and has become part of the employment contract to ensure responsible and ethical participation in both Hikma endorsed and non-Hikma social media platforms.

Ethical Suppliers

Hikma's supply chain management selects significant suppliers that uphold ethical practices and internationally proclaimed integrity measures, in addition to environmentally responsible practices. It verifies that its strategic suppliers are aware of and conform to the provisions of the company's Anti Bribery and Corruption policies. Hikma's suppliers follow Good Manufacturing Practices (GMP) and our significant suppliers are ISO 14001 and OHSAS 18001 certified or their equivalent.

Actions and Performance

Code of Conduct

Hikma updated its Code of Conduct and translated it into seven main languages in which it operates: English, Arabic, Portuguese, French, German, Italian and Russian. It was circulated to all Hikma employees

and is available online on Hikma's corporate website.

In 2015 employees continued signing the Code of Conduct, confirming that they have understood it and will abide by its terms. Employees also confirm in writing that they understand their obligations to report events of suspected noncompliance with the Code. In 2015, we achieved 100% signatures from all senior managers across Hikma worldwide.

CREC

In 2015, the CREC was focused on the on-going development and implementation of Hikma's compliance programme through training and education of employees to strengthen their understanding of compliance issues across the group. In addition, policies and procedures were localized to fit the specific needs of each location and to comply with laws and regulations of the different markets in which Hikma operates. Local manuals were produced for each country and training sessions were conducted to guide employees in using the manuals.

Responsible Business Initiatives

As we continue working to promote responsible business through collective action, Hikma joined the B20 (Business 20) Anti-corruption Working Group (ACWG), which operates under the umbrella of the G20 international forum of governments. The ACWG focused on different work streams related to projects tailored to assist companies improve their ethical conduct. Hikma was actively involved in the procurement work stream that aimed to promote ethical practices across governmental and private sectors.

In 2015, the B20 was hosted by Turkey and will move on to China in 2016, where we plan to continue our involvement.

Employee Training

Hikma managers in different locations undergo training sessions on compliance and conduct. After completing the training courses, the managers in turn train their teams and support staff. In 2015, mandatory occupational training continued for all manufacturing operators. Corporate training was also conducted for all Hikma employees to ensure their career advancement and individual growth.

The training sessions covered the following:

- ▶ Code of Conduct
- ▶ Compliance Overview
- ▶ Sales and Marketing Policy
- ▶ Speak Up
- ▶ Conflict of Interest
- ▶ Suppliers

In 2015 Hikma resumed its wide scale audit on its major suppliers and their procedures, ensuring that they do not participate in or condone bribery or corrupt practices. In total, 93 of the significant suppliers have undergone ethical screenings in the MENA region. The Modern Slavery Act will gradually be incorporated into Hikma's global supplier audits in 2016 to ensure that slavery and human trafficking are not taking place in the business or in the supply chains.

Recognition

- ▶ Hikma Farmaceutica in Portugal was awarded the *2015 Best Company in the Pharmaceutical Sector* by Exame Business Magazine. This award comes in light of Hikma's strictly followed policies, product quality and sustainable growth. It is

also worth mentioning that this is the third time Hikma Farmaceutica receives this award

- ▶ Hikma was Shortlisted for Best Board Disclosure of FTSE 100 companies by ICSA (The Institute of Chartered Secretaries and Administrators)



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