

2015–2016 Review



Corporate Social Responsibility

Making a difference to people's health
and quality of life, today and tomorrow



Ferring
Corporate
Social
Responsibility

FERRING

PHARMACEUTICALS



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This report describes Ferring's commitment to corporate social responsibility and its progress during 2015 and 2016.



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Message

from the President of the Executive Board



The purpose of Ferring, the focus the company has had since its founding over 65 years ago, is to improve the health of patients through high quality and effective medicine. I am proud to work for a company that through its work can meaningfully improve the lives of so many people.

I think it is fair to say that we, at Ferring, have always recognised the serious responsibility attached to addressing the healthcare needs of our patients. Ensuring that quality medicines reach our patients is core to our daily business. We embarked on our CSR journey in 2012 acknowledging that our corporate responsibilities go beyond the safe development, manufacture and sale of our products. These responsibilities embrace how we operate as a business, what impact we have on our environment, supporting the communities around us, and, taking into account a broader humanitarian need in the world.

In early 2015 we published our first CSR Review (reviewing the period up to end of 2014). This second review, covers the period 2015 and 2016. I believe that it illustrates our good progress in integrating responsible approaches into our daily business, although I recognise that we still have some way to go.

We have taken several significant steps during the period – notably including CSR strategies and goals in our next five-year business plan. We are quite far forward too, in developing a global responsibility platform in the area of reproductive health where we feel we can work with partners in the public sector to make a real difference to women’s health. Very importantly, Ferring’s Executive Board decided to join the

United Nations Global Compact (UNGC), and to publicly state our aims, strategies and progress in corporate social responsibility. UNGC is the world’s largest responsibility network. Ferring is committed to meeting its standards and requirements and believes that the UNGC will in turn help Ferring in its CSR development.

Thank you for taking an interest in our responsibility programme and progress. You can find out more on: www.ferringresponsibility.com

Michel Pettigrew
President of the Executive Board
and Chief Operating Officer



Our industry

Ferring belongs to an industry with the power to change lives and on which great expectations rest. These expectations demand that the pharmaceutical industry delivers better and more affordable healthcare solutions for people globally. Healthier people means healthier communities and a more vibrant and sustainable economy. This is a position of great trust and responsibility which, we at Ferring, take very seriously.

- **Committed to better medicine through research** – The pharmaceutical industry dedicates a significant amount of its resources and its operational profit to researching and developing new and better medicine. Through this activity alone it makes an essential contribution to the health and well-being of people around the world. Today's healthcare challenges demand that the industry operates as investor, partner and collaborator to develop long-term solutions.
- **High levels of accountability** – Where human health is concerned, transparency and accountability are key. The pharmaceutical sector is one of the most tightly regulated in the business world. From primary research through to clinical trials, data collection and ongoing pharmaco-vigilance, our products and processes are subject to high levels of scrutiny.
- **A partner to other players in the healthcare sector** – The pharmaceutical industry is also an important partner to professional medical organisations and advocacy groups committed to advancing healthcare solutions. It is a significant contributor to training and support for researchers, healthcare practitioners and patient associations. These are essential to ensuring the safe and professional delivery and use of products and therapies.

Ferring is proud to be part of an industry working to address human healthcare needs. At the same time, we recognise that the sector needs to address a number of challenges today.

- **The demand for greater value** – Governments, insurers and regulators are demanding that the industry illustrate not just efficacy and safety of its medicines but also 'good value' to society – in terms of its medical benefits and price.
- **Access to medicine** – Industry is expected to play its part in making its medicines accessible to a global community in terms of availability and affordability.
- **Public trust in 'big pharma'** – Trust in pharmaceutical companies remains weak.¹ There have been a number of high profile cases regarding product safety, questionable marketing practices and controversial pricing strategies.

We believe that continued success of the industry will depend on it achieving greater transparency of its processes and the integration of sustainable business practices into its operations. Embracing new scientific technologies as well as effectively utilising big data and digital advances will help all working in the healthcare sector to offer better healthcare to a global pool of patients. Most importantly, we at Ferring believe that it is collaboration between all players in this sector – from industry, to governments, regulators, payers, healthcare practitioners as well as patient and advocacy groups – that will be key in achieving new healthcare solutions in the future and we are committed to being a good healthcare partner.

¹ Edelman Global Trust Index 2016



Our business

Ferring Pharmaceuticals is a global, research-driven business dedicated to developing and marketing innovative products in five fields of reproductive health, urology, gastroenterology, endocrinology and orthopaedics. [For more information on our product portfolio please go to www.ferring.com]

- **Global headquarters based in Switzerland;** We have owned-operations in 60+ countries and employ around 6,000 people globally. Our treatments are marketed in 110 countries.
- **A global manufacturing presence;** We have manufacturing facilities in eleven countries, including several European countries as well as US, Argentina, Israel, India and China.

We believe in the power of research

- Ferring is a leader in peptide and hormonal medicinal research.
- We have our own R&D facilities in ten countries, and are investing in a new, state of the art development centre in Copenhagen, currently being built.
- We work in partnership with some of the world's leading scientific institutions, including the Salk Institute (US), Louis Pasteur Institute, (France), The Karolinska Institute (Sweden) and The Chinese Academy of Science.
- 16% of our revenues go directly back into R&D, which in turn drives innovation.

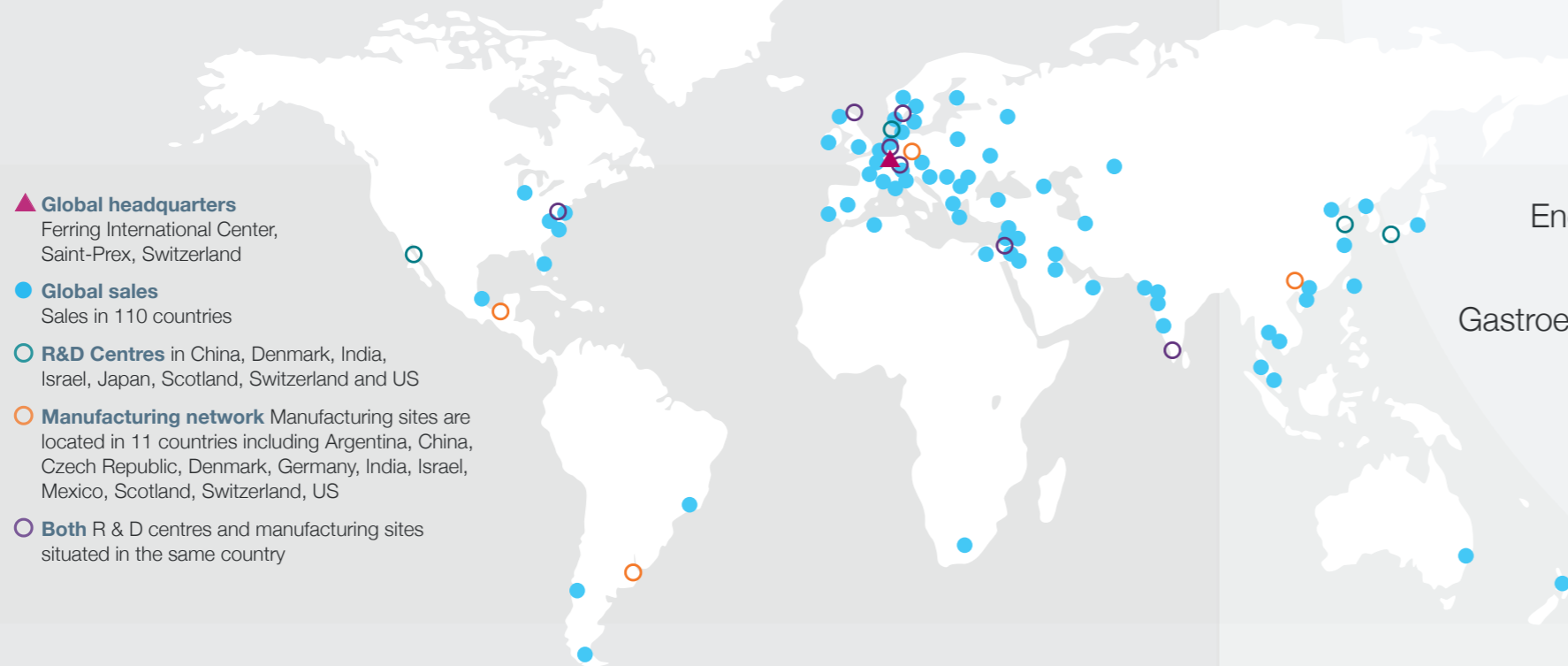
- We have a robust pipeline and launched, across Europe, a new product (NOCDURNA) to address the unmet need in nocturia (nightly voiding). We also gained approval in Europe for a new personalised treatment to address infertility (REKOVELLE).

A strategy for growth

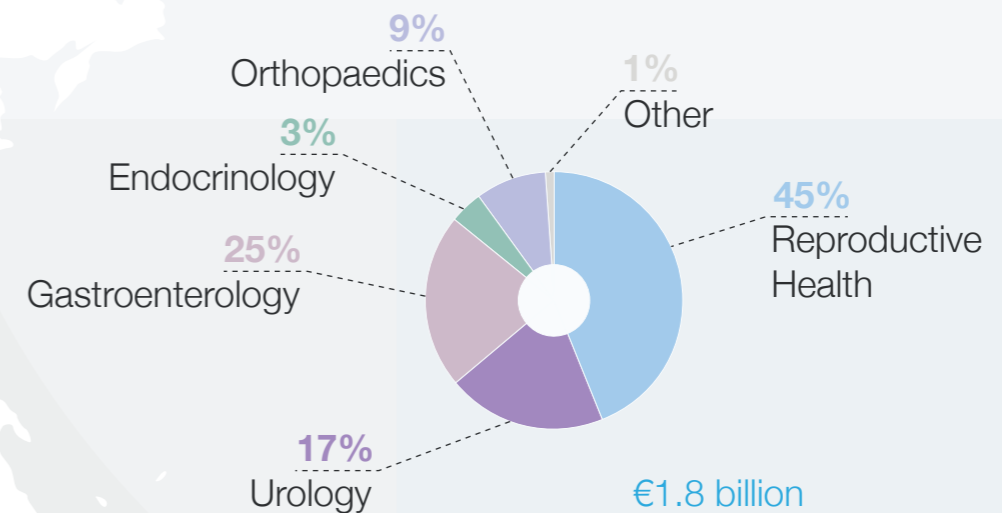
Ferring has maintained above industry average annual growth over the last two decades. In order to sustain this growth we will:

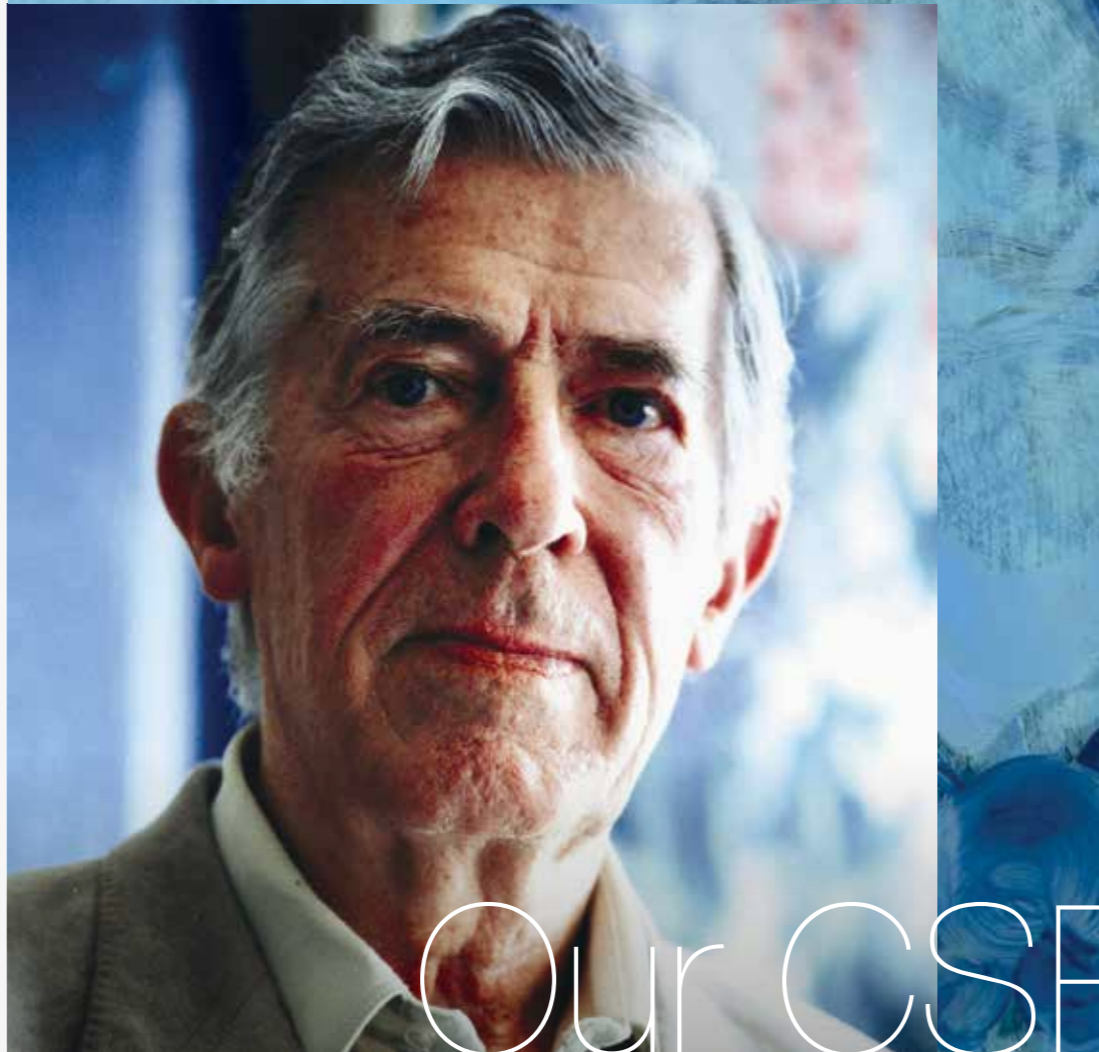
- Build and complement our existing portfolio, and improve our current products through post-market research and development delivery systems to better meet our patient needs;
- Make our products available to patients in more geographies – in particular in the Americas and in Asia.

Presence in 60 countries



Total Sales by Therapy Area (2016)





Our CSR



approach

Our CSR philosophy, statement and team

Ferring Pharmaceuticals was founded by Dr. Frederik Paulsen Senior in 1950 with the objective of taking medicinal science forward, and bringing much-needed – and in some instances life-saving – medicinal therapies to patients around the world. Making a difference to people’s health and quality of life is our corporate purpose.

How we go about our business was embedded in the company culture from its founding. We believe in partnership and sharing knowledge, are committed to the human cause, and supporting the communities in which we work. Today we understand that we have a broader societal responsibility to carry out our business in a way that maximises the positive and minimises the negative impacts that we have on the communities and world around us.

The Ferring Philosophy

– the basis of how we do our business

Our philosophy, ‘People come first at Ferring’, is the cornerstone of our business and our approach to CSR. It sets out what we expect of ourselves (towards our patients, employees, physicians and partners), as well as the expectations we have of those who make up the Ferring community.

People come first at Ferring because:

Patients using our products and physicians prescribing them have a right to expect that:

- we will only make available those products in which we have full confidence;
- we will offer the best possible products at the most reasonable cost;
- Ferring’s employees will always display courtesy and respect, and act professionally;

Ferring seeks the loyalty of these patients and physicians, and we are prepared to earn this loyalty anew every day.

Ferring expects that its employees will create value for the company and its stakeholders.

Ferring employees, at all levels, have a right to expect from the company and their colleagues:

- respect, support and encouragement;
- a work environment that is safe, stimulating and rewarding;

- the freedom to make mistakes and to admit to them without fear of retribution;
- that the highest standards of integrity will be maintained at all times;
- that colleagues will never knowingly do anything to compromise their position as Ferring employees;
- that all who represent Ferring will do so in ways that generate respect for the company and its employees.

Ferring asks its employees to:

- always do what is right, proper and ethical, and encourage your colleagues to do so;
- speak out when you think that wrongs are being committed in Ferring’s name;
- be loyal, but only to that which is just, equitable, honourable and principled – and true to the Ferring philosophy.

No statement of principled behaviour can ever cover every situation, or deal with every contingency. It can only set the tone, making each individual responsible for applying that tone to his or her everyday practice. We strive to set that tone with five simple words:

People come first at Ferring

Building on our philosophy’s firm foundation, we define our CSR Statement, overleaf.



Our CSR Statement

– People come first at Ferring

The Ferring Philosophy places people at the heart of what we do. We will address the needs and support those on whom we have an impact in the communities where we operate.

Our philosophy and values determine not just what we do, but how we conduct ourselves in the marketplace, with our patients, employees, regulators, business partners and local communities. We aim to listen with respect and act with integrity.

We believe that in a resource-constrained environmentally challenged world, it is our duty to minimise our impact on the environment wherever we operate.

Our approach rests on the belief that in order to have a healthy tomorrow, we must think beyond the needs of today. We aim to harness our research and expertise to secure a better future for all.

Making a difference to people's health and quality of life, today and tomorrow.

Our CSR organisation

At Ferring we have a cross-cultural and cross-functional taskforce to drive our CSR initiatives and progress its integration into the business.

CSR Taskforce



Helen Gallagher (CSR lead)
Senior Director Industry Affairs and Corporate Social Responsibility



Jade Shields
Global Ethics & Privacy Officer



Caroline Serra
Director Global Environment, Health and Safety (EHS)



Oleg Zhurov
Senior Director Market Intelligence and Value Planning



Ed Trott
Head of Global Medical Affairs



Monika Tabacchi
Senior Director Corporate Learning and Talent Management



Catherine Aung
Senior Director Global Purchasing

We have a CSR senior advisory group that is helping to integrate CSR into our regular business streams:

Advisory Group Members



Eric Breumier
Vice President European Commercial Operations



Aaron Graff
Chief Executive Officer of Ferring Holding Inc.



Edvard Philipson
Vice President Latin America



Stefanie Lowey von Seckendorff
Vice President Corporate Human Resources

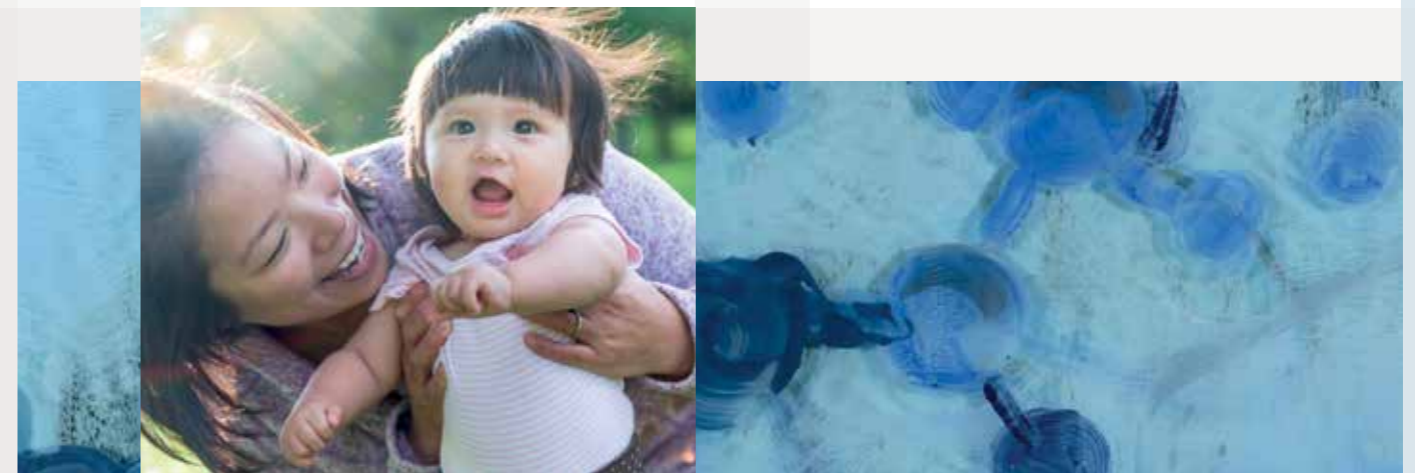


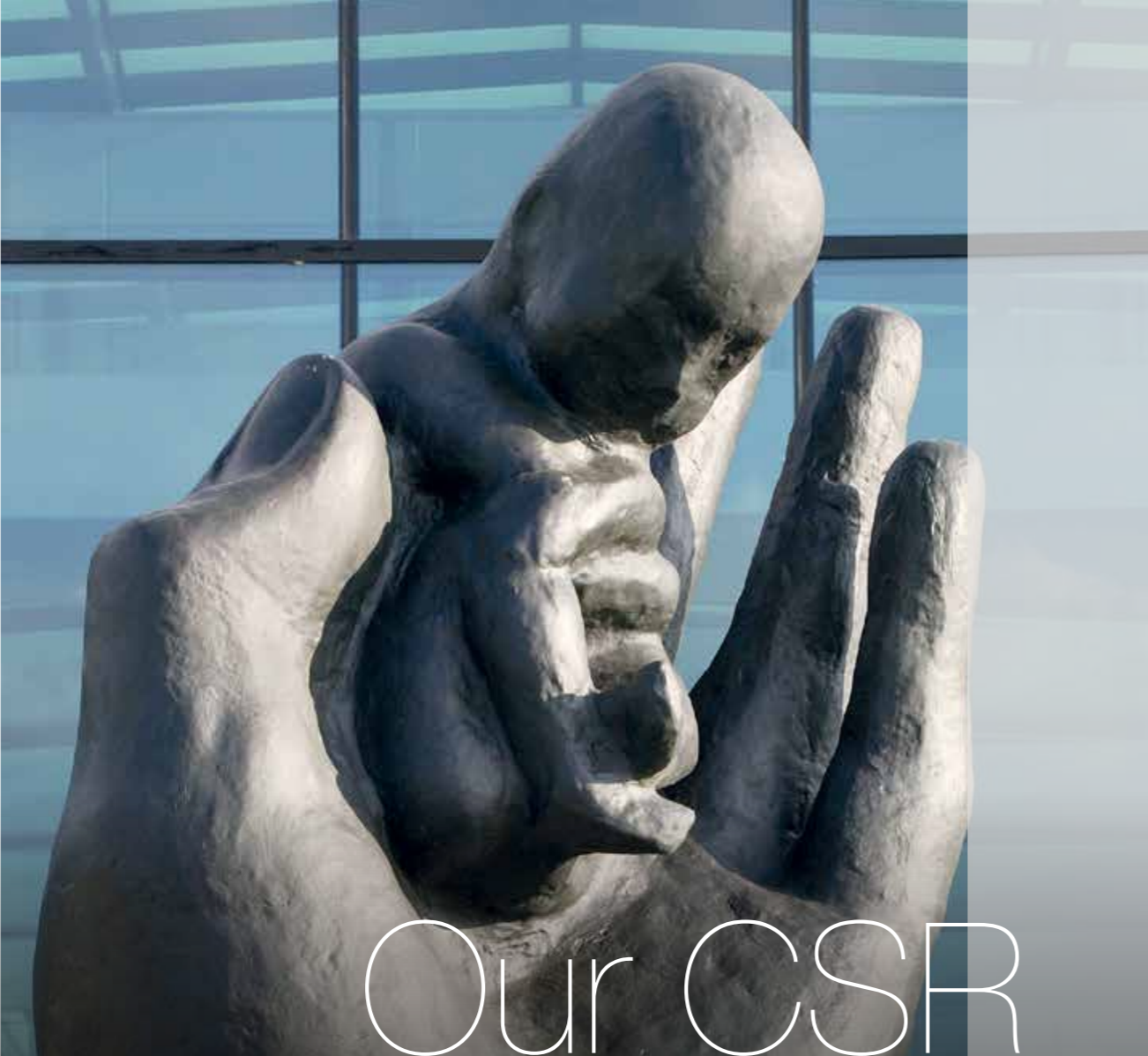
Betul Susamis Unaran
Senior Director Digital Excellence



Alex Chang
Senior Vice President Asia Pacific

In addition, Ferring is building a network of CSR champions throughout its organisation who are working to help increase the focus on CSR in our local affiliates. We currently have around 20 champions active in 12 countries and regions, including the US, Canada, France, Italy, Denmark, Hungary, Poland, Russia, Israel, Philippines, Asia Pacific, and North East Africa.





Our CSR structure

Pillars and objectives

We have identified four key pillars of focus and a directional objective for each, to give guidance to our efforts.

These pillars and objectives align well with the UNGC's objectives relating to human rights, labour laws, anti-corruption and environment. However, at the same time, we recognise that there is overlap between the areas in terms of activity and the stakeholders they reach.





Our Progress Report

In the last two years we have taken a number of steps to integrate social responsibility into our everyday business approach.

As we prepared for our new business planning cycle (2017 – 2019) we required our affiliates to submit proposals for integrating socially responsible activities into their plans for that forthcoming period.

We have made progress in developing a global signature programme on maternal health for Ferring in which all our affiliates and employees will be able to participate.

To drive a responsible approach to business into our supply chain, we have a draft Principles of Conduct for our suppliers, guided by the UN Global Compact principles on Human Rights, Labour, the Environment and Anti-Corruption. We hope to pilot the Principles of Conduct with our first tier suppliers in 2017.

We have also taken on the opinions of stakeholders expressed in our outreach activities of 2015 and 2016. This informed our first materiality assessment for the business, which identified key impacts and issues for our company.

Addressing our stated plans to grow our activities across our global business regions – we have recruited about 20 CSR champions and advocates across the business to help us do this, and have developed a draft set of volunteer guidelines.

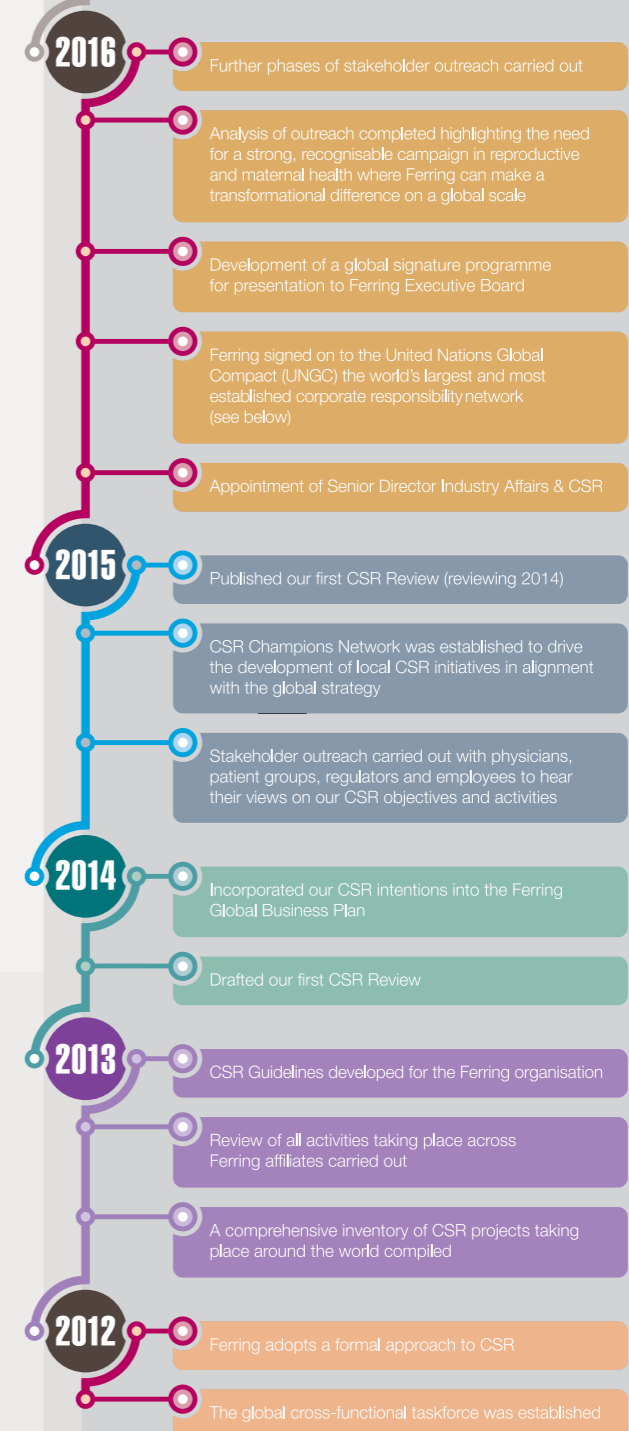
UN Global Compact

A very important step for the company is our membership of the United Nations Global Compact (UNGC). As a signatory, we have committed to support the UNGC's 10 Principles in the areas of Human Rights, Labour, Anti-Corruption and the Environment. We look forward to sharing our journey and to learning from other companies – both in our own industry and in other sectors.

Signatories to the UNGC are required to produce an annual report detailing their activities in support of their commitment and in order to instil accountability. This review serves as our Communications on Progress to the United Nations Global Compact.

The message from Michel Pettigrew, President of the Executive Board and COO, at the beginning of this review serves as our statement of continued support for this initiative.

Our CSR Journey to Date





Objective
Support, develop
and meet
people's needs
and rights

People

Introduction

People lie at the heart of what we do. Our Philosophy, 'People come first at Ferring', is where this commitment starts. This means our patients and their families, healthcare professionals and our employees. We are also guided by Global Compact principles on labour and human rights, which expect of us a commitment to uphold laws and good practice in our business wherever we operate.



For our patients, and the medical communities that support them, we aim to provide professional, medical, training or financial support in therapeutic areas where we can make a difference. For our employees, we seek above all to provide a safe and healthy work environment, to encourage and support their development, and to respect our multi-cultural working cultures across the world.



Our Progress

- **Developing a Signature Platform focused on maternal health** – We are in the process of developing a global signatory CSR platform in an area we believe we can make a transformational difference: maternal health. We have gained support and approval from our senior management and stakeholders for this concept and have a short-list of potential partners. We intend to lay firm foundations for a launch in 2017.
- **Towards alignment with the Global Compact Principles on Labour and Human Rights** – We have carried out an initial inventory on our policies and practices that relate to labour laws and human rights at our headquarters and with our affiliates. This showed that we are well aligned with the global compact principles. We will now share this information with our compliance and HR organisations globally to see how we can further improve our performance.

Examples of Our Initiatives

- **Global Corporate Challenge (GCC)** – Following a suggestion from an employee, Ferring participated in a web-based health programme providing employees with a simple and engaging way to create a true culture of health across the business. Each year, for 100

days, hundreds of thousands of people from different companies around the world compete in teams to reach a collective exercise goal. The GCC takes them on a virtual journey improving both their physical and psychological health. 38 teams at Ferring participated in the challenge. At the end of 100 days they received a final improved lifestyle score. It proved a fun and engaging way to improve both departmental team work and health.

- **Project CHAMPION (Carbetocin Hemorrhage Prevention Study)** – The biggest global contributor to maternal mortality (accounting for approximately 100,000 deaths each year out of 290,000) is from post-partum hemorrhaging (PPH). Most of these deaths occur in Africa and Asia. Building on our partnership with the World Health Organization (WHO) and MSD for Mothers, we are undertaking the biggest clinical trial ever undertaken in this therapy area. With 30,000 participants across 10 countries and 22 hospitals, we are carrying out a Phase III trial using heat-stable PABAL for the prevention of PPH during the 3rd stage of labour in women delivering vaginally. Focusing on countries with the greatest need, we hope that the success of this trial will, in time, make a significant contribution to reaching the UN goal of reducing maternal mortality to under 70 per 100,000 globally.

- **Training for obstetric emergencies and perinatal care in the Philippines** – At 160 deaths per 100,000 births, maternal mortality in the Philippines remains high, despite government efforts to reduce it. In 2015 Ferring embarked on a three-year commitment to support a programme aimed at reducing maternal mortality arising from post-partum hemorrhage. The project is a collaboration between the authorities in the Philippines and the maternity foundation Practical Obstetric Multi-Professional Training (PROMPT) from the UK. It is carried out under the auspices of Project Hope, an established Ferring NGO partner. The programme will train hospital staff in 7 hospitals across the country to provide a higher quality of care. As of June 2016, all 7 participating hospitals had completed almost 50% of the training programmes.
- **Baby liver transplants** – In China, about 2000 babies a year are born suffering from Biliary Atresia, a childhood disease of the liver. A liver transplant is the only way to save their lives. The surgery is costly, and there is little awareness of and support for the disease. Our China team recognised a need, and launched an employee fund-raising effort, matched 2:1 by the company. The target was RMB300K (40K euros) to support liver transplants for three babies by the end of 2016.



Business Ethics

Introduction

Society has high expectations of healthcare companies to behave ethically. Often these expectations go beyond what is legally required of us, to include how we interact with our employees, suppliers and business partners – in other words, everything from responsible sourcing through to how we market our products and therapies. We are constantly working to ensure our standards are in line with these expectations.

Our commitment is to adhere to the highest standards of ethical behaviour in the marketplace. We have a comprehensive set of policies, standards and practices that bind us to this commitment. The core responsibility for Business Ethics lies with the Global Ethics Office. Our Global Ethics and Privacy Officer reports directly to the Ethics and Compliance Board Committee and Group General Counsel, and is supported by three direct reports to oversee, train and manage a wide range of issues such as the Ethics E-Learning programme and the Ferring Alert-line. In addition to this, the Global Ethics Office relies on a network of Ethics Coordinators around the globe who, in addition to their regular jobs, act as local ethics ambassadors.



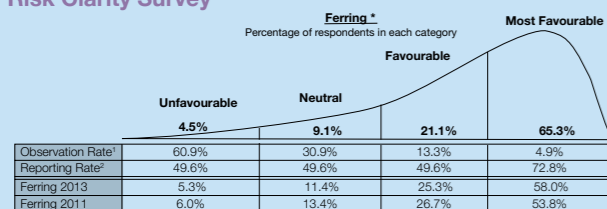
Our Progress

- Internal audit of Business Ethics –** Since February 2016, we are now auditing our ethics policies and procedures. As a result, a number of initiatives were launched, including a uniform AlertLine investigator guideline now assigned to all investigators dealing with AlertLine cases.
- Risk clarity survey –** This survey gathers information about our company culture and reviews our performance and progress on our own standards. The feedback we get from this survey is used as a basis to better focus our approach and address concerns raised. Last year's survey of over 4,000 employees showed consistent degrees of confidence in our overall approach, and a marked increase from previous years. On average, 65% of employees expressed a 'most favourable' score, up from 58% in 2013 and 53.8% in 2011.
- Improvement in risk clarity survey ratings –** Our "Do the Right Thing" E-learning programme was updated in 2016 and migrated to Cornerstone, a platform that Ferring is deploying globally which also allows the Ethics Office to track completion rates per entity. This programme is currently available in 22 languages. The US launched a specific ethics initiative in 2016 and this is now a part of the mandatory onboarding curriculum for new employees.

Examples of our initiatives

- Employee training on ethics –** We own the Business Ethics Training Responsibilities Standard Operating Procedure, update it regularly and make sure that all people managers receive and understand it. In addition to this, the Global Ethics Office conducts live Ferring Philosophy workshop sessions for both new employees and employees who might need a refresher. In 2016, we conducted training sessions for approximately 100 employees at IPC (Denmark) and 2 sessions for 30 colleagues at our offices in Serbia and Slovakia. Ferring Philosophy workshops are also conducted on a regular basis in St Prex (FICSA) and other local entities, by facilitators trained by the Global Ethics Office.
- US Ethics Week –** In November 2015 Ferring US celebrated its inaugural Corporate Compliance and Ethics Week with a series of events designed to help colleagues get to know the Compliance and Ethics team and to build awareness around key topics on business ethics. The Ferring Research Institute Inc (FRI) in San Diego, US headquarters in Parsippany and our Latin American regional office in Miami hosted a range of events with information booths, games, quizzes and prizes for employees.
- Ferring AlertLine –** This important safeguard gives employees and third parties, a means of expressing their concerns in the event that they are unable or unwilling to resolve issues with local management. Externally run, this service now operates in over 180 different languages around the world and provides an option to report anonymously, where regulations permit.
- Awareness posters –** Drawing on the Ferring Philosophy, we have created a number of posters for colleagues around the world to hang in their offices, in their own languages where necessary. This initiative was well received, and ensures that the values of the Ferring Philosophy are now even more visible in the business.

Risk Clarity Survey





Environment

Introduction

Ferring is committed to providing a safe and healthy work environment for all its employees and to minimise the impact of our activities, products and services on the environment. We work on the basis of continuous improvement – improving the efficiency of our operations, reducing our environmental impact, and promoting a safe and healthy workplace.

Project ACE and Swiss Polar Institute

Beyond the immediate environmental impacts of our business, Ferring has always maintained a strong interest in supporting wider scientific efforts that make a positive contribution to a more sustainable planet. Frederik Paulsen, Chairman of Ferring Pharmaceuticals, together with experts and academic partners has launched the Antarctic Circumnavigation Expedition (ACE).

ACE comprises 22 projects involving 55 researchers from 30 countries. This three-month project is the first scientific expedition to sail around the entire southernmost continent. Its purpose: to conduct front-line research on major environmental and biodiversity themes – ranging from climate change dynamics to acoustic mapping of endangered whales.



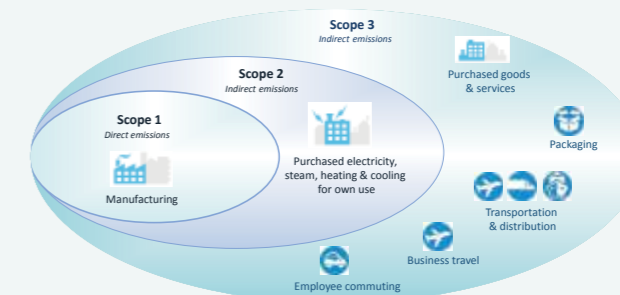
Our Progress

- Ensure legal compliance and continuous improvement in EHS** – We are gradually implementing EHS management systems across all our manufacturing sites. These are certified by external auditors to ensure compliance with EHS laws and regulations, to monitor our EHS performance and to work on improvement programmes. Six of our manufacturing sites are now OHSAS/ISO certified; two more are preparing for certification. Our site in Israel (BTG) is the first site to be certified according to the Energy Management Systems Standard (EMS) – ISO 50001.
- Reducing our carbon footprint** – Our aim is to increase energy use from renewable sources wherever possible and improve the efficiency of our manufacturing processes. We have achieved a reduction in greenhouse gas emissions relative to sales of 50%, while absolute emissions from manufacturing operations decreased by 13% since 2010 (in CO₂ eq, Scope 1 and 2, excluding US and India sites). Calculation of greenhouse gas emissions has been undertaken with the support of Quantis.
- Promoting a safe and healthy work environment** – We measure our Lost Time Injury (LTI) and Recordable Injury rate and compare with industry benchmarks. For 2015-2016 we recorded a LTI rate decrease from 0.68 to 0.58. In 2015, our St-Prex facility successfully piloted a behaviour based safety

Our specific aims

- Prevent occupational illnesses and injuries with a goal of zero serious incidents
- Achieve an absolute reduction of 15% CO₂ emissions from manufacturing operations by 2020
- Improve site energy and water index efficiency by 10% by 2020
- Move towards a greater use of renewable energy sources
- Evaluate the environmental impact beyond our direct operations (Scope 3 greenhouse gas emissions in our supply chain)

Scope 3 categories



programme that will now be rolled out across the business. All sites have initiated health promotion programmes

- Evaluate environmental impact along the value chain** – We have started to measure our environmental impact beyond direct manufacturing (scope 1&2) and have carried out scope 3 assessments in our HQ at FICSA, Israel (BTG) and Scotland (FCT). This includes impacts in our supply chain, packaging and business travel, amongst other sources.

handle our manufacturing discharges in a safe and appropriate manner, we understand the concerns and wish to play our part in addressing them. Our Swiss manufacturing plant has initiated a project to eliminate the discharge of active ingredients into the local wastewater treatment plant. This guarantees that there will be no traces of actives into Lake Lemán, which is used both as a source of drinking water as well as for many recreational activities. This ongoing project was implemented on a voluntary basis by the plant.

Examples of our initiatives

- BTG in Israel is the first manufacturing site to have implemented an Energy Management System (EMS)** – Only 2% of electricity comes from renewable resources in Israel – most consumption is derived from coal and gas-fired hydrocarbon fuel plants. This makes energy improvements all the more important. BTG has implemented several energy saving projects in recent years and in 2015, cut CO₂ emissions by 814 tonnes, saving €120,000 in the process. This was achieved through heat recovery, installation of wind turbines, and replacement of old and inefficient equipment.
- 5ASA Project FICSA** – There is increasing concern about the downstream environmental effect of pharmaceuticals. While we already





Community

Introduction

Healthy businesses need healthy communities. Ferring is proud of its history in engaging with local communities around its offices and factory sites. We believe that being responsive to local community concerns is part of our job.

Objective
Engage with and support the communities around us



Our approach to community engagement is guided by two principles: firstly, engaging in issues or concerns that are relevant to our area of expertise (e.g. health, science education); secondly, involvement in local causes that are close to our employees' hearts and relevant to the communities in which we operate.



Our Progress

- **Building a culture of global volunteering** – Individual countries such as the US and Belgium have introduced a more formal approach to volunteering through volunteering policies and Ferring Community Days. Building on this, we have also drafted our first set of global guidelines on volunteering which will provide the basis of encouraging a more systematic support and take-up of volunteering programmes around the world.
- **Creation of a CSR Champions network** – In order to support our work in CSR around the world, we have recruited a global team of champions to help us build awareness and create local programmes in their respective markets and communities. We currently have around 20 champions and we are looking to increase this number over the coming year.
- **Sustained support for key projects** – We are proud that some of our community efforts in key markets have endured, are still ongoing, and in some cases being replicated elsewhere – such as Project Heartbeat, our US programme that supports fertility treatment for women who have received cancer diagnosis, and our programme supporting an adoption-friendly workplace. These initiatives have now been successfully adapted for Latin America. We believe that ongoing support, rather than short-term one-off involvement, is vital if communities are to thrive in a sustainable way.

Examples of our initiatives

- **Enabling self-sufficiency for vulnerable mothers in France** – La Nouvelle Etoile (The New Star) reinvents the concept of a homeless shelter for mothers and children in the outskirts of Paris. Temporary shelters, day care and transitional living programmes are designed to help young mothers build more stable foundations for themselves and their children. Ferring France is contributing financially to this effort through employee fundraising.
- **Supporting science learning in schools in Israel** – Annually our employees in Israel (BTG) volunteer at a local primary school in Kiryat Malachi. The Science Fair Day is designed to encourage children to be curious about science and show them that it can be both fun and motivating. At least 50 of our local employees are involved with this project, involving contributions – both financial and in-kind. The annual event has gained positive local press and other schools are now keen to participate.
- **Support of STEM subjects in the US** – Our global interest in supporting the next generation of young scientists extends to other regions. In the US, the business supports Students2Science, a non-profit organisation based in New Jersey that encourages children to pursue careers in Science, Technology, Engineering and Maths – by demonstrating the 'cool' side of STEM subjects. The programme focuses on under-represented groups in STEM, including women and inner city students, to help build a diverse future workforce for local companies.
- **Support of local food banks in Canada** – Through a combination of food donations, staff volunteering at food banks, and fund-raising sports events, our Canadian colleagues have made a collective effort to support a cause in their local community.
- **Dress for Success** – This initiative, launched by our US operations, provides work-appropriate attire and career support to women seeking employment. Ferring has two clothes donation drives a year to our charity partner Dress for Success and all employees are encouraged to donate. For women who are unable to afford clothes and need to support their families, this contribution makes a meaningful difference to their self-esteem and chances of finding a job.
- **Alley of Kindness** – To commemorate the 8th All-Russian Congress on Reproduction in 2015, Ferring supported a tree-planting initiative in Sochi between the Perinatal Centre and the City Children's Hospital, with the participation of key local health officials, local dignitaries and the Ferring Russia team.
- **Ferring Community Day** – Ferring Community Day is a chance for our colleagues in some markets to be involved in a collective team effort to give back to the local community. In Belgium, Ferring worked with a charity partner 'time4society' to contribute our time of one full day to homes for the disabled and elderly. Colleagues reported that the experience created a genuine sense of team spirit and achievement outside the office.



The road ahead

Since we last reported in 2014, we have made some progress on our stated goals. We now have plans to go further. Some are relevant to a specific pillar, whilst others more in line with our overall journey towards embedding better practice in the business. We see this as a natural progression towards integrating CSR into the way we work and operate.

Goal 1: Our Signature Programme on Maternal Health – We are now in an active development phase. During 2017 we aim to formally identify our partners and launch the platform. This goal is aligned to our stated commitment to support, develop and meet people's needs and rights, and over time, will provide our employees with an opportunity to get involved.

Goal 2: Building on our CSR Champions network – Our plans for 2017 will be to pilot our draft volunteering guidelines in a few key markets and to develop CSR training modules for our Champions to engage their local markets and colleagues. This goal forms part of our commitment towards 'our people', and enables us to play our role as a good corporate citizen in our local communities globally.

Goal 3: Delivering on our environmental targets – We have a set of 2020 reduction targets for carbon, water, waste and packaging, which we continue to progress. Specific goals for 2017 also include:

- Establish environmental baseline at our new manufacturing sites in the US and India;
- Evaluate packaging for sustainability improvements based on Life Cycle Assessments.

Goal 4: Further develop our sustainable purchasing strategy – As part of our commitment to integrate better practice in purchasing, we will roll out our new Supplier Conduct Principles and pilot them with our 1st tier suppliers.

Goal 5: Launch our first work-life balance initiative – This is called 'work smarter, live better', a range of programmes aimed at fostering better employee engagement and motivation through a good work-life balance.

Finally, as part of our commitment to the Global Compact, we will now report our progress annually, and with its help, develop key performance indicators (KPIs) to measure meaningful progress over time.



The Global Compact Network Switzerland welcomes Ferring to the UN Global Compact. UN Global Compact is the largest Private Sector Initiative for responsible and sustainable business.

It's an important sign that Ferring, as an innovative and successful company, makes the commitment to implement the 10 UN Global Compact Principles (human rights, labour norms, ecology and anti-corruption) in all its activities. This engagement means, that Ferring takes Corporate Social Responsibility (CSR) seriously. It also demonstrates willingness to take up the challenge of investing in sustainable business practices and sharing the Sustainable Development Goals of the UN. To reach these objectives, Ferring will need the engagement of its owners, staff, management, suppliers and clients.

We, from the Local Network Switzerland, are happy to join forces with Ferring and support the company on its way. True sustainable innovation will be crucial for the future of our planet, our country and our families. That's why the Global Compact supports all companies in creating good jobs, products and services that are fairly produced, sustainable and respect human dignity.

I wish Ferring all the best on this journey.

Antonio Hautle
Senior Programme Leader
Global Compact Network Switzerland

Corporate Social Responsibility 2015–2016 Review



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