

Purpose People Planet

Our Progress on Sustainability 2019

Helping people live better lives

FERRING

PHARMACEUTICALS

70

This report describes Ferring's commitment to sustainability and our progress during 2019.

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The true scale of the current COVID-19 crisis reminds us how important our work is... It also serves to remind us how interconnected we are as a global community.

Per Falk
President and Chief Science Officer

Welcome – A message from Per Falk

As we enter a challenging new decade, the current COVID-19 crisis reminds us how important our purpose-driven work is. I am delighted to share our latest report on progress with you which includes some important changes.

As strained healthcare systems and workers are tasked with responding to the COVID-19 crisis, Ferring is committed to ensuring that patient needs in reproductive medicine and maternal health are not neglected. This will mean working with the global health community and patients to continue to advocate for broader access to fertility treatment, and for women to receive quality maternal health treatment and care, no matter where they live. Protecting maternal lives and safe guarding the progress made to date has never been so critical.

The COVID-19 crisis also serves to remind us how interconnected we are as a global community, and how vital it is that we work collaboratively to protect not only our business interests and those of our employees, healthcare workers and patients, but also the wider interests of society. The progress we made in 2019 puts us in a good position to do so.

Firstly, we embraced the global trend to move beyond Corporate Social Responsibility (CSR) towards the more holistic concept of Sustainability, which encompasses the full range of a business' economic, social and environmental impacts. We redefined our strategy into three pillars: Purpose, People and Planet. This integrates our efforts with our business vision, our mission and the Ferring Philosophy, ensuring that we see everything we do through this lens. In short: this is how we do business.

We made notable progress on our commitment to deliver an affordable heat-stable treatment to prevent post-partum haemorrhage (PPH) in low and lower-middle income countries, with heat stable carbetocin added to the World Health Organisation's Essential Medicines List.

Our energies are now focused on developing the right partnerships to introduce the treatment into a number of key affected countries. This will require a complex network of distribution and delivery partners in-country that will take time but will be vital to ensuring that this treatment can reach the women who need it most, following first approvals in 2020.

More broadly, our mission continues to become the world-leading, most trusted healthcare company in reproductive medicine and maternal health, and we are making good progress on building closer, trusted relationships with patients, families and the public about our role in the journey from conception to birth. One example of many in 2019 was our Patient Advisory Board meeting in the US, which enabled important conversations about the way we work, conduct our trials and how our treatments are administered.

Our work on microbiome-based therapies in gastroenterology with Rebiotix also continued apace. This is a unique and exciting area of innovation that could make a great difference to the lives of those suffering chronic and life-threatening conditions in the coming decade.

Finally, we are entering a new and critical decade for humanity with regards to climate change. Our commitment to healthier outcomes for patients must go hand in hand with our commitment to a healthy planet. This means applying a sustainability lens to all of our investments and decisions.

I'm delighted to see that colleagues around the world are taking sustainability initiatives locally, and we must now be more systematic on delivering against Purpose, People and Planet in even more tangible and measurable ways. This includes setting ambitious goals for 2030.

While the decade has not started as we expected, this is still the decade that has to make the difference for people and families around the world.

Per Falk

President and Chief Science Officer

Celebrating 70 years of commitment



Ferring history

Ferring is celebrating a number of anniversaries this year, most significantly the 70th anniversary of the company. Frederik and Eva Paulsen first founded the company in 1950, and the subsequent decades have witnessed the same pioneering spirit that continues to create life-changing treatments for people who need them.

The Ferring story is one that began with two exceptional scientists and entrepreneurs who believed that human peptide hormones could be harnessed to develop medicine on the body's own terms. Here are just some of that journey's highlights:

- **From 60 square metres to 60 countries.** From its beginnings in a small rented space of 60 square metres in Malmö, Sweden, Ferring operates in over 60 countries today.
- **First scientific break-through.** By 1961 the company had succeeded in producing synthetic peptide hormones (oxytocin and vasopressin) on an industrial scale, one of the first in the world to do so.
- **Striking roots beyond Scandinavia.** In 1973, Ferring established its first manufacturing presence outside of Scandinavia, in Kiel, Germany.
- **New therapies, new markets.** In the next ten years the company successfully launched its therapy for the treatment of bleeding oesophageal varices, and continued its expansion in Europe, North America and Asia.

...to Purpose, People and Planet

- **Supporting science in the community.** In 1983, Dr Paulsen helped to initiate the Kiel Ferring Foundation, which provides a financial award to two students every two years, at the Faculty of Medicine at the Christian Albrechts-University in Kiel, in the field of endocrinology.
- **Advancing frontiers in gastroenterology** through the launch of a treatment for inflammatory bowel disease (IBD) in 1986.
- **Double digit growth by 1990,** as Ferring expanded further into Eastern Europe, South America and the Middle East, bringing new opportunities to treat new patients.
- **A new decade brings new treatments** in the area of fertility and growth hormone deficiency (GHD) in children and for the treatment of girls with Turner's syndrome.
- **By 2000, Ferring research led to a new treatment for pre-term labour,** and further developments in fertility treatment, to help more people build families.
- **The following decade** included the opening of new headquarters and production facilities at St-Prex, Switzerland and the launch of a new therapy for advanced hormone-dependent prostate cancer.
- **Growth accelerated as Ferring launched a further five products** between 2013-2018 in the areas of reproductive medicine and maternal health, gastroenterology and endocrinology.
- **Ferring entered new therapeutic frontiers** with its acquisition of Rebiotix, a leader in microbiota therapy in 2018.
- **New possibilities with gene therapy for bladder cancer** patients emerge as Ferring enters into a global agreement with FKD to commercialise a novel gene therapy.
- **One of our proudest moments.** Ferring's heat-stable carbetocin added to the WHO List of Essential Medicines in 2019 for the treatment of post-partum haemorrhage (PPH).
- **Over 3.2 million babies have been born** worldwide thanks to Ferring treatments.

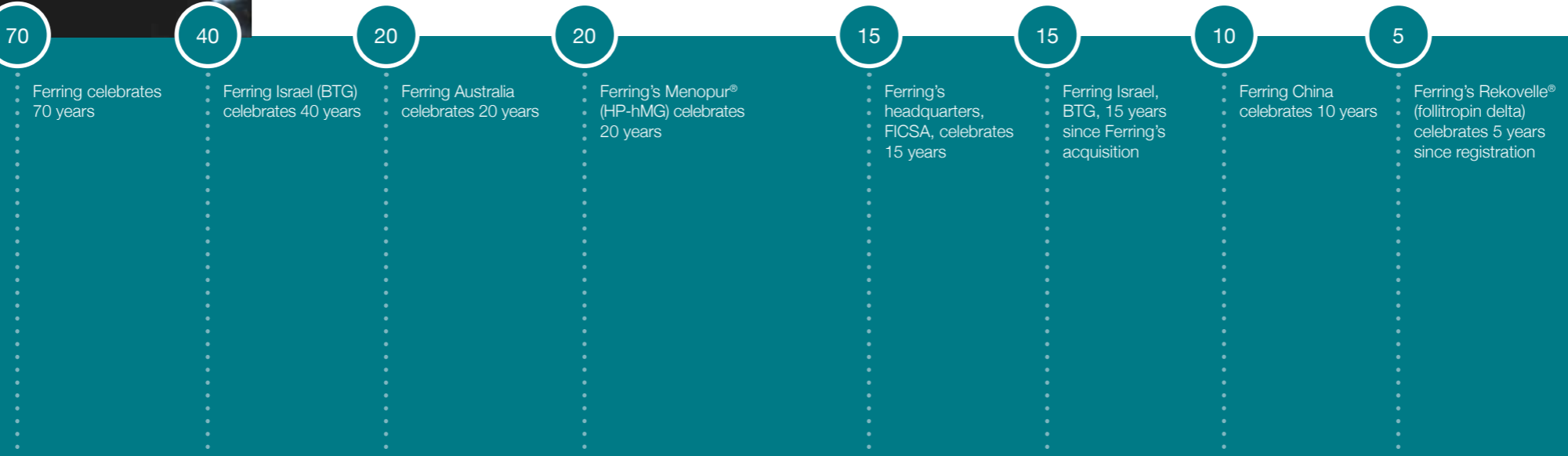


Next year must focus on delivering against Purpose, People and Planet in even more tangible ways...This is the decade that has to make the difference.

Per Falk
President and Chief Science Officer

The founders of Ferring, Dr. Frederik Paulsen and Eva Paulsen

2020 sees a year of marking anniversaries and celebrating successes



The year in highlights

Purpose



Heat-stable carbetocin added to WHO Essential Medicines List

95% of Ferring employees trained on the Code of Conduct

New Supplier Selection Matrix (SSM) will assess potential suppliers on sustainability criteria

People



Progressing with work on our Employee Value Proposition

Hosted our first Patient Advisory Board meeting in San Diego, US

Engaged in over 100 community projects around the world

Planet



New green car policy in Switzerland surpasses first 10% recruitment target in 6 months

UK Ferring office uses 100% renewable energy

Over 3000 trees planted around the world by employees in their communities

Our Sustainability Statement

People come first at Ferring

The Ferring Philosophy places people at the heart of what we do. We will address the needs of 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, now and in the future.



Employees in Ferring Denmark



By staying focused on our core strengths, values and competencies today, we will be a stronger and more resilient business tomorrow.

Jean Duvall
Executive Vice President and Chief People and Values Officer

Summary of our progress

High-level progress report (UNGCC)

This summary serves as a high-level report on our annual Communication on Progress (CoP) to the United Nations (UN) Global Compact, to which we remain committed as a signatory.

The UN Global Compact is the world's leading multi-stakeholder initiative for responsible businesses. Through its Ten Principles across human rights, labour, environment and anti-corruption, it acts as a guiding force to businesses around the world. It also acts as our means of engagement with the UN Global Goals – a blueprint for a better world, on everything from climate change to maternal and child health.

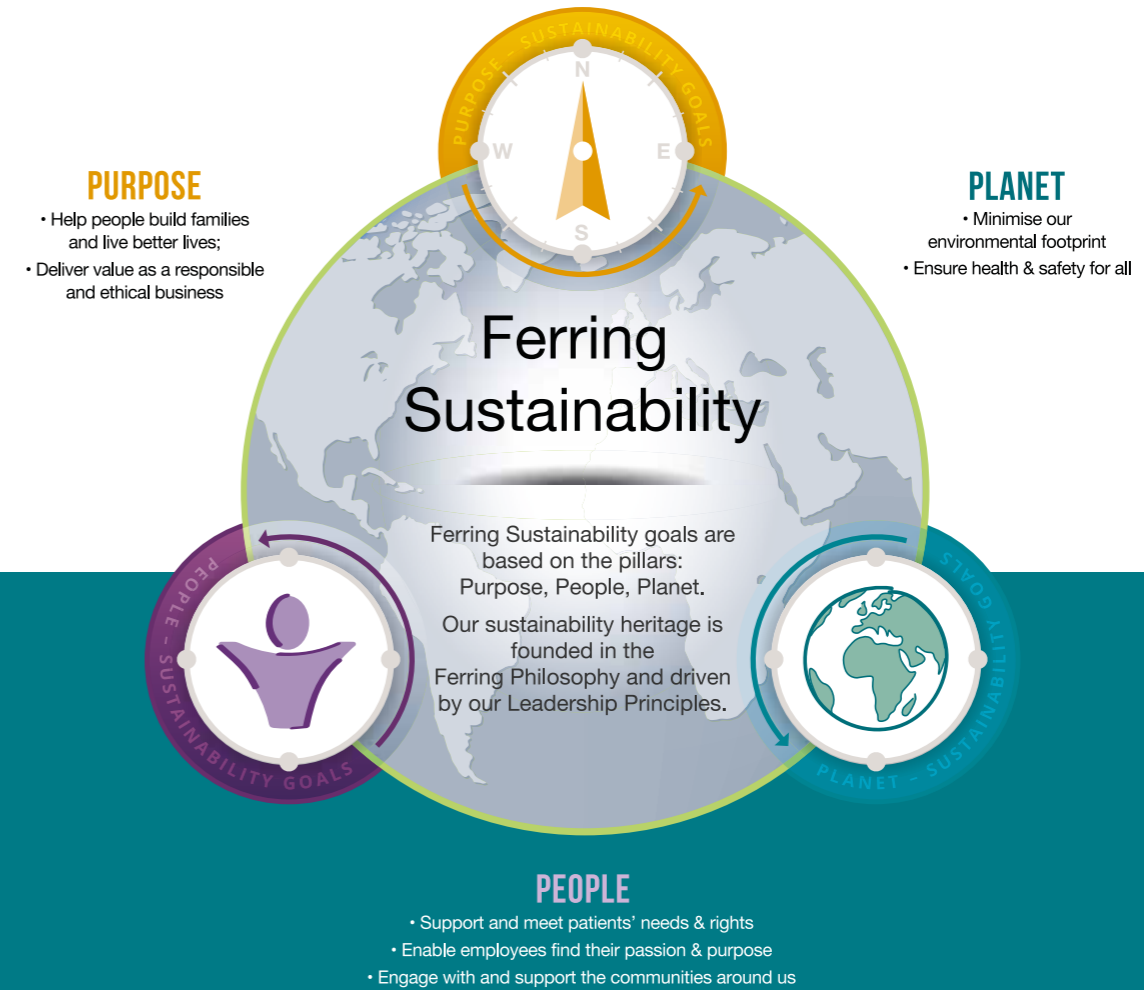
Summary of key initiatives

Over the past year, we have made substantive progress on key areas in our core business.

- Our heat-stable formulation of carbetocin for the prevention of post-partum haemorrhage (PPH) has been added to the WHO's Essential Medicines List. We are now focused on developing the right partnerships to introduce the treatment into a number of key affected pilot countries. This directly supports the third UN Global Goal to "Ensure healthy lives and promote well-being for all at all ages".

- We hosted a successful Patient Advisory Board in the US as part of our renewed strategy on Patient-Centricity, putting patients at the centre of how we develop healthcare solutions.
- We continue to improve our direct environmental impacts and are in the process of evaluating our wider impacts in the value chain – involving key functions and taking a more integrated approach.
- We have made progress in key areas such as carbon, water and waste as well as on health and safety.
- The roll-out of our Leadership Principles which include Accountability, Transparency and Collaboration have helped deliver real improvements in our occupational accident rates.
- We have re-designed our sustainability strategy to focus on three key pillars: Purpose, People and Planet, in order to effectively integrate our efforts into the business and ensure close alignment to our Mission and the Ferring Philosophy.
- Measuring our progress; we are developing a new set of high-level internal key performance indicators (KPIs) to support this new strategy, and will continue to work across the organisation to embed and report effectively on our KPIs.

In another year of significant structural changes and evolution at Ferring, we are ambitious and optimistic about the future. As always, we look to the Global Compact, our employees, our patients and potential parents, and wider stakeholders to guide and encourage us on issues that matter to them.



Sustainability is a really motivating factor for colleagues. Whether it's our community activities or our commitment to reducing our carbon footprint, or vetting our suppliers, it really matters to us – both personally and professionally.

Shahed Ashraf
Regional HR Director, Ferring UK



We must always be thinking ahead to what we will need to be doing in 5-10 years time. In an increasingly resource-constrained world, this means changing how we work and travel, how we talk to potential parents and to patients, how we design and deliver our therapies and how we reduce our footprint.

Klaus Dugi, Executive Vice President and Chief Medical Officer



Purpose

Building families and helping people live better lives; delivering value as a responsible and ethical business

The Ferring Philosophy ‘People Come First’

Our philosophy is the foundation of our business and drives our approach to sustainability. 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.’

Our Sustainability Statement is based on the firm foundation of our Philosophy.

Ferring Mission Statement

Driven by its entrepreneurial spirit and enabled by a decentralised organisational setup, Ferring will harness its world-class competencies in science and business with other innovative technologies to create solutions for patients and doctors.

By developing an understanding of people’s needs, we will deliver personalised healthcare solutions, integrating pharmaceutical products with diagnostics, data, devices, education and support services to optimise health outcomes.

Ferring will be the world-leading, most trusted healthcare company in reproductive medicine and women’s health, and a leader in specialty areas within gastroenterology and urology. Each of us at Ferring will contribute to providing innovative solutions to help people live better lives. We will devote significant research and development investment to new therapeutics, life cycle management and next generation healthcare solutions.

As a privately owned, specialty healthcare company that operates globally, Ferring will grow revenues at a rate that is 50% faster than the industry average. We will strive for efficiencies in our business and create flexibility to invest in opportunities to build our future.

We are, and continue to be, part of a transparent and aligned company. We strive to best address the needs of patients, stakeholders and customers by collaborating across functions, experimenting and sharing our practices, and continuously learning. We are always guided by the Ferring Philosophy.



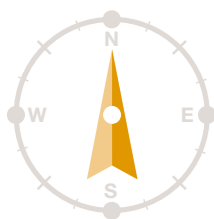
Jade Shields, Vice President Values and Learning, addresses a town hall meeting in China about ethics and Ferring’s tool for reporting concerns



As a healthcare business, our mission is to make a positive impact on human health. And since human health is deeply connected to planetary health, we have a duty to protect it too.

Armin Metzger
Executive Vice President, Head of Global Technical Operations
and Chief Production Officer

Our business in a new decade



Ferring Pharmaceuticals is a research-driven, specialty biopharmaceutical group committed to helping people around the world build families and live better lives. We are a leader in reproductive medicine and maternal health, and in specialty areas within gastroenterology and urology.

2020 marks an important decade of change for the industry.

We have 10 years in which to make progress on the Global Goals, created by the UN to secure dignity, health, peace and prosperity for people and planet. Of these, Goal 3 'Ensure healthy lives and promote well-being for all at all ages' is the most important to our sector.

In many ways, there is much to celebrate: Global life expectancy has risen to 72 years¹, child mortality rates have halved since 1990², maternal mortality fell 38% between 2000 and 2017³ and polio has been 99% eliminated.⁴

However, complex health challenges persist: These are exacerbated by wider systemic and structural issues – not least access, inequality, education, ageing populations (with a corresponding increase in long-term chronic diseases) and the growing cost of healthcare. COVID-19 has made such issues all the more evident, and only reinforces the need for a global response.

We expect technology to be a big driver in change for healthcare in this new decade: The age of big data offers huge potential for precision medicine, better detection of diseases and new cures – including vaccines for, and

responsiveness to, future pandemics. At the same time we must remain vigilant to ethical questions around fair access and data privacy.

A globalised world demands that the pharma industry collaborates more effectively with governments, non-governmental organisations (NGOs), scientists, researchers and health practitioners if we are to tackle these challenges successfully. This is rarely more evident than the current global healthcare crisis demonstrates. For businesses geared for innovation and change, this presents an opportunity to rise to the challenge and contribute meaningfully to the Global Goals. As already strained healthcare systems are tasked with responding to the COVID-19 crisis, the global health community needs to work together to ensure that women can access quality reproductive, prenatal and maternal health treatments and care.

A landmark year of achievements

We are proud of the progress made in advancing the cause of maternal health and the development of therapies to address chronic long-term diseases.

Heat-stable carbetocin added to the World Health Organization's (WHO) Essential Medicines List

Ferring's heat-stable carbetocin has been added to the WHO Essential Medicines List of uterotonics for the prevention of postpartum haemorrhage (PPH, or excessive bleeding after childbirth), one of the leading direct causes of maternal mortality worldwide. The therapy was

developed to address limitations in refrigeration and cold-chain transport of medicines in low and lower-middle income countries. We plan to pilot a programme for delivery in a number of key affected pilot countries.

Unlocking the potential of the human microbiome

The incidence of recurrent pregnancy loss, preterm birth and inflammatory bowel disease are just some of the medical conditions on the rise. Understanding the microbiome's impact on important reproductive and gut health challenges may hold answers to some of these unmet needs. Ferring Pharmaceuticals together with its long-time research partner the Karolinska Institutet and Rebiotix (part of the Ferring Group) has embarked on a five-year project to explore the potential of the human microbiome in reproductive medicine and maternal health and gastroenterology, focusing on areas of high unmet need, including recurrent pregnancy loss, preterm birth and inflammatory bowel disease. We will do this through ten clinical studies involving approximately 9,000 people.

Therapies for chronic bowel disease

Rebiotix is a late-stage clinical microbiome company within the Ferring Group focused on harnessing the power of the human microbiome to treat challenging diseases. It has announced positive preliminary findings from its ongoing Phase 3 trial of the investigational microbiome-based therapy, RBX2660. These preliminary positive efficacy findings mark an important milestone in its

clinical development with a goal of bringing a US FDA approved therapy to patients. The therapy is being designed to reduce the rates of recurrent *Clostridioides difficile* (C. diff) – a chronic bacterial condition that affects the bowel.

A new business – and a new hope for bladder cancer patients

Many patients suffering from bladder cancer have seen little improvement in their standard of care over the past twenty years. In November 2019, a brand new gene therapy company, FerGene, was created by Ferring and Blackstone Life Sciences to address the needs of these patients. FerGene aims to bring new treatments to those suffering from high-grade, Bacillus Calmette-Guérin (BCG) unresponsive, non-muscle invasive bladder cancer (NMIBC). This new company has received significant backing from Blackstone Life Sciences (400 million USD) and Ferring (170 million USD).

Better choices for women in cervical ripening therapy

Globally, approximately 10% of births require the induction of labour, often necessary if the health of the mother or baby is at risk. Cervical ripening is carried out prior to induction to prepare the cervix for birth. Our therapy Propess® (dinoprostone) has been approved in Japan, offering women a greater choice of alternatives to mechanical methods of cervical ripening. This marks an important contribution to the reproductive health of women in Japan.



It's clear that if we have an ambition to be a leading trusted company in healthcare, we have to do the right thing to earn that trust – over and above generating profit. This includes supporting communities around us and promoting diversity of all kinds. It can only make us stronger.

Curt McDaniel,
Senior Vice President and
Chief Legal Officer

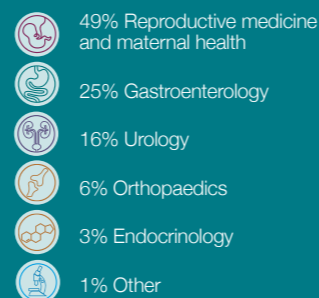
- https://www.who.int/gho/mortality_burden_disease/life_tables/situation_trends/en/ Last accessed: May 2020
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- <https://data.unicef.org/topic/maternal-health/maternal-mortality/> Last accessed: May 2020
- <https://www.who.int/features/factfiles/polio/en/> Last accessed: May 2020



Being part of Ferring means that we can together combine our development expertise with their global commercial presence... It is a huge opportunity for us both, and for the future of patient solutions in a whole range of chronic diseases.

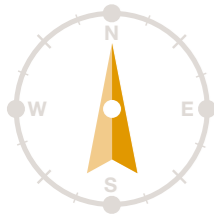
Lee Jones
Founder and CEO, Rebiotix, a Ferring company.

2019 Sales overview



Ferring's laboratories in the US

Purpose in action – Maternal health and reproductive medicine



Maternal health – a core mission

As a leader in reproductive medicine and maternal health, Ferring's core mission is to deliver better outcomes at every stage of the reproductive journey – from conception to birth. We believe everyone has the right to quality care to help them build healthy families, wherever they are.

Tackling access to fertility

The Challenge: One in six couples experience fertility issues; yet despite the WHO recognising infertility as both a disease and global public health issue, there is limited funding and coverage for IVF treatment on many

national health services and health insurance programmes. Moreover, many policies and laws, for example those linked to marital status or sexual orientation, can prevent people from accessing treatment in their home countries.

The Solution: At Ferring, we believe in everyone's right to build a family. Every year half a million babies are born as a result of IVF and other assisted reproductive technologies (ART)¹. We are committed to building healthy families of every shape and size by developing innovative fertility treatments and working alongside patient communities, healthcare professionals and policy makers to expand access to IVF treatment. In the US, Ferring collaborates with RESOLVE, a US patient group helping to expand access to fertility treatment coverage. In 2019 they helped expand access for over 3 million people seeking to become parents.



India: A young mother smiles with her newborn child

Photo credit: Joni Kabana, Kabana Photography

Sustained support for research on prematurity

As part of its five-year \$10 million commitment, Ferring continues to support the work of March of Dimes through its Prematurity Research Centres, including the first centre in Europe at Imperial College London, which was opened thanks to the Ferring grant. The Prematurity Research Centres are working to find the unknown causes of preterm birth and new ways to prevent it, and the collaboration aims to accelerate the development of new healthcare solutions that are urgently needed to help babies that are born earlier than expected.

Our part in reducing maternal mortality

The Challenge: PPH, or excessive bleeding after childbirth, is the leading direct cause of maternal mortality worldwide. The vast majority of maternal deaths occur in low and lower-middle income countries where women often do not have access to prenatal care, skilled birth attendants or quality treatments.

The Solution: We are committed to reducing PPH as part of our mission to reduce maternal mortality and protect women and families around the world. We believe that every woman should have access to quality care and treatment during pregnancy and childbirth, no matter where she lives. As part of our commitment to the UN Global Goal on Maternal Health (with the aim to reduce maternal mortality ratio to 70 per 100,000 live births), Ferring is committed to making heat-stable carbetocin, our treatment to prevent PPH, available at an affordable and sustainable price in public sector healthcare facilities in low and lower-middle income countries.



1. European Society of Human Reproduction and Embryology. ART Factsheet 2016. Available at: <https://www.eshre.eu/Press-Room/Resources.aspx> Last accessed: November 2018

Postpartum haemorrhage (PPH) References (Diagram)

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Ethics executive series – Visit to China



Helping families get the right start in life

In China, over a million babies are born preterm every year and this number is growing. The cost of treatment for preterm complications can put many families under huge financial pressure.

Yiyi Baby Patient Assistance Programme for Premature Care

In partnership with the China Red Cross, Ferring China is supporting a patient assistance programme that aims to support women suffering from recurrent miscarriage and preterm birth.

Starting in 2019, the goal of this initiative was to provide treatments to patients to prevent imminent preterm birth, in parallel to a wider awareness-raising effort on pregnancy and prematurity, delivered by the Red Cross. The hospitals participating in the programme are all major hospitals dedicated to long-term research in the field of preterm birth treatment. In addition, this initiative aims to continuously improve doctors' skills in the treatment of preterm delivery and foster interest in research on preterm diseases.

Ultimately, it is hoped that this programme will improve outcomes for preterm infants and contribute towards reducing the economic burden of clinical treatment for families. Ferring China plans to establish more preterm delivery treatment centres.



This programme means a great deal to our patients because it has taken them so much more effort than others to deliver their precious babies safely. They deserve the extra help and support.

Lisa Li, Director,
Science & Medical Affairs, Ferring China



955
Patients enrolled

632
Patients treated

1,500
TRACTOCILE® (atosiban) treatment cycles to date

1,400
Hours of training for doctors & hospitals

740K
€ Investment value to programme

The project has attracted recognition, raised awareness and built trust amongst doctors and patients for its patient-centric approach. It has also cemented Ferring's position as a pioneer in reproductive medicine and maternal health.

In 2019, Countess Alexandra of Frederiksborg, who is chair of Ferring's Ethics and Compliance Board Committee and a strong proponent for Ferring's ethics and sustainability work, visited China Red Cross and one of the hospitals involved in the patient assistance programme to show her support for Ferring's endeavours in local communities.



I was greatly impressed by the commitment and dedication to this programme by the doctors, China Red Cross and local Ferring team involved. Giving and supporting the gift of life to those in need is one of the most important things we can do as human beings.

Countess Alexandra of Frederiksborg
Chair of Ferring's Ethics and Compliance Board Committee

Photos from Countess Alexandra's visit to the Ferring offices in China (left and top), an obstetrics hospital participating in Ferring's Patient Assistance Programme for Premature Care (second and fourth from the left) and laboratories in the Chinese Academy of Science (third from the left)



Purpose in action – Business ethics



Wherever we work around the world, it is our job to ensure that we continually raise awareness, engage and empower colleagues to make the right decisions in the workplace. We are guided by *The Ferring Philosophy*, our commitment to the UN Global Compact's Ten Principles and a comprehensive set of internal policies and practices.

Our approach

Ethical behaviour is the responsibility and expectation of everyone at Ferring, built upon the Ferring Philosophy and our core values. Oversight and management of ethical issues and behaviours across the organisation is carried out by the Ethics and Compliance Board Committee, our Chief People and Values Officer and the Global Ethics Office. In addition, we have a team of committed ethics co-ordinators around the world to support build and cultivate ethical mindsets. We also have a duty to protect the privacy of our employees and patients. This is safeguarded by our Global Privacy Policy and supported by our Global Privacy Officer, who keeps us up to date on our obligations around the world.

Our responsibilities extend to ensuring that we make the right choices when we select our suppliers. While we cannot be responsible for the individual actions of the many suppliers we work with around the world, we can proactively seek to work with those who align to our own Supplier Conduct Principles.

Code of Conduct

Our Code of Conduct sets out our expectations of all persons acting on Ferring's behalf, whether under an employment contract or any other form of engagement. This includes compliance with both the letter and the spirit of all local laws, regulations and relevant industry codes. In 2019, 95% of Ferring employees were successfully trained on the Code of Conduct, which has been translated into 15 different languages.

A responsible supply chain

In 2019, Group Procurement implemented a Supplier Selection Matrix which formally takes into consideration potential suppliers' sustainability policies and practices. This means that suppliers with processes in place to responsibly manage their supply chains will improve their chances in the selection process.

The Ferring AlertLine

The Ferring AlertLine exists to help employees with support they may need if they encounter potential breaches of the Ferring Philosophy, Code of Conduct or any of Ferring's other policies and guidelines. While colleagues are encouraged to address any concerns in person first, the AlertLine enables an independent and confidential means of raising concerns, and is available in over 180 different languages.



(Far left) Employee in Ferring's laboratories in Copenhagen, Denmark

(Below) Mary Knight, Senior Manager, Global Ethics and Operations, is leading Ferring's Ethics and Sustainability activities.



As we grow as a business, we must further broaden and deepen our ethical mindsets. With a focus on increased training and awareness, the Ferring Philosophy will continue to guide our decisions and behaviours, our company culture will thrive and our strong ethical heritage will remain at the heart of Ferring in the future.

Mary Knight
Senior Manager,
Global Ethics and Operations



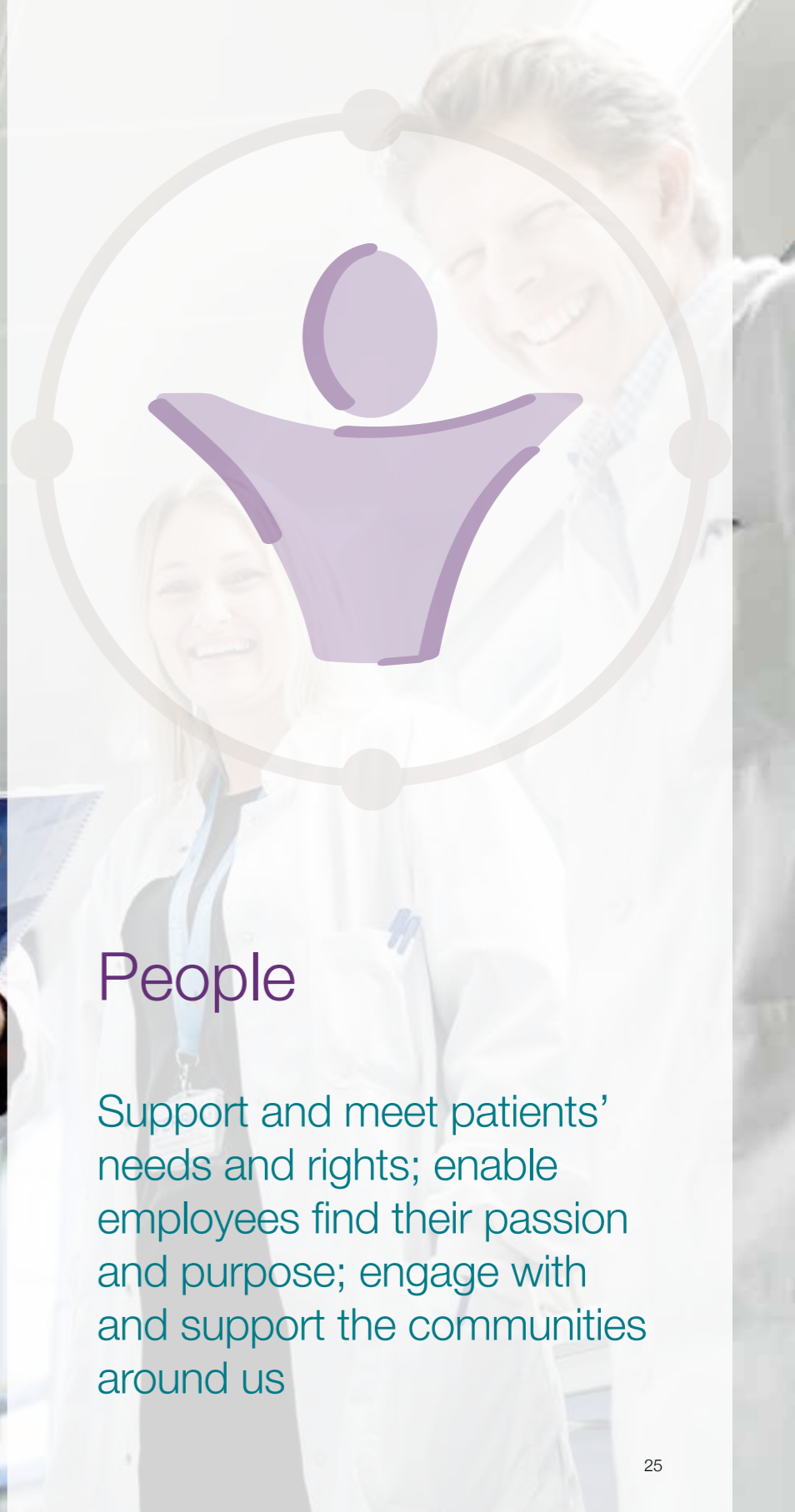


99

I love the people culture of the company, its family spirit. Being part of a family-driven company makes a difference... someone who cares for their employees – that spirit is still alive even after all these years.

Christine Courtois
Executive Assistant to Chief Commercial Officer

Employees in Ferring's laboratories in Copenhagen, Denmark



People

Support and meet patients' needs and rights; enable employees find their passion and purpose; engage with and support the communities around us

People and values



People are at the heart of why we exist and how we operate as a business. We exist to support and meet our patients' needs and rights. We could not do this without the dedication, knowledge and drive of our employees. Ferring is committed to enabling our employees and supporting them to find their passion and purpose. Ferring is supported by the communities in which we operate, including patients, doctors, nurses and midwives and it is our privilege to support them in return. As our Philosophy states: *People Come First at Ferring.*

People and values – our employees

We want people to be passionate about the work they do at Ferring, and thrive in their careers. Working with a true sense of shared purpose enables us to develop and deliver the best support for our patients. At Ferring, we are driven by our purpose and guided by the values under the leadership of our Chief People and Values Officer. Our Leadership Principles offer a framework to translate our values into behaviours and the way we work.



We are working towards becoming more of a learning organisation, with a strength-based approach to performance which will help us drive our growth agenda. We want to learn from our mistakes, try things differently, engage colleagues and focus every day on their strengths.

Sonia Johnston
Vice President,
People and
Organisation



Performance with purpose

As the business grows and we shift towards a more performance-based culture, we are working to encourage colleagues to think more broadly about their functional role and about their purpose in the wider value chain. Changing mindsets can take time, but we look forward to the opportunities a performance-driven business can create to encourage colleagues to celebrate and be rewarded for collaborative behaviour.

Our work on our employee value proposition (EVP) in the last year has helped inform our priorities, and our plans for more regular 'pulse' surveys on key questions for well-being at work throughout the year. These will give managers more tools and enable more accountability and greater feedback.

Diversity and inclusion

With a global footprint and employees in over 60 countries, Ferring strives to be a diverse workplace. That means equal respect for different cultures, genders and ages. We are proud to be investing in the next generation, the people that will take Ferring from what it is today to what it will be in the future. To recognise both the inspiring talent in our younger workforce as well as women in Ferring today, we have a dedicated spotlight feature in this year's report on page 28 and 29.

(Left) Ferring's Leadership Principles

(Right) Employees at the annual summer barbecue at our global headquarters in Switzerland



We have found that building an environmentally-responsible company culture is a really powerful way to engage colleagues in a collective team effort. It is hugely motivating for everyone.

Sean Davis
General Manager, Ferring UK

Wellbeing in the workplace – Denmark

During 2019, Ferring Denmark has continued to focus on providing employees with opportunities to improve their health and to ensure physical well-being at work. An in-house clinic has been established where Ferring employees can book appointments free of charge for physiotherapy, osteopathy and ergonomics. The purpose is to prevent work-related injuries and discomfort as well as providing fast access to treatment for employees who are at risk of developing injuries.

People safety – Global

Our incident rate in 2019 improved significantly from a Lost Time Injury rate of 0.45 in 2018 to 0.29 in 2019; our Recordable Injury rate reduced from 0.53 to 0.36. We have achieved this through an extensive training program driven by supervisors and line leaders at all our sites. We are proud of a safety culture built on transparency, collaboration, leadership and employee engagement.

Investing in the future



Ferring's mission is to help people build families and live better lives. We can only deliver on that mission if we invest in the next generation across the business, who can build on the foundations we have established today. With their fresh energy and appetite for innovation and personal growth, we are confident and optimistic about the future of Ferring.

Klaidas Varna
Key Account Manager IVF
– Baltics



"I enjoy the challenge of new treatment launches. It gives me a chance to develop as a professional. I'm motivated by innovation, and making a difference in the marketplace to patients."

Masae Matsumura
Acting Director, Quality Assurance – Japan



"I recognised that the future of the industry is in meeting unmet needs through bio-tech, and Ferring's People Come First approach made it the best career choice for me."

Frederik Kjerulf-Jensen
Project Coordinator,
Corporate Development
Office – Switzerland



"One of the things I remember clearly about when I first joined... I was talking with my manager and he said 'when in doubt, seek the answer in the Ferring Philosophy...' It's a big part of how we take responsibility and treat others. I think that's great."

Monica Rios
Regional Product
Manager – Latin America



"I really like the experience of having a regional responsibility across multiple cultures. And Ferring's culture is different too – it's small and accessible – you have a chance to learn and grow; you also have more visibility and accountability."

Jennifer Green, PhD
Scientist, Urology &
Translational Research,
Ferring Research Institute
(FRI) – US



"As scientists, we share a fascination and appreciation for the natural world and its inhabitants. Ferring's commitment to deliver life-changing therapies to those in need, and to minimise its impacts on the planet while doing so, aligns well with those values. This is extremely important."

Anna Gosovic
Global Ethics and
Sustainability Manager,
Values & Learning –
Denmark



"I recently completed a PhD study, co-funded by Ferring, about Ferring's business ethics programme. It is rare – especially in this industry – for companies to open up to researchers from the social sciences, let alone fund such research. I think that this demonstrates Ferring's commitment to business ethics as well as to science."

For this year's report, we have taken the opportunity to reach out to colleagues around the world, to hear their voice and vision.

Ferring Women's Council (FWC) – US

The Ferring Women's Council (FWC), led by a cross-functional team of employees, aims to enable a culture in which women can reach their full potential, and to ensure that women's voices are heard across all levels of the organisation.

- **Monthly FWC Networking Lunch and panel discussion:** We encouraged Ferring employees to make new connections by sitting with different people at lunch, networking and exchanging ideas; almost 80 employees attended the panel discussion on networking with other Ferring colleagues.

The Council has initiated a number of projects in 2019:

- **Philosophy Day at Dress for Success:** We helped the Dress for Success affiliate in Madison, New Jersey prepare for their annual fundraiser by organizing clothing and accessories. Dress for Success provides professional attire and development tools free of charge to help women achieve financial independence. The affiliate in Madison supports more than 1,500 women every year.
- **Networking Workshop:** Ferring employees attended a session where guest speaker Pat Hedley, author of 'Meet 100 People', shared her experience and advice on how to build a network.
- **Healthcare Businesswomen's Association's (HBA) Woman of the Year (WOTY) event** honoured 2019 'Rising Star' Stephanie Otis.
- **Sponsorship of an HBA educational event** on Patient-Centricity



Ferring Women's Council, US



We created the Ferring Women's Council (FWC) to develop female talent and spearhead programs focused on engagement and inclusion. We have some amazing role models already at Ferring including our co-founder, Eva Paulsen, but there was a need to recognise the value and impact of women in the workplace. We want to help foster and enable a culture that helps them reach their full potential.

Stephanie Otis
Senior Director and co-founder of Ferring Women's council, US

People in action – Patient-centricity



Over a year ago we created a new role to drive a greater focus on patient-centricity. The job of our Chief Patient Officer (CPO) starts with the recognition that patients are also experts in their own right and should therefore be equal participants in the conversation. Their input and perspectives on research, protocol and product design are fundamental to delivering better patient outcomes.

In other words, patient-centricity is about putting the patient at the centre of the business, understanding their experiences at all stages of the journey and listening to them more closely. In this way, patient-centricity differs in an important way from patient advocacy - which is about how patients can get support for what they need, often via patient advocacy groups.

The need for a more patient-centric approach

Over the last year we have taken time to understand the need for a greater patient-centric approach at Ferring. We identified the key drivers as follows:

- Commoditized products and services increasingly require manufacturers to seek differentiation beyond just the clinical
- Patients are increasingly engaged and financially accountable for their own healthcare decisions, bringing a stronger voice to the table
- Consumerism is changing patient behaviour and setting higher expectations for brands



Ed Trott with Bladder Cancer Advocacy Network (BCAN) CEO, Andrea Maddox-Smith (left) and a bladder cancer survivor (right) sharing her patient story at the Ferring US Town Hall in May

- Digital technology enables a greater ability to understand, cater to, and engage individual consumers and patients in new ways, raising the bar for experience
- Regulators are increasingly interested in patient involvement and experiences

Establishing a patient-centricity network

To support the CPO's work we have created a Ferring Patient-Centricity Network (FPCN), a group of Ferring colleagues in different functions around the world responsible for patient advocacy and patient centricity.

The job of this network is to coordinate efforts around the world, aiming for a globally-consistent approach.

Our progress this year

Ed Trott, our Chief Patient Officer, explains what progress Ferring is making on putting patient-centricity into practice:

'This first year has been about getting out to the markets and speaking to stakeholders. We now have a better understanding of the drivers behind the need for a patient-centric approach. We have also created a Ferring Patient-Centricity Network (FPCN), Patient Advisory Groups (PAG) and a Patient Advisory Board (PAB).

Most importantly, we hosted our first Patient Advisory Board meeting in San Diego, US, in October 2019, supported by the patient group RESOLVE, the National Infertility Association. We asked patients about their experiences and how they felt about the treatment outcomes. It was well-attended, and patients genuinely appreciated the opportunity to have someone listen to them properly. We gained important new insights into patients' challenges – including access to credible information and the overall emotional stress involved in the infertility journey.

Beyond maternal health, we also worked with a Patient Association to conduct a survey for bladder cancer. The survey was done in just 2 weeks, covering 2000 patients, giving us invaluable feedback.

Finally, we invited patients to our Town Hall meetings to talk first-hand about their experiences. These events were an important opportunity for colleagues to hear and see for themselves the contributions they can make individually and collectively to patients' health and quality of life.

Looking ahead

2020 will be about driving patient input into R&D. This is no longer just a 'nice to have'. In all our markets, the key focus will be on what questions patients have for us, and how we can do our best to respond to them.

Ultimately, we will measure our progress by our ability to build strong, long-term relationships and trust with patients and payers across all markets. Conducted properly, this relationship should not only be mutually beneficial – but we hope, transformative, for both patients and ourselves.'



It is not often you feel heard as an individual going through infertility... I probably speak for the group when I say it felt even more impactful that a pharmaceutical organisation took the time to understand patients!

Patient, PAB meeting, San Diego 2019



This first year has been about getting out to the markets and speaking to stakeholders. We now have a better understanding of the drivers behind the need for a patient-centric approach.

Ed Trott
Chief Patient Officer



People in action – Our communities



The communities in which we live and operate are vital to us. Wherever we operate around the world, they are our neighbours, friends, our schools, the places and people that support our lives and those of our families. We have a commitment to supporting them wherever we can.

We aim to support where we feel we can make a difference on an issue in which we have expertise or usefulness – either in a personal or a professional capacity. In doing so, we take pride in playing our part as a local corporate citizen.

A growing number of our offices around the world have formal volunteering policies, including a region-wide policy in Asia Pacific, one in the US, Belgium, Hungary, and most recently, Japan, offering colleagues up to two days off a year to get out into the community. This year in our Headquarters in St-Prex Switzerland, after wide consultation, we are in the process of considering a formal set of volunteering guidelines which we intend to share with other markets to encourage further take-up.

In 2019, we received over 100 submissions of community and sustainability projects from around the world. While we are unable to showcase them all here, we share a few below. To find out more about our global initiatives, please go to our website at www.ferringresponsibility.com.

Supporting families of in-house patients – Ireland

Hugh's House is a charity providing accommodation to the families of children who

are long-term in-patients of Dublin-based children and maternity hospitals. Families with severely ill children are under severe pressure, often separated at a time when they need each other the most. The provision of family accommodation near the hospitals provides a home-away-from-home for children and families outside of a ward environment. The Ferring Ireland team (16 people) volunteered a full day to undertaking cooking, cleaning and preparing the homes for each of the resident families to come home to after a long day spent caring for their sick children in hospital.

Supporting children with developmental challenges – Taiwan

In Taiwan, a number of childhood developmental challenges can be treated if detected early. However, state support is limited, and most parents do not spot the signs soon enough. In doing so, they miss out on opportunities for early treatment. In 2019 a team of Ferring Taiwan employees spent the day with a local non-profit supporting 20 children aged 2-6 years, helping them with simple learning and playing tasks. The team also made a donation to support the ongoing running of the organisation.

Learning and science for future generations – Denmark, Israel

Science and learning are close to our hearts, and we are keen to work actively with schools and universities to support and inspire the next generation of scientists. In Denmark Ferring has an ongoing programme of activities in therapeutic

areas in which we have expertise, providing both in-kind support as well as mentoring support for post-graduate life science students in Copenhagen and Lund Universities. In Israel, our state-of-the-art bio-tech manufacturing site is host to several groups of students during the year to introduce them to the world of science and technology. Additionally, as part of science week, colleagues gave lectures and workshops in the nearby town of Kiryat Malachi on a range of subjects, including medical patents, medical safety and women in science.

Nourishing those in need – USA

Our US office has a very active volunteering culture, in part as a result of our Ferring Philosophy Day. Of the range of activities that we were involved with during the year, several were dedicated to providing food for those in need. Colleagues from eight Ferring departments volunteered to help staff at Nourish New Jersey in Morristown, New Jersey prepare and serve lunch and organize donations. The Centre provides free meals and offers other support services including mental health counselling, support for veterans and those suffering from substance abuse.

A further six members from the Sales Analytics team spent a day on a farm in Pittstown with Grow-A-Row to plant vegetables for distribution to poor families. It was strenuous but rewarding work. Grow-a-Row is an organisation that grows and harvests fresh, healthy produce that is donated to soup kitchens, crisis centres and food banks across the region.

Putting waste to work – South Africa

During the course of 2019, Ferring South Africa was involved in a (now world-wide) initiative to build much-needed community facilities (ranging from schools to park benches) out of eco-bricks. An eco-brick is a plastic bottle stuffed tightly with clean and dry non-recyclable materials. A response to the burgeoning plastic bottle waste, they have been used around the world for over 20 years as an insulated low-cost, low-tech building material, which would otherwise end up in land fill. Our South Africa team has been making and collecting eco-bricks throughout the year. Each brick made promotes understanding of the value of recycling and repurposing of materials we use in the community.

A good corporate citizen – Mexico

For the eighth year in a row, Ferring Mexico has been awarded the title “Empresa Socialmente Responsable” (Socially Responsible Business) by CEMEFI, Centro Mexicano para la Filantropia (The Mexican Centre for Philanthropy). The award is based on an assessment of evidence in a range of different areas: ethics and corporate governance, work-life balance, community and the environment.

We would also like to celebrate a number of other projects undertaken by colleagues in Poland, Hungary, Korea, Singapore, France, Finland, Japan, Brazil, Netherlands amongst others. Please find details of these projects on our website www.ferringresponsibility.com



Collaboration for our cook book played a big part in this initiative and the end result speaks for itself.

Tamzyn Fellows-Smith
Medical Science Liason,
Ferring South Africa

Food baskets at Ferring's Philosophy Day event in the US

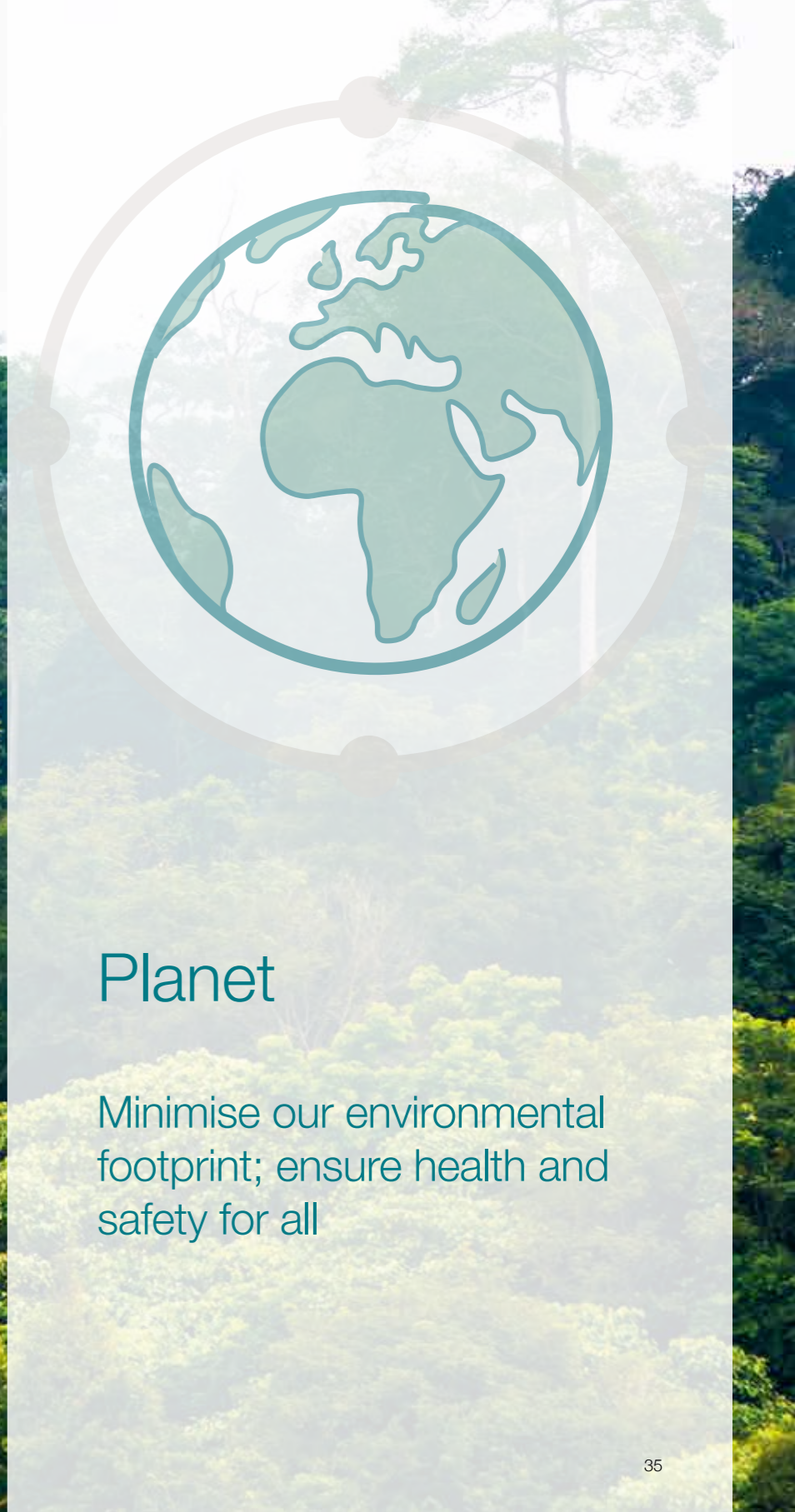


Employees from Ferring South Africa with their cook book 'A taste of Ferring South Africa'



We live on a planet with finite resources in an era defined by climate change. This means thinking about every action we take, no matter how small; at home or at work. It all counts.

Armin Metzger
Executive Vice President,
Head of Global Technological Operations
and Chief Production Officer



Planet

Minimise our environmental footprint; ensure health and safety for all

Planet in action – Our approach



Responding to a changing world

As we enter a new decade, climate change and the state of our natural world are high on many agendas. At the World Economic Forum's (WEF) annual gathering of global leaders in government, industry and society in January 2020, there was full recognition that we have entered the age of climate crisis. A human-induced 0.9°C increase in global temperatures since pre-industrial times is on course to hit a 2.0°C increase without rapid action to cut emissions. Images of raging bushfires in Australia, extreme floods, droughts, and warmest ever temperatures recorded in many countries mean that it is no longer 'business as usual'.

The implications of this for business and society are clear: risk and uncertainty, depletion of biodiversity and loss of natural resources. Critically, the public spirit, and a whole new generation of young people have increasingly taken to the streets to protest about a future they view as compromised by the present. As a company whose core business is about creating and nurturing those future generations, there is no more compelling a reason for action.

Our commitment

In Ferring, we are committed to minimising our environmental footprint wherever and however we can; this means: reducing our carbon footprint, transitioning to more sustainable sources of energy and protecting natural resources. Beyond our direct operations and supply chains, this also means supporting and encouraging employees to do the same where they can in their communities.

A new decade demands that we make fresh commitments to ourselves, our employees and the planet, to support and nurture the natural world, of which we are an integral part.

Finally, in the wake of the COVID-19 crisis, home working and reduced business travel will force us to think of new ways of working longer-term that can further help to reduce our impacts.

Our policies and processes

Ferring has a set of policies and processes that guide our efforts to reduce our impacts. These take inspiration from three Global Compact Principles: a precautionary approach to environmental challenges, initiatives to promote greater environmental responsibility, and development of environmentally-friendly technology.

- **Continuous improvements** against clear targets for energy, CO2 reduction, water, waste and packaging.
- **ISO standards and audits** across all manufacturing sites to optimise efficiencies
- **A culture of learning and improving** for all colleagues on environment, health and safety.



World Environment Day at our global headquarters in Switzerland

Reducing our CO₂ footprint – Israel

Bio-Technology General (BTG), a Ferring Company, still represents a significant amount of our total greenhouse gas emissions due to low availability of renewables in the country. However, through a range of improvement projects it has contributed significantly to our overall performance with a 56% reduction of CO₂ since 2010.

The main energy consumption at BTG is used for air conditioning. In 2019, as a result of optimised regulation and replacement of air handling units (AHU), improvements and installation of a new chiller, the facility achieved a reduction of 245 tons of CO₂ emissions.

The facility also introduced a new heating mechanism for biological waste deactivation which uses residual heat from deactivated biological waste. This saves approximately 25 tons of Liquefied Petroleum Gas (LPG) per year, lowering emissions by 75 tons annually.

Team environment day – Switzerland

In October 2019 our Swiss marketing and sales team spent a morning on the streets of a nearby town (Baar) collecting waste. In the afternoon the team visited an incineration plant "Renergia" in Perlen where they saw how waste was burned and converted into usable energy to power a neighbouring paper mill. The plant provides a constant energy supply, replacing the usage of 40 million litres of oil – equating to a reduction of 90,000 tons of CO₂ emissions per year. This activity raised the team's awareness of both the power of community effort, and the importance of applying the circular economy principle to waste and energy.



Our everyday behaviours and actions, collaboration, innovative approaches, as well as a change in mindset, are key to the success of our sustainability strategy.

Caroline Serra
Global EHS Director



As part of our Leadership through Safety programme, we are striving to create a culture where safety is a value and our teams take ownership. We engage in dialogue on the shopfloor to get Awareness of safety hazards and behaviours, Agree on how to improve and put it into Action (AAA)



Managing our direct impacts



Progress on reducing direct impacts

Ferring has 12 manufacturing sites around the world, each of which has targets set on an annual basis. In addition to this, we have global targets against which we measure our progress. The below highlights our progress on our key direct areas of impact.

Greenhouse gas (GHG) emissions

- Our manufacturing sites have achieved a net reduction of 19% in GHG emissions since 2010, or 58% reduction relative to sales (Scope 1 and 2, tons CO₂eq).
- We aim to achieve a further 10% reduction of GHG emissions for all manufacturing sites, by 2025.
- We have increased our share of renewable energy in our sites by 2% from 52% to 54% of total energy use in 2019.
- We plan to secure 65% of our energy needs from renewable sources by 2025.

Waste

- In the last year Ferring achieved its recycled and recovered waste target of 75.3% compared to our total waste volume.
- Our target in 2025 is to recover or recycle 80% of our total waste.

Water

- Over the last year we have achieved a reduction of 3% in our consumption of water, against a target of 5% by 2023.

Lost Time Injury Rate (LTIR)

- Thanks to comprehensive efforts Ferring exceeded its LTIR target of 0.45 in 2019, with a rate of 0.29.
- We aim to have reduced this rate to 0 serious injuries by 2025.

Leadership Through Safety® (LTS)

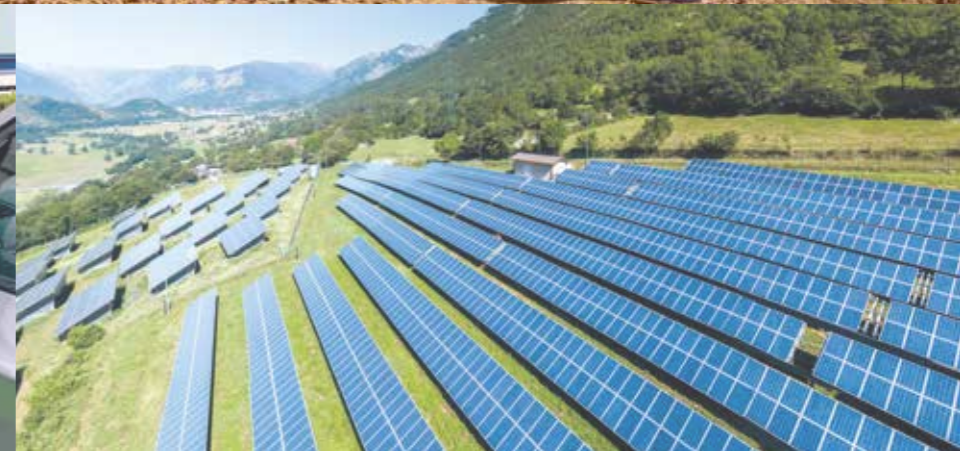
- Ferring has exceeded its 2019 target of 61% trained on our LTS Programme®, reaching 81% of all employees on manufacturing sites around the world
- Our plans for 2020 are to ensure that 100% of site based employees are trained on LTS, including 'refresher training' at all sites.

(Photo, second from left)
In Ferring's headquarters, we have replaced all plastic bottles with reusable water coolers



I love the idea of living the Philosophy... it means we're not just a pharmaceutical company developing treatments, we're also about doing other things to support the environment and the community, of which we are a part.

Charlotte Deig, Planning Coordinator, Values and Learning, Headquarters, Switzerland



Planet in action – In our communities



Time for trees

Beyond our core operations, in our communities, employees around the world are making time for trees. As a powerful symbol of the planet's own health and an efficient absorber of carbon, they are an important way of giving something back to mother nature.

Restoring forest in Mumbai, India

Mumbai has lost 60% of its green cover, and open green areas are vanishing year by year. As one of the busiest cities in the world, air pollution is also an increasing problem, putting the health of its citizens increasingly at risk. Mumbai needs a solution for greening the city, and we have found a way to play our part. As a resident of the city, Ferring India has decided to invest its time and resources to building an urban forest. Over the next three years, the 2000 saplings we have planted will become trees that will absorb 42.7kg carbon dioxide, 2,650kg of sulphur dioxide, 8,000kg of nitrogen dioxide and 440kg carbon monoxide per year. They will also release oxygen enough for 800 people every day and capture over 100 litres of rain water annually. We are working in close collaboration with our partner, Green Yatra, a leading non-profit conservation organisation.

Reforestation Toluca – Mexico

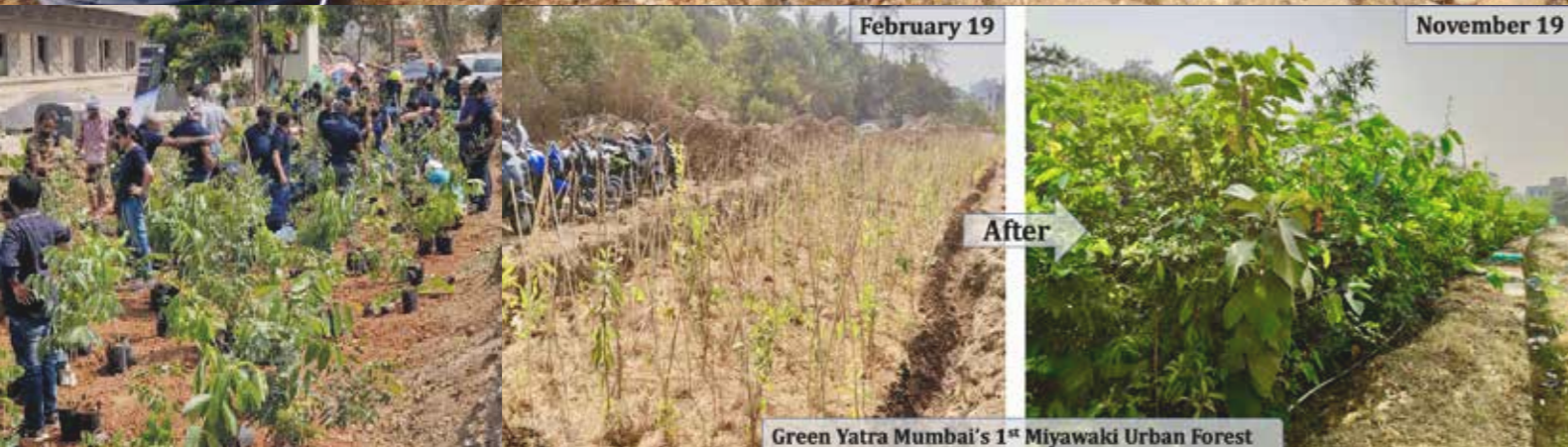
Every year we invite all colleagues, collaborators and their families to participate in a reforestation project in the nearby Toluca mountain. In partnership with a community organisation dedicated to protecting the environment, this annual activity involves us planting a certain number of trees. In 2019, we planted 1,000 trees endemic to the region. In doing so, we learn about the role of reforestation in protecting the environment, cleaning the air, and supporting soil and biodiversity. Our community partner trains us how to plant and support tree care. The activity brings families and collaborators together and teaches our children (the next generation) the importance of respecting and caring for nature.

Team tree planting – Belgium

Ferring Belgium is doing its part in supporting trees by working with a non-profit organisation (Bos+). The office invested in 250 trees, which were planted during a team event involving everyone. Not only did the activity bring colleagues together in supporting a community effort, but these trees will also do their part by capturing 750kg of CO₂ and 1kg of polluting fine air particles per year.



Urban Forest in Mumbai planted by Ferring India (left) and Ferring Belgium's tree planting event (right)



Planet in action – Our core operations



Ferring is playing its part in reducing its footprint in office spaces – whether through more energy efficient buildings, reducing plastic waste, or greener car choices. While changes in our manufacturing operations often require big investments and big decisions, changes in the office environment can be made by all of us.

Supporting greener car choices

At our Headquarters in Switzerland: In July 2019, Ferring launched its green car policy, encouraging a move towards the use of hybrid or electric vehicles. After six months we had already exceeded our initial 10% conversion target. After an enthusiastic response, we have since increased the target to 15%, with further plans for expansion, supported by increased on-site recharging points.

In our UK offices: Building on a 2018 initiative, we have continued to encourage staff to swap to hybrid cars. Out of a total of 40 company cars, 35% or 14 are hybrids. We aim to have reached 50% by the end of 2020. We estimate the change to date takes approximately 22.5 tonnes of CO₂ from the atmosphere annually. Our US office also encourages the use of electric cars by providing re-charging points on site.

In our Brazil office: Through the efforts of the Management team and Sales Director, we have introduced the use of biofuel (ethanol) into our car fleet. Currently this represents almost all (90%) of the fuel used by our car drivers. In the nine months since we began, we have reduced CO₂ emissions by 63%, or a total of 68.4 tons. Data on our usage and savings are monitored monthly through the fuel card report so that we can track our progress.

Reducing office plastic

At our Headquarters in Switzerland: We have eliminated plastic bottles from all meeting rooms and now offer water fountains. Additionally, our resident restaurant chef and his team have removed all forms of disposable dishes and utensils, replacing them with 100% compostable dishes.

At Ferring UK: Plastic water bottles for meetings are also banned in favour of glass bottles and water coolers only. We estimate this removes 1,680 plastic bottles from the system every year. We have also introduced the recycling of plastic cups.

At Ferring France and Ferring US: The management team gave a thermos to each Ferring France employee for Christmas, to encourage people to stop using plastic cups. Our US office uses only compostable reusable cups.

In Vietnam: The local team recognised that per capita plastic waste in the country is amongst the highest in the world (an increase from 3.8kg per person in 1990 to over 40kg by 2018). So we introduced 'Grow Green From Ferring' (GGFF); an initiative incentivising colleagues and their families to reduce plastic waste both inside and outside the office. We have appointed a GGFF Ambassador to lead this effort, which includes waste separation and switching from plastic bottles and plastic bag use.

Climate-smart design for new office – Denmark

We have committed ourselves to implementing “Leadership in Energy and Environmental Design” Gold standard (LEED Gold) in our new building, Soundport. This will be achieved by using solar panels and sophisticated climate control systems. At this stage, it is expected that this target will be reached when the building is put into operation by 2021.



I had a charge point installed at home and am consuming less than 1 litre per 100 km with a mileage of 1,200 km per month. This is a considerable saving. It also makes me feel that I am playing my part in a collective effort to reduce our environmental footprint at Ferring.

Pascal Voirol
Senior Director, Finance & Controlling 3rd Party Businesses and General Manager, FPSA (CH) and FPBV (NL)



Employees had the opportunity to try electric bicycles on World Environment Day 2019

The road ahead

Our plans for the coming year



”

The coming decade is one that will define us as a society. A business fit for the future knows what difference it needs to make in its community, and how it wants to contribute to the natural world.

Jade Shields
Vice President, Values and Learning



Ferring employees around the world

The road ahead

Review of progress

As this report goes to print, the next 12 months look rather different to what we might have expected. However, as a company whose core business is about building families and helping people live better lives, we understand what it means to stay focused on the future, whilst being mindful of the present.

At times of critical uncertainty and disruption, businesses must focus on key elements of operational continuity: safety, compliance and cost-control. It is also vital that we remain steadfast to the values and principles of how we do business, which is underlined by our ongoing commitment to the UN Global Compact and to the Ferring Philosophy.

Our commitment to our sustainability strategy remains the same: making a difference to people's health and quality of life, today and tomorrow. The coming year will be guided by upholding our commitment to our core values and adapting to uncertainty and change.

In the year ahead, we commit to delivering progress on Purpose, People and Planet as follows:



Purpose

- Ensure continuity of supply of our treatments to doctors and patients around the world. This means avoiding disruption to key supply chains wherever possible.
- Invest in frontline research. Ferring will fund exploratory, basic and clinical research grants to collect data and expand knowledge on the effects of COVID-19 on reproduction, pregnancy and neonatal health.
- Progress on existing global initiatives such as heat-stable carbetocin in priority markets, subject to the constraints and uncertainties imposed by COVID-19.



People

- Support our employees through this challenging time by adopting new ways of working, enabling a gradual return to the office; a continued focus on protecting the health and safety of our employees and their families, whilst protecting our manufacturing capabilities.
- Develop Ferring Values training with an innovative, integrated training programme for new and existing employees. This will encompass the Ferring Philosophy, our Code of Conduct, our Leadership Principles and Sustainability.

- Encourage community support and embed formal processes and guidelines for employees wishing to volunteer for causes close to their communities; continue developing plans for a partnership on maternal health in our Headquarters in Switzerland.



Planet

- Build aspirational 2030 goals for GHG reduction, use of renewable energy, waste and water – and develop road maps for each goal.
- Expand initiatives to reduce other indirect emissions such as employee and business travel (Scope 3 GHG emissions).
- Encourage innovation and action for country-level commitments to preserve the planet.
- Deepen cross-functional collaboration and ownership across the business.



Building on 2019

As Per Falk, our President and Chief Science Officer stated at the beginning of this report: this is the decade that has to make a difference. We commit to playing our part by developing an ambitious and achievable set of 2030 goals to guide us on that path, and we invite you to join us in this vital and exciting journey.



Ferring's ethics and values will remain at the heart of our response to the challenges in the coming year.

Jade Shields
Vice President,
Values and Learning



Purpose, People, Planet

