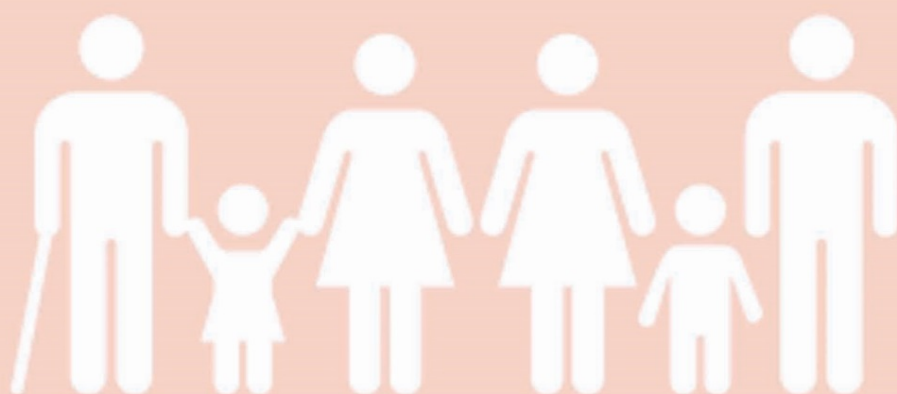




HOLDI PHARMA

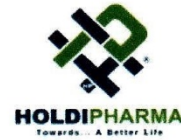
Towards...A better life



Communication on progress
report 2022

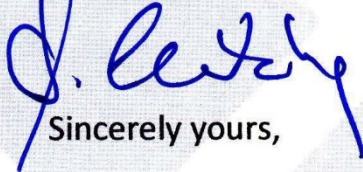


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STATEMENT OF SUPPORT

On behalf of HOLDIPHARMA Company, I am very pleased to confirm that HOLDIPHARMA reaffirms its support for the Ten Principles of the United Nations Global Compact in four key areas - Human Rights, Labor, Environment and Anticorruption. In this annual Communication on Progress, we describe our actions taken to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information publicly by using our primary channels of communication and promote transparency and good practices.



Sincerely yours,

Dr. Ashraf Elkhoully

CEO

HP

Together .. for A Better Life



Holdipharma is a governmental pharmaceutical company a subsidiary from ministry of public business sector and considered as the holding company for 9 affiliated national companies, 8 of which is manufacturers for most of pharmaceutical generics, and one is for packaging materials, Decades of experience in manufacturing, importing, exporting, distribution & trade of pharmaceuticals, chemicals, medical appliances & equipment has enabled the company to establish a leading position in the Egyptian, African and Middle East markets.

Website: www.holdipharma.com

Holdipharma and its affiliated companies Video:



Manufacturer Companies (9)

<div style="background-color: #c00000; color: white; padding: 10px; display: flex; align-items: center; justify-content: space-between;"> Alexandria <div style="background-color: white; color: #c00000; padding: 2px 5px; font-size: 0.8em;">More Info</div> </div>	<div style="background-color: #f4a460; color: white; padding: 10px; display: flex; align-items: center; justify-content: space-between;"> Memphis <div style="background-color: white; color: #f4a460; padding: 2px 5px; font-size: 0.8em;">More Info</div> </div>
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Our Presence

Headquartered in Cairo, where Holdipharma was **founded in 1934**

The history of the Holding Company for Pharmaceuticals to 1934, when the pharmacist Mohamed Hijazi create a company Hijazi drug, which is the first facility pharmaceutical Egypt are created on the standard specifications after several attempts to build labs pharmacy specializing in Egypt at the time was controlled in the pharmaceutical market in full followed by foreign companies , after it was merged with the coefficient of Hijazi Nile Company for Pharmaceuticals ", and one of the subsidiaries of the Holding Company for Pharmaceuticals

Our People

Led by Dr. Ashraf Elkholy, President and CEO

Board of Directors, chaired by Dr. Ahmed Higazy, includes 5 additional directors

14225 employees (Holdipharma and its affiliated companies)

Our Business Works

Our Business Specialize in developing, manufacturing and delivering quality, affordable, accessible of mostly generic medicines, as well as some of the biopharmaceuticals & innovative pharmaceutical medicines, in addition, herbal, food supplement, antiseptic and veterinary products.

Our specialty medicines business is focused on delivering innovative solutions to patients and providers through new medicines and devices.

Our medicines

As defined by United Nations Sustainable Development Goal 3: Ensure healthy lives and promote well-being for all ages.

Goal 3: Good Health and Well-Being is at the heart of our mission to be a leader in generics and biopharmaceuticals, improving the lives of patients. Holdipharma works to improve the health & well-being of our patients, communities and employees every day. Our medicines address most major disease areas and are sold in all Egypt cities & other countries around the world.

Access to our medicine and Commitments

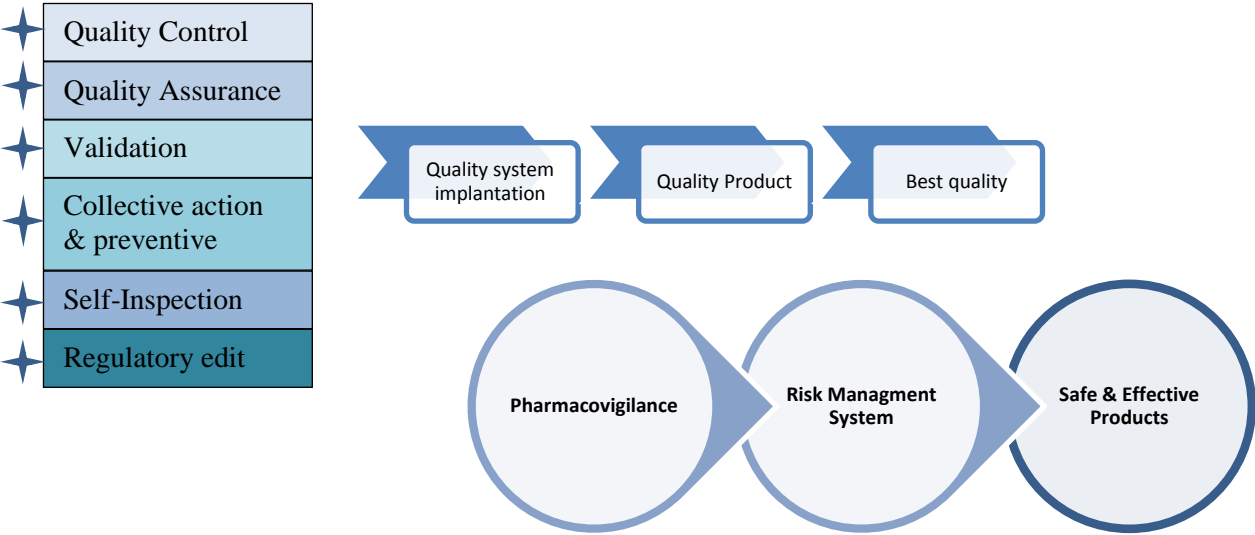
Holdipharma Pharmaceutical Industries, employees and affiliates are committed to apply our expertise and resources to enhance access to quality medicines for people.

Our leadership in generics is the primary way to enhance access to our affordable medicines, and we continue to expand our generic products line.

Holdipharma & its affiliated companies adopt a comprehensive strategic to approach & enhance access for medicines .We allocate resources to address health needs priorities.

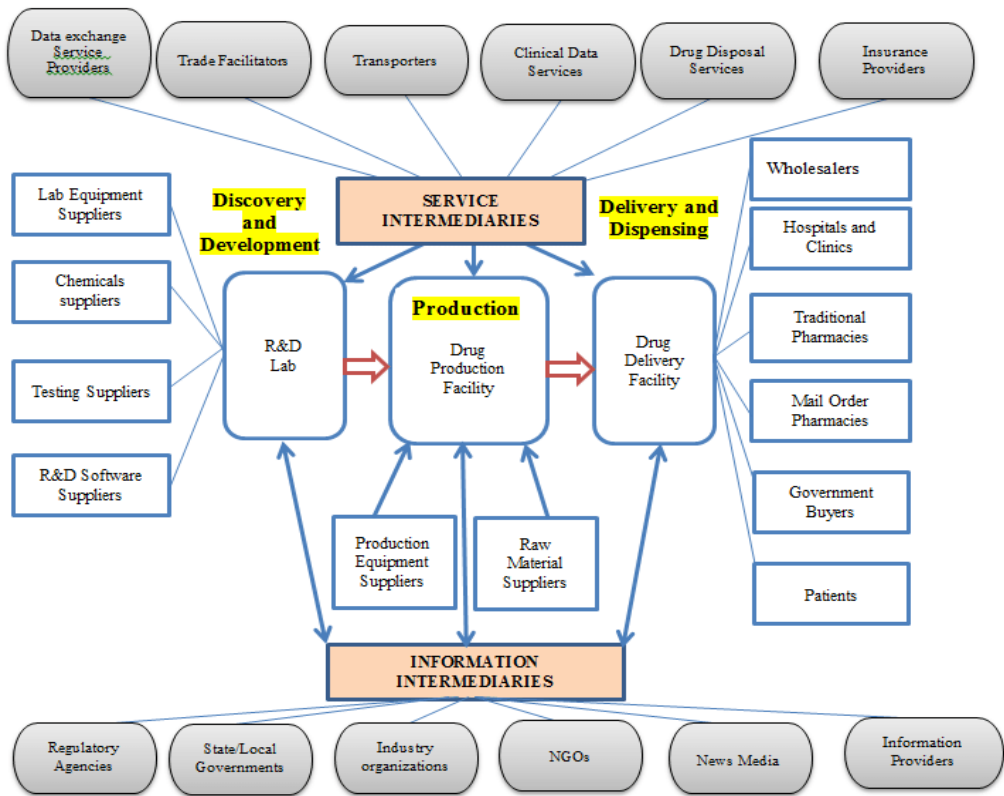
Holdipharma & its affiliated companies strive robust boost quality, ethics and transparency as part of our entity.

Integrated robust Quality Management System

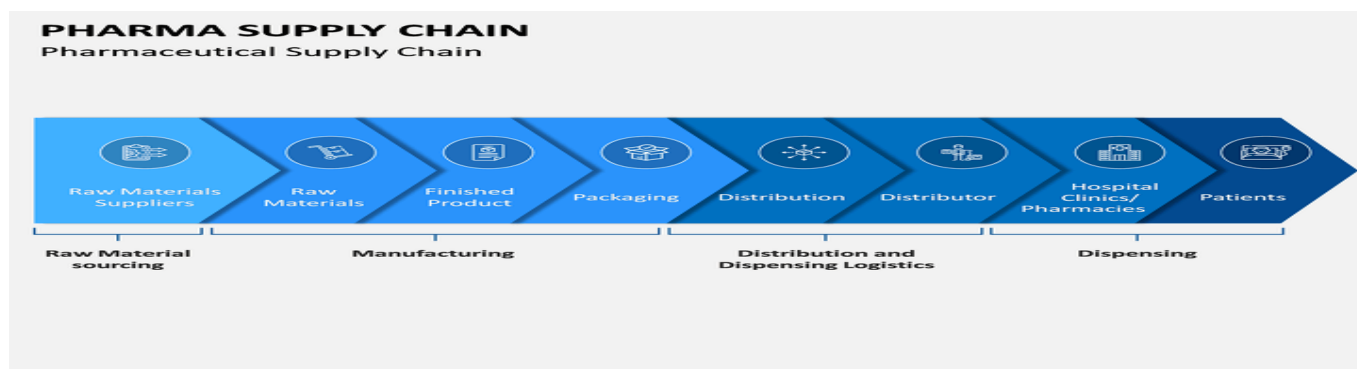


Our manufacturing facilities & relation ships

Our manufacturing facilities supplied hospital & pharmacies with medicines, we develop and produce innovative medicines to address patient needs We offer about 641 generic and bio similar medicines covering a broad range of therapeutic areas .



An integrated & transparent supply chain



- **Research & development**

Finding and developing new treatments for patients is the core of our business.

Increasing the reach of affordable generics: We are committed to investing in research and development to expand our generics portfolio, as well as improving the reach of current and future generic medicines. Also we are emphasis to Continuous improve & develop throughout the drug lifecycle .

- **manufacturing & Procurement**

We have 9 affiliated company, 8 of them are pharmaceutical production companies. These sites produce generic medicines, biosimilars and devices, as well as some raw materials we need for manufacture. We maintain high quality standards to ensure the patients' health and safety, and we require our suppliers to do the same.

Our procurement team works closely with our site teams to manage supplies of both active pharmaceutical ingredients (API) and other consumables.

- **Marketing & distribution**

The aim is to deliver our products to countless people. We work with customers and payers, such as hospitals, physicians, and governments, to understand their needs and improve outcomes for patients.

Our Portfolio

Our mission is to improve patients' lives.

As the first national government-established pharmaceutical company for offering generics as well as an innovative portfolio and alternative medicines, we develop, manufacture and sell generic medicines in a variety of medicines, including tablets, capsules, injections, inhalants, liquids, ointments and creams.

we offer variety dosage forms:

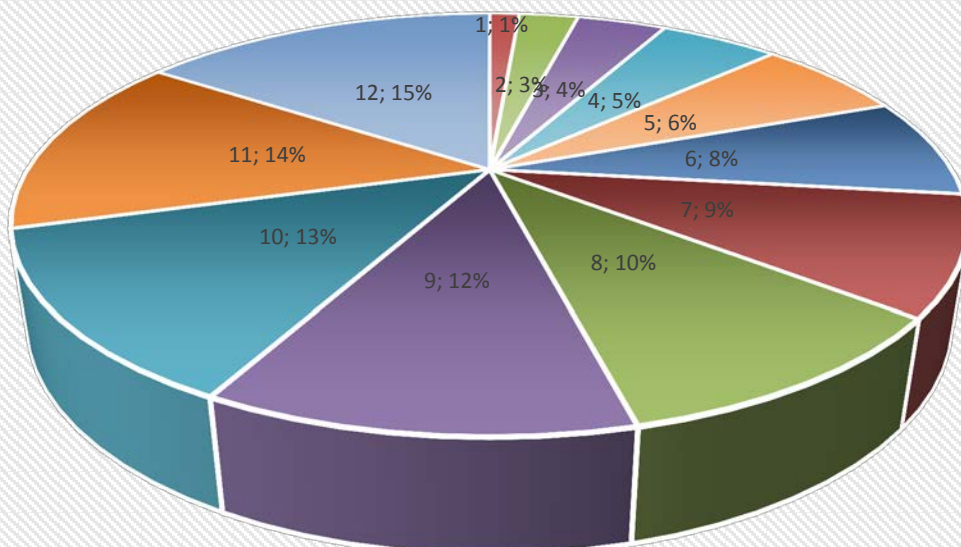
Pills	Capsules	Drops
Injections	Effervescent tablets & Powder	Creams
Inhalers	Films	Suppositories
Gels		

therapeutic Segments

Holdipharma & its affiliated companies covers 72 therapeutic Segments in the Egyptian Market From 94

ATC2	MAT May 2022 LC Value Ranked	ATC2	MAT May 2022 LC Value Ranked
Total Holdi	72	A04 ANTIEMETICS-ANTI NAUSEANTS	40
R05 COUGH & COLD REPARATIONS	1	R02 PHARYNGEAL PREPARATIONS	41
A11 VITAMINS	2	N07 OTHER CNS DRUGS	42
M01 ANTIRHEUMATIC SYSTEM	3	C05 A-VARICOSE/A-HAEMORRHOID	43
N02 ANALGESICS	4	G01 GYNAE ANTI-INFECTIVES	44
H02 SYSTEMIC CORTICOSTEROIDS	5	N03 ANTI-EPILEPTICS	45
J01 SYSTEMIC ANTIBACTERIALS	6	A14 ANABOLICS SYSTEMIC	46
R03 ANTI-ASTHMA & COPD PROD	7	A05 CHOLAGOGUES-HEPATIC PROCT	47
G03 SEX HORMONES-SYSTEMC ONLY	8	J04 ANTIMYCOBACTERIALS	48
B01 ANTITHROMBOTIC AGENTS	9	C04 CEREB/PERIPH.VASOTHERAPEU	49
M04 ANTI-GOUT PREPARATIONS	10	S02 OTOLOGICALS	50
R06 ANTIHISTAMINES SYSTEMIC	11	D02 EMOLLIENTS & PROTECTIVES	51
N01 ANAESTHETICS	12	G02 OTHER GYNAECOLOGICALS	52
G04 UROLOGICALS	13	P03 ECTOPARASITICIDES	53
D06 TOP A-BACTS & A-VIRALS	14	V03 OTHER THERAPEUTIC PRODS	54
R01 NASAL DECONG/ANTIINFECT.	15	C08 CALCIUM ANTAGONISTS	55
A03 FUNCTL.GI DISORDER DRUG	16	M03 MUSCLE RELAXANTS	56
A06 CONSTIPAT+BOWEL CLEANSER	17	B02 BLOOD COAG SYST OTH PROD	57
A10 DRUGS USED IN DIABETES	18	D04 TOPICAL ANTIPRURITICS	58
N04 ANTI-PARKINSON PREPS	19	J05 ANTIVIRALS SYSTEMIC USE	59
K01 INTRAVENOUS SOLUTUIONS	20	D08 ANTISEPTICS+DISINFECTANTS	60
D11 OTHER DERMATOLOGICAL PREP	21	D10 ANTI-ACNE PREPARATIONS	61
C02 HYPOTENSIVES	22	A13 TONICS	62
C01 CARDIAC THERAPY	23	A09 DIGESTIVES INCL ENZYMES	63
D07 TOPICAL CORTICOSTEROIDS	24	J08 OTHER ANTI-INFECTIVES	64
C03 DIURETICS	25	C10 LIPID-REG/ANTI-ATHEROMA	65
M02 ANTIRHEUMATICS TOPICAL	26	C07 BETA BLOCKING AGENTS	66
A02 A-ACID A-FLAT A-ULCERANTS	27	C09 RENIN-ANGIOTEN SYST AGENT	67
N06 PSYCHOANALEPTICS	28	K05 IRRIGATING SOLUTIONS	68
A01 STOMATOLOGICALS	29	C06 OTH CARDIOVASCULAR PRDS	69
D03 WOUND HEALING AGENTS	30	S03 EYE-EAR PREPARATIONS	70
S01 OPHTHALMOLOGICALS	31	J02 SYST ANTIFUNGAL AGENTS	71
A12 MINERAL SUPPLEMENTS	32	A08 ANTI OBESITY PREPARATIONS	72
D01 ANTIFUNGALS DERMATOLOGICL	33		
H03 THYROID THERAPY	34		
A07 INTESTINAL DISORDER PROD	35		
D05 NON-STER PRD INFLAM SKIN	36		
N05 PSYCHOLEPTICS	37		
B03 ANTIANAEMICS	38		
P01 ANTIPROTOZ. & ANTHELMINT.	39		

MAT May 2022 LC Value Ranked



- R05 COUGH & COLD PREPARATIONS
- A11 VITAMINS
- M01 ANTIRHEUMATIC SYSTEM
- N02 ANALGESICS
- H02 SYSTEMIC CORTICOSTEROIDS
- J01 SYSTEMIC ANTIBACTERIALS
- R03 ANTI-ASTHMA & COPD PROD
- G03 SEX HORMONES-SYSTEMC ONLY
- B01 ANTITHROMBOTIC AGENTS
- M04 ANTI-GOUT PREPARATIONS
- R06 ANTIHISTAMINES SYSTEMIC
- N01 ANAESTHETICS

HOLDIPHARMA Rank Acc. To Units is Fifth With Market Share of 6% of Total Private Market

Corporation	MAT May 2022 LC Value Ranked	MAT May 2022 LC Value	MAT May 2022 LC Value Market Share	MAT May 2022 LC Value Growth % PY	MAT May 2022 Units Ranked	MAT May 2022 Units	MAT May 2022 Units Market Share	MAT May 2022 Units Growth % PY
Grand Total		89,869,869,152	100.00%	7%		2,480,772,533	100.00%	0%
HOLDIPHARMA**	13	1,974,614,358	2.20%	-18%	5	137,852,297	5.56%	-20%
All Others (881)		87,895,254,794	97.80%	8%		2,342,920,236	94.44%	1%

HOLDIPHARMA Rank Acc. To Units is First With Market Share of 17% of Total Tender Market

Corporation	MAT May 2022 LC Value Ranked	MAT May 2022 LC Value	MAT May 2022 LC Value Market Share	MAT May 2022 LC Value Growth % PY	MAT May 2022 Unit Ranked	MAT May 2022 Unit	MAT May 2022 Unit Market Share	MAT May 2022 Unit Growth % PY
Grand Total		67,033,337,592	100.00%	35%		1,544,590,948	100.00%	22%
Holdipharma**	3	3,724,692,722	5.56%	26%	1	263,409,329	17.05%	17%
All Others (769)		63,308,644,870	94.44%	35%		1,281,181,619	82.95%	23%

HOLDIPHARMA Rank Acc. To Units is First With Market Share of 10% of Total Market (Private + Hospitals)

Holdipharma In Total Egyptian Market (Private + Hospitals)

Corporation	Rank	MAT MAY 2022 LC Value	MS%	Gr%	Rank	MAT MAY 2022 Units	MS%	Gr%
Total Market		156,903,206,744	100%	17%		4,025,363,481	100.00%	7%
Total Holdi	6	5,699,307,080	3.63%	6%	1	401,261,626	9.97%	1%
Total Others		151,203,899,664	96.37%	18%		3,624,101,855	90.03%	8%



Main activities

HOLDIPHARMA Main activities

- Holdipharma, through its affiliates, invest in the field of manufacturing, importing, exporting, distributing and trading pharmaceuticals, chemicals, veterinary products, medical supplies and equipments.
- Very specialized production of pharmaceutical forms (inhalers - drops - disinfectants - injection).
- Producing under licensing products for some of multinational Companies
- Production of more than 60 active & non active pharmaceutical ingredients, leads to save hard currency.
- Expertise in tenders and governmental sectors.

Main Therapeutic Groups

- Alexandria Company [More](#)
- ADCO [More](#)
- CID Company [More](#)
- EL-Kahira Company [More](#)
- Memphis Company [More](#)
- Misr Company [More](#)
- EL-Nile Company [More](#)
- EL-Nasr Company [More](#)

Main Dosage Forms

- Tablets
- Capsules
- Ampoules
- Vial
- Syrups
- Powder For Oral Suspension
- Inhaler
- Ointments , Creams , Gel
- Suppositories
- Drops - I.V Solutions.

R & D

- We provide almost all R & D Services like:
- Formulations
- Bioequivalence studies
- Bioavailability studies
- Methodologies for analysis
- Stability studies

Quality & Compliance

- Holdipharma committed to quality, safety, reliable supply of our products for patients & consumers.
- Ensures the quality, efficacy, safety
 - Regulated and licensed by Egyptian Health Authorities.
 - Adopting WHO –GXP requirements.
- Certified for Quality, Environmental and occupational health & safety ISO Management systems by reputable certification bodies.
- We have internal auditing team to assure quality
- Frequently auditing by licensors, regulators and export health authorities.

Transparency & Disclosure

- Our Duty of Vigilance: an essential approach to the sustainability of our business
- Holdipharma is committed to apply for the latest global good pharmacovigilance practices to ensure post-marketing surveillance of our products for the safety of our patients.
- An integrated



Our Partners

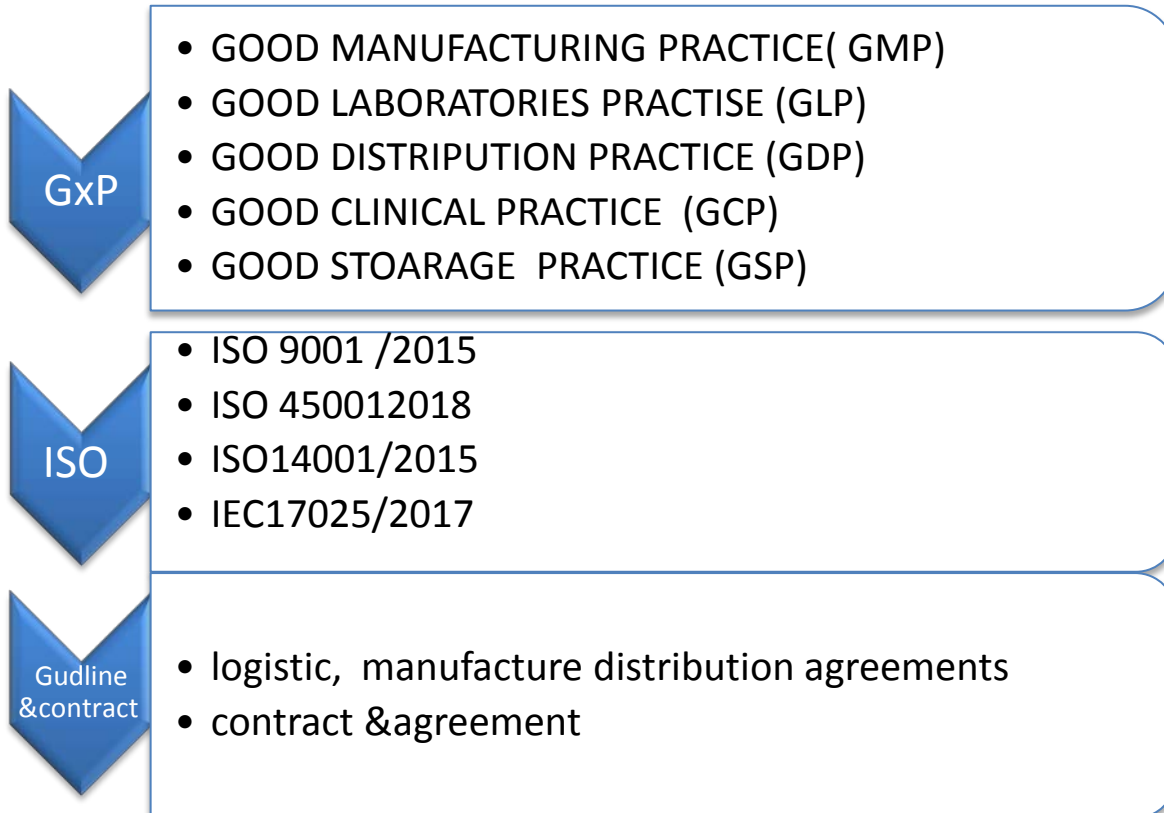
Producing toll and under licensing products for some of multinational Companies For decades.





Holdipharma Export

Holdipharma and its affiliated companies follow the guideline & regulation requirement for export in all process including facilities , products ,warehouse , procurements ,logistics & distribution . in addition, fulfill of compliance with contract and agreements .



Holdipharma currently commercial existence in more than 30 countries and plan to expand in the next coming year's extended over Africa, Asia, and Europe.



countries which we export

aisian countries : Jordon, United Arab Emirates, Bahrain, Saudi Arabia, Kuwait, Palestine, Yemen, Oman, Iraq, Lebanon, Singapore, China.

African Countries: Ethiopia, Sudan, Somalia, Senegal, Tanzania, Uganda, Eretria, Benin, Mali, Namibia, Mauritius, Djibouti, Chad, Nigeria, Libya, Tunisia, South Soudan.

European Countries: Sweden, Korea, Turkey, Russia, Romania



MISSION AND VISION

Vision Statement

Holdipharma aspires to compete for the leadership position in the Middle East and Africa region as a reputable manufacturer, distributor and marketer of quality research based pharmaceutical and medical products that will improve the quality of life of the standard majority of the public in the key growing therapeutic areas.

Mission Statement

Holdipharma is building a global profile by creating a synergized competitive " value chain " generated from the power of integration of its empowered affiliated companies leading to a swift penetration of the healthcare markets in the middle east and Africa region.

Holdipharma Core Values

Holdipharma ensures Human Rights, Labor, Environment and Anti-corruption, and promotes gender equity and women empowerment with healthy and safety work environment.

Holdipharma respects and support the promotion of accountable and inclusive institutions and ensure just and peaceful societies for all.

Holdipharma is built on a concrete foundation of core values originating from a strong sense of commitment towards our nation, region, patients, healthcare professionals, partners, environment & employees.

To our nation

We are committed to contributing to its prosperity of our nation by actively attending to its major healthcare needs and running our business effectively and efficiently to the best interest of the public.

To our region

We are committed to playing a role model that tackles and handles with care all major health care problems and to provide all our to provide all our neighbors with their essential and lifesaving products.

To our Patients

We are committed to providing them with quality products that are both reliable and cost effective covering all disease areas.

To our health care professionals

We are committed to enriching their armamentarium with products and solutions that will guarantee an effective, safe and profitable practice.

To our partners

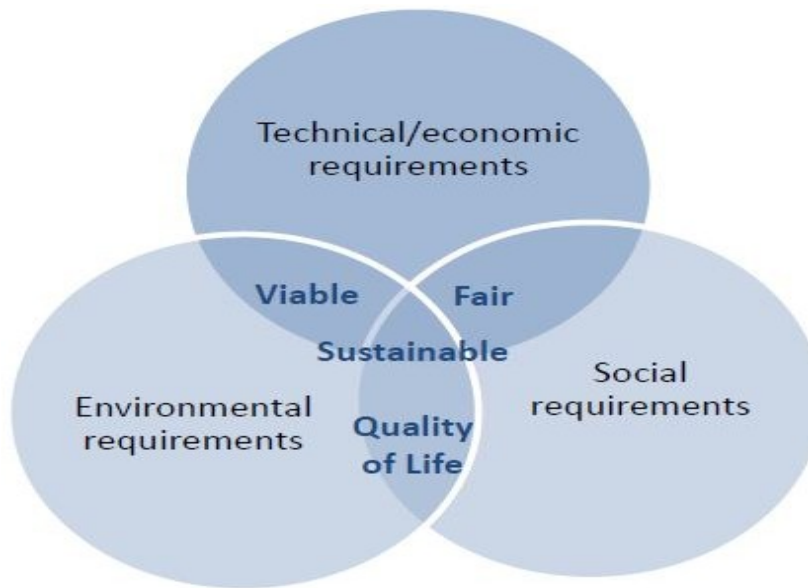
We committed to developing a win-win strategy that will ensure maximum transparency and world-class services.

To our Employees

We are committed to creating a healthy atmosphere that sharpens their skills polish their talents and realize their potentials.



SUSTAINABILITY STRATEGY



The dimensions of the sustainable development strategy comprise three dimensions including the economic dimension which highlights economic development, transparency and efficiency of energy and knowledge. The social dimension highlights education and training, health, culture and social justice; while the environmental dimension focuses on environment.

Holdipharma is committed to respect the ten Principles of the UN Global Compact and to take action to support of UN Goals in the four areas: Human Rights, Labor, Environment and Anti-corruption and to take action to advance 17 sustainable development goals.

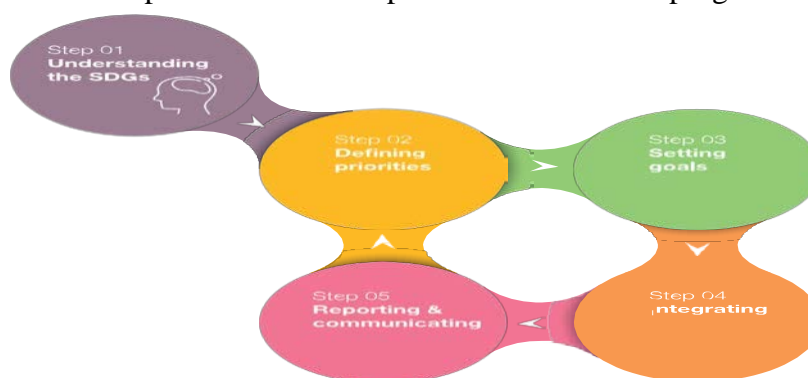
We are committed to make the Global Compact and its principles part of the strategy, culture and day to day operations of our company and to engage in collaborative projects which advance the goals of the United Nations, particularly the Sustainability Development goals.

Human rights are important elements of our company's commitment to conduct our business in a responsible manner.

We maintain labor standards, including hours, conditions, wages and overtime pay practices that follow the laws under which we operate.

Implementation:

- After confirming the support of Holdipharma to the 10 principles of the UN Global Compact, a call from Holdipharma's chairman to the CEO of all the affiliated companies to align our strategies and operations with universal principles on human rights, labour, environment and anti-corruption, to take actions that advance 17 SDGs goals.
- Nomination of the Holdipharma's focal point and coordinator for each affiliated company to follow up the progress in each area for the UN Global compact principles.
- A committee was held from all the focal points of the affiliated companies for discussing action plan and training program:
 - To raise the awareness of the 10 principles of the UN Global Compact and the 17 SDGs.
 - To conduct a Self-assessment questionnaire to the four areas (Risk assessment).
 - To develop training needs assessment guided by the SDG Compass which explains how the SDGs affect business – offering the tools and knowledge to put sustainability at the heart of strategy.
 - To develop a measurable goal and an action plan for follow up in each Principle.
 - To Review all the systems in the company and publishing internal policies, and Code of Business Ethics that address all of our partners, suppliers and employees.
- The training is aimed at business managers, and key functions such as Supply Chain Management, Human Resources, Legal and Integrity, Communications and Sustainability.
- Nomination of a responsible person for each area (sub-committee).
- Regular meetings are held continuously with the committee and the minutes are raised to the CEO s of the affiliated companies for follow up and take actions for progress.










Holdipharma aligning with the United Nations

(17) Sustainable Development Goals

Our targets linked with Sustainable Development Goals

The table below illustrates Holdipharma contribution to the United Nations Sustainable Development Goals. It shows the alignment to selected SDGs. We focus on the highest needs and where we can have the greatest impact. This approach is aligned with the SDGs, in particular SDG3: “Ensure healthy lives and promote well-being for all ages.

3 GOOD HEALTH AND WELL-BEING 	<p>Holdipharma and its affiliated companies believe that we have an obligation, as well as an opportunity, to meet health needs by advancing effective and safe medicines with affordable prices covering most therapeutic areas considering social economic development for low-income people.</p>
4 QUALITY EDUCATION 	<p>Holdipharma’s training Centers are committed to play a role in the global efforts to achieve the SDGs through our ongoing building capacity and raising the awareness of the UN Global compact 10 principles, 17 sustainable goals.</p>
5 GENDER EQUALITY 	<p>Holdipharma and its affiliated companies promote gender equality, provides equal opportunities for both men and women in recruitment, training, career development and providing a safe work environment. Ensure women’s effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.</p>
6 CLEAN WATER AND SANITATION 	<p>Holdipharma and its affiliated companies Identify water risks and opportunities in regions of operation and implementing actions to optimize water consumption reduce wastewater discharge and increase water recycling and re-use opportunities.</p>
7 AFFORDABLE AND CLEAN ENERGY 	<p>Holdipharma and its affiliated companies Ensure access to affordable, reliable, sustainable and clean energy. Addressing climate change risks and opportunities, reducing Gases emissions and focusing on energy efficiency and renewable energy.</p>

8 DECENT WORK AND ECONOMIC GROWTH 	<p>Holdipharma and its affiliated companies are committed to provide employment and to promote a diverse and inclusive working environment and improving economic growth. Holdipharma strives to increase the living standards of its community members, protect labor rights and promote safe and secure working environments of all workers.</p>
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<p>Holdipharma and its affiliated companies focusing efforts on patient care, research and development, and business skills, aiming to improve health outcomes. Cooperation between universities and the pharmaceutical industry, to strengthen healthcare systems, to develop medicine and products that can generate positive real-world outcomes for patient.</p>
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	<p>Holdipharma and its affiliated companies' policies enhance reducing waste, its disposition appropriately and optimizing opportunities for waste recovery, recycling and re-use.</p>
13 CLIMATE ACTION 	<p>Holdipharma and its affiliated companies combat the impact of climate change by reaching carbon neutrality in our operations, improving our energy and emissions efficiencies, generating and purchasing renewable energy.</p>
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	<p>Holdipharma and its affiliated companies is Promoting good governance supporting policies and processes regarding corporate governance and business ethics. Ensuring the elimination of corruption to build sustainable, inclusive and transparent societies. Participating in awareness conferences and workshops (business for Peace, no terrorism and no violence).</p>
17 PARTNERSHIPS FOR THE GOALS 	<p>Holdipharma and its affiliated companies seek effective partnerships to deliver treatments and quality care to as many people as possible. It also provides partnership with governments, public, private sector, nongovernmental organizations, local communities, United Nation Organizations, research and academic institute to enhance the global partnership for sustainable development.</p>



Investing in a Sustainable Future

Supporting SDG3

Sustainable Development Goal 3 seeks to ensure health and well-being for all, at every stage of life.



The Goal addresses all major health priorities, including maternal and child health, reproductive; communicable, non-communicable and environmental diseases; universal health coverage; and access for all to safe, effective, best quality and affordable medicines. It also seeks more research and development, health risk reduction and management. Health remains a top priority for Holdipharma & its affiliated companies.

Our priority is to focus on the therapeutic fields where patients' needs are most urgent and where the scientific and medical landscape offers the most opportunities.



The following represents the support of Holdipharma to address and implement SDG3:

- Holdipharma & its affiliated companies **support** 3.1, 3.4, 3.6

- Holdipharma & its affiliated companies **take action on**:

- 3.2 end all preventable deaths under 5 years of age

by manufacturing many drugs that prevent dehydration of children e.g.: Rehydran, Zinc supplement.

- 3.3 End the epidemics of AIDS, TB, Malaria, and NTDs

Producing drugs acts to prevent, cure, and save the life of some epidemic diseases.

- 3.5 Strengthen and treatment of substance abuse

Producing some drugs can use in withdrawing drugs from an abused person.

➤ 3.7 Ensure universal access to sexual and reproductive healthcare services.

Holdipharma & its affiliated companies cooperate with the ministry of health in family affairs & its strategies for family planning by aiding them through manufacturing drugs that aids this target.

➤ 3.8 Achieve universal health coverage

All our employees have full health coverage.

➤ 3.9 Reduce illnesses and death from hazardous chemicals and pollution

Holdipharma assures its commitment to human rights, workers' rights, and patients' rights for a safer environment.

The Pharmaceutical Vigilance Group also continuously monitors the medicines in the market to alert and warn about any side effects that may appear at any time in the life of the drug.

Holdipharma and its subsidiaries are committed to the four pillars of a Global compact united nation which is: human right, labor, environment, anti-corruption and the 17 goals of SDGs.

Holdipharma is committed to meet our customers' needs and global regulatory requirements regarding the research, development, manufacturing, packaging, testing, supplying and marketing our products.



- ➔ Prioritizing the Health needs of the poor: Providing more affordable medicines, Donating pharmaceutical products.
- ➔ Addressing the cause and consequences of Malnutrition: Having food supplements products, and products as a treatment for dehydration, e.g. minerals and zinc supplements.
- ➔ Supporting quality education for all to improve health and health equity: Empowering our employee and pharma students by offering training and courses for all employee categories and
- ➔ Fighting gender inequality violence: We support women at all ages, and stages of their life, we commit to deterring harassment, committing our working place to be more safe, peaceful, and
- ➔ Preventing diseases via safe water and sanitation: we commit to environmental laws and rules by having strict water regulations, and drainage systems to preserve water, as well as water treatment to be reused for fruitless trees.
- ➔ Promoting Affordable energy for healthy lives: Not only do we commit to preserving energy by transforming unrenovable energy into renewable energy to ensure safety and usefulness and to protect the upcoming generations from energy deficiency, but also environment preservation.
- ➔ Promoting health employment as inclusive economic growth: Our main value is human resources from customers and patients, Employees, shareholders, suppliers, health care partners, the environment, and society.
- ➔ Promoting National R&D capacity and manufacturing of essential medical products: Each of our affiliated companies has its own R&D department to innovate, create, and develop pharmaceutical medicines. Moreover, we cooperate and join alliances with universities, medical institutes, and consultants. We have a broad local manufacturing presence and are one of the largest pharmaceutical companies in the region. Our companies own 641 products, and we develop, manufacture, and distribute our own generic medicine.
- ➔ Ensuring Equitable access to health services: Holdipharma and its affiliated companies ensure access to their affordable medicines into the hands of all who need them.

- ➡ Fostering healthier active living and clean air through Urban planning: Holdipharma and its affiliated companies protect the environment and tackle climate changes by taking a step toward increasing our renewable energy use.
- ➡ Promoting responsible consumption of medicine to combat disease: We always monitor and assess the use of the medicines, and update the patients with full information on benefits and risks, usage, and dosage of the drug.
- ➡ Protecting Health from climate risk: Align with environmental law, health, and well-being, we follow decent work.
- ➡ Supporting the safe and healthy seafood: We conserve our water through waste management.
- ➡ Promoting good health through the Natural environment: We have challenges to reduce environmental impact by transferring to green production.
- ➡ Empowering local institutions to develop, monitor, implement, and account for National SDG response: We have a strict policy to tackle corruption, bribery, counterfeit to preserve our reputation and reach justice.
- ➡ Mobilizing partners to Monitor and Attain the Health-related SDG: Join and cooperate with alliance universities, institutions, ministry of health, EDA ,Ministry of Environment, Environmental Office etc.

Pricing and Access

➤ Pricing

HOLDIPHARMA and its subsidiaries are implementing a strategy to ensure access to all of their products. Holdipharma and its subsidiaries follow the Egyptian Medicines Authority in regulating pricing.

➤ Access to our medicines

Increasing Access to Affordable Generic Drugs: We are committed to investing in research and development to expand our portfolio of generic drugs, as well as improving access to current and future generic drugs.

Continuous research and innovation throughout the drug's life cycle. Partnership to Advance Global Health: Where Possible.

We engage with large governmental and non-governmental organizations, foundations, technology partners and others to enhance access to medicines and reduce known barriers.

We provide medicines to support patients' needs and expectations.

We also donate medicine to countries like African countries, or any other partners who need help & medical supports.

Holdipharma is making great efforts to bring its products to the market and meet the needs of patients, despite the impact of the Egyptian currency flotation on pharmaceutical companies under the compulsory pricing system. under social and political pressure.

Commitment to the Sustainable Development Goals:


The Sustainable Development Goals (SDGs) are 17 aspirations implemented by the United Nations as part of the 2030 Agenda for Sustainable Development. The Sustainable Development Goals are a blueprint for HOLDIPHARMA as we strive to contribute to a healthier and more sustainable future for all. The Sustainable Development Goals strive to eradicate poverty and hunger, maintain a sustainable environment and spread peace, and good luck to all people.

We will continually track and measure our progress towards these goals through key indicators.

Related to the CSR approach, it involves integrating social, environmental, and ethical issues into our operation, as well as issues related to human rights, patients, and consumers. We collaborate with our stakeholders to create sustainable shared value and prevent negative impact risks.



We have introduced management objectives that cover the environment, society and governance, in line with our corporate-wide priorities to build trust with the community. It includes pricing, drug access, global health challenges, ethics, risk, compliance, and environmental sustainability.



Holdipharma & its Affiliated Companies

Tackling COVID-19


As the COVID-19 pandemic continues to impact, the health and safety for people and communities around the world.


Holdipharma & its affiliated companies are fully committed for providing our customers and patients the quality medicines they need and prioritizing the manufacture of medicines that are in high demand due to COVID-19.


We believe that we have an obligation, as well as an opportunity, to meet health needs by advancing effective and safe medicines with affordable prices for poor people considering social economic development for low-income Patients.


Holdipharma as a leading pharmaceutical company focused on three key areas during COVID-19 crisis:


- Supporting governments and health systems on the ground.
- Ensuring the supply of medicines to the patients that need them.
- Research for treatments to help in the fight against the corona virus.


 **Alexandria** [Products](#)


 **ADCO** [Products](#)


 **CID** [Products](#)


 **EL-Kahira** [Products](#)




 **Memphis** [Products](#)

 **Misr** [Products](#)

 **EL-Nile** [Products](#)

 **EL-Nasr** [Products](#)



Medical appliances and Packages

[Products](#)

Supporting SDG4



Education serves as a foundational component for all of the SDGs the holding company's belief and commitment to the importance of education, which is the fourth goal of the sustainable development goals, as it is the main pillar that will lead the rest of the sustainable goals to integration& for the achievement of human development As Holdipharma certainty about the important &embedded of education in all Holdipharma's core of all work.



The reflection of education to other SDGs achievement is clear ,as education ,training ,awareness is supporting every other 16 SDGs.



ensure that all workers achieve literacy and numeracy.



ensure equal access to education &training for all employees regardless gender have equal opportunities to high quality technical, vocational education.



enhance the employees skills in addition working in decent atmosphere aids established the employees talent and creativity.



Cooperation and exchange of experiences in the field of the pharmaceutical industry, innovation and sustainable development.

Deepening local manufacturing-increasing local production and enhancing technology transfer with special emphasis on feeding industries to promote the development of innovative products and processes.

Research & Development for registering some products for treatment & help in the fight against the corona virus.

Cooperation between universities and the pharmaceutical industry, for strengthen healthcare systems. Holdipharma joined with Egypt Knowledge and Technology alliances to bridge the "gap" between research done in academia and its translation into marketable products.

Collaboration between Holdipharma and its affiliated companies (EL-Nasr), GUC University & Academy of scientific research and technology (Industrial Pharma Alliance IPA) for innovation of green process for synthesis of a raw material used in global clinical researches trials for treatment of COVID-19.



eliminate inequalities in education and vocational training and ensure equal access for the vulnerable, including persons with disabilities.



ensure that all workers acquire the knowledge and skills needed to promote sustainable development, and sustainable lifestyles, human rights.



Awareness in the field of rationalization and improvement of energy efficiency.

Holdipharma Training and H.R Development centers

Holdipharma increases the efficiency and effectiveness of its employees internally through its training center and externally by making partnerships and cooperation with some parties that would support the pharmaceutical industry in line with the sustainable development goals.

Holdipharma training Centers are committed to provide our employees with specialized professional training programs designed with latest technical guidelines, knowledge and expertise that inspire and motivate employees to achieve goals to be able to face continuous Global challenges of the pharmaceutical industry development by raising awareness and building capacity for all the employees, Holdipharma human resource & Holdipharma training Centers organized a training plan for our employees every month in different science, medical, pharmacy, humanities and social sciences , computer science & IT at the same time the education center may address the same topic according to employees' categories & needs. our instructors are highly qualified internal employees or external instructors from different universities (Cairo, Helwan or certified training institutes).



cooperation between universities and research centers and Holdipharma & Holdipharma's affiliated companies for advancing the pharmaceutical industry e.g.(formulation, manufacturing, stability, bioavailability, Pharmacovigilance ...etc.), for strengthen healthcare systems.

cooperation between Holdipharma & Holdipharma's affiliated companies and the Egyptian medicine authority center for continuing professional development which is one of the most important services of the Egyptian drug authority for preparation & implementation of training programs to raise the efficiency of workers in the pharmaceutical industrial field according to global guideline. Holdipharma & its affiliated companies attend numbers of courses & workshop of different programs that serve the education of industrial workers (ex: pharmacovigilance, good manufacture practice, quality control, inspection, registration) that able them to face pharmaceutical & medicine revolution participation & attendance of Holdipharma & Holdipharma's affiliated companies in conferences & courses made by environmental compliance office under the umbrella of the federation of Egyptian industries which is the authority that supports industrial firm to achieve environmental commitment. The office provides advisory service to the industry in the field of environmental compliance, environmental management system, energy rationalization new & renewable energy, in order to raise the efficacy of industries, in addition to encouraging industry in the field of circular & green economy, occupational safety, risk management plan & many other.

Holdipharma offers all pharmacy students the opportunity to realize their full potential, set their priorities and directions and develop their personality through summer training courses in different affiliated companies.

Supporting SDG17



Partnerships for the goals

SDG 17 calls for a global partnership for sustainable development. The goal highlights the importance of global economic stability and raise financial resources for developing countries from international sources, as well as through strengthened domestic capacities for revenue collection. It also highlights the importance of trade for developing countries and equitable rules for governing international trade. Furthermore, SDG 17 emphasises the importance of access to science, technology and innovation, in particular internet-based information and communications technology.



[Participation](#) [Video](#)

Holdipharma & its affiliated companies were attending and participate in the first African Medical Exhibition and Conference “Africa Health Excon”, organized by the Egyptian Authority for Unified Procurement, Medical supply and the Management of Medical Technology (UPA).

The 1st Africa Health Excon – which opened in Egypt on June 5 under the auspices of Egyptian President Abdel Fattah El Sisi – marks a major stride towards attaining the Sustainable Development Goal 3 (SDG 3) on Good Health and Wellbeing.

The three-day event is aimed at positioning Africa as the continental hub for health innovation and trade, participation of more than 400 members of the Health Chamber and a number of national and international companies operating in the various health services domain. Being held under the heading “Your Gate to Innovation and Trade”, Africa Health Excon constitutes a vital hub for trade and investment in Africa, in addition to being the biggest sustainable platform in the health domain, enabling participants to exchange views, expertise and work out solutions for health problems facing the health sector across Africa, ensuring accessible healthcare services using high-quality medical technologies.

Holdipharma's affiliated companies joined several training courses and workshop and conferences organized by the Environmental compliance office and sustainable development (Federation of Egypt Industries) for building capacity, increasing the awareness of some initiatives, for the safety of the workers, products and environment, energy saving program to improve the sustainability of our companies and awareness for Responsible care initiative. Holdipharma's Leaders participated in the SDGrowth Conference, under the title “The UN Sustainable Development Goals and Business Opportunities for the Private Sector”. It was organized by the Environmental Compliance Office and Sustainable Development at the Federation of the Egyptian Industries (FEI) under the auspices of Prime Minister H.E. Dr. Mustafa Madbouli on 15 – 16 January 2019 the objective of the Conference was to raise awareness on the goals of SDGs.

Holdipharma's managers participated in training programs organized by national anti-corruption academy in Egypt for fighting against corruption, prevention and awareness of its dangers and its negative effects on society, the national economy, and overall development.

Holdipharma's participated in workshops with the International Finance Corporation (IFC), the Egyptian Institute of Directors & UN Global compact Egypt network to improve our control functions through Business planning & Monitoring Processes, Organizational Structure & Information Flow, HR & IT Management Functions, Risk Management Functions, Finance & Accounting, Internal Audit, External Audit, Diagnostic: how can you improve your Business through Management Control.

Holdipharma's affiliated companies joined several training courses and workshop during 2019 organized by the Environmental compliance office and sustainable development (Federation of Egypt Industries) for building capacity, increasing the awareness of some initiatives, for the safety & security concerning employees , raw material products & company.



Supporting SDGs



Fighting Corruption



Safety & Security Awareness

New Law on the Egyptian Drug Authority and the Unified Medical Procurement System

On 25 August 2019, Law No. 151 of 2019 was issued for the establishment and regulation of two new public authorities in the pharmaceutical sector, namely, the Egyptian Drug Authority ("EDA") and the Egyptian Authority for Unified Procurement, Medical Supply and Technology Management ("AUPP").



Egypt to Establish the “Egyptian Drug Authority”

In light of the issuance of Law No. (151) of 2019 establishing the Egyptian Medicines Authority, and its Executive Regulations No. (777) of 2020; The authority has carried out all the tasks of controlling medical preparations and supplies, as the authority has become the regulatory authority responsible for the Egyptian pharmaceutical sector, and with reference to the authority’s strategy towards ensuring the availability of safe, effective and quality medicine for all citizens, and directing the authority with its new idea towards supporting innovation, supporting pharmaceutical investment and localizing modern pharmaceutical industries With raising the competitiveness of modern medical preparations and supplies,

and accordingly; The authority believes in the importance of permanent and effective communication with industry partners working in the field of medical preparations and supplies to achieve and support the authority’s strategy and direction for the benefit of the Egyptian citizen.

The Egyptian Drug Authority (EDA) is established as a public service authority affiliated to the Prime Minister to be responsible for all drug related matter.

EDA will be the regulatory authority responsible solely for the registration, licensing, inspection and supervision of all pharmaceutical and cosmetic products, medical equipment and raw materials used in their manufacturing.

The main responsibilities of EDA will be, among others, the following:

- Issuance of the necessary licenses for all pharmaceutical entities.
- Issuance of the operation licenses for factories of pharmaceutical products and medical equipment.
- Licensing private laboratories that are working in the pharmaceutical field.
- Examination of all pharmaceutical, biological products like medicines, cosmetics, insecticides, vaccines, serums, pharmaceutical devices, tools, medical lenses, diagnostic indicators in order to insure their quality, safety, effectiveness and compliance with the approved.
- Setting the rules and procedures for importation, exportation and pricing of all pharmaceutical products and medical equipment.
- Customs release of all imported pharmaceutical products and medical equipment.
- Licensing locally manufactured products and equipment.
- Issuance of the Egyptian Pharmacopeia.
- Inspection of all pharmaceutical entities and their officers and taking necessary legal actions against violations.



The Unified Purchase and Insurance of Egyptian Medicines

The Egyptian Authority for Unified Procurement, Medical Supply and Technology Management (AUPP) AUPP as an exclusive medical procurement authority AUPP is established as a public economic authority to report directly to the Prime Minister.

AUPP will be the exclusive authority to carry out purchase transactions of pharmaceutical products and medical equipment on behalf of all governmental and public entities in Egypt.

According to the law, Governmental and public entity will be prohibited from making any direct purchase of pharmaceutical products or medical equipment except in case of emergency and after obtaining the approval of the Cabinet of Ministers. They are also prohibited from taking any loans to purchase pharmaceutical products or medical equipment without obtaining the approval of the Cabinet of Ministers.

AUPP will be responsible, among others, for:

- ❖ Preparing the plan and the setting rules of the unified procurement from inside and outside Egypt.
- ❖ Preparing an annual budget for the unified procurement in collaboration with the Ministry of Finance.
- ❖ Reviewing, evaluating and approving the purchase requests submitted by the Requesting Entities.
- ❖ Coordinate with the pharmaceutical and medical equipment companies, whether Egyptian or foreign, to enhance the strategic storage of the products to face any unforeseen circumstances.
- ❖ Preparing annual reports on the expected procurement needs of the Requesting Entities.
- ❖ Entering into contracts with all companies and entities inside and outside Egypt to procure the needed pharmaceutical products and medical equipment.
- ❖ Conducting periodical inspection of the stock of the products and equipment at the Requesting Entities.
- ❖ Managing the transportation, distribution and storage system of the products and the equipment and inspecting the warehouses of the Requesting Entities.
- ❖ Managing a unified maintenance system of the medical equipment to ensure the after-sale services.

AUPP is given the authority to establish joint stock companies either solely or in partnership with other entities to achieve its purposes.

The Unified Procurement Authority is not only concerned with the development of Health care as one of the main pillars of Egypt's vision 2030, but also achieve the goals of the united nation sustainable development plan for 2030 "good health and well-being".

The Unified Procurement Authority has played an important role over the past period in meeting the needs and providing various medicines and medical supplies to the sectors provided for the medical service of the government sector, the last of which was providing the country's needs for Corona vaccines, and not only this, but it was able to secure the strategic stock of medicines for more than 20 health initiatives launched by it.



Holdipharma

Supporting SDG 5 – 17

Three of Holdipharma's affiliated companies: CID (chemical industries development), El Nile pharmaceutical company, El Kahira pharmaceutical company, aligned with the international model for women empowerment (EGES) Two of Holdipharma's affiliated companies: CID Company and EL Nile Company merited the Egyptian gender equity seal with high grade. Both companies had already changed existing policies, Mission & Vision and HR related templates to pass the GES audit. Holdipharma has a clear internal policy and guides to ensure that any form of discrimination according to sex or religion or any other criterion is prohibited. In line with the principle of equality of opportunity that is applied in the company, and based on government regulations, there is a 5% allocation of jobs for individuals with disabilities.

INTERNATIONAL INITIATIVES

Gender Equity Seal (EGES) initiative

Gender Equity Seal (EGES) Chemical Industries Development-GES

A Gender Equity Seal is a joint World Bank/UNIFEM initiative which started in Egypt in 2007-2010 where 10 private National Companies submitted letters of interest to volunteer for certification process which ensures equal opportunities for both men and women inside the firm. It focuses on equal opportunities in recruitment, training, career development and providing a safe work environment.

Holdipharma allows Workers to form and/or join worker organizations of their choice. The company allows such organizations and their representatives to function independently without interference and with reasonable access to the information, resources, and facilities necessary to carry out their functions. Holdipharma prohibits the use of child, forced or involuntary labor, and any form of human trafficking.

A paid leave has been implemented during this crisis for all mother workers with children under 12 years old, pregnant women, chronic disease and for all special need and Handicapped employees.



Holdipharma Supporting SDG 7 - 17

Keeping Energy Management Systems on Track

Holdipharma's affiliated companies are Building capacity and increasing the awareness through training courses with the environmental compliance office & Ministry of Electricity.

Energy efficiency is central to ongoing efforts to tackle climate change. Improving energy efficiency will not only help to curb the greenhouse gas emissions that lead to global warming but will also improve energy security by reducing demand for fossil fuels.

Enabling organizations to follow a systematic approach in achieving continual improvement of energy performance, including energy efficiency, energy security, energy use and consumption.

The standard aims to help organizations to continually reduce their energy use, and therefore their energy costs and their GHG emissions

Holdipharma's affiliated companies With the Ministry of Electricity & Ministry of Environmental Affairs joined the governmental national projects for energy efficiency and energy saving for a better future as:

- It reduces the production costs and increases the competitive capacity of our products in both the local and international markets.
- Helps our company to face the increase in the energy prices.
- Take alternative sources of energy into consideration like solar energy.

Holdipharma focal point and representative from each affiliated company attending training program for building the capacity of Women and their role in rationalizing energy consumption and improving the efficiency of their use in the industrial sector, organized by Federation of Egyptian Industries (environmental compliance office).





Holdipharma

Supporting SDG 9 – 17

Chemicals and other Dangerous Substances:

Collaboration between Holdipharma and its affiliated companies (El Nasr - Memphis- Alex) with Academy of scientific research and technology.

Holdipharma joined with Egypt Knowledge and Technology alliances to bridge the "gap" between research done in academia and its translation into marketable products

EG-KTAs are an assembly of partners working in increasing the innovation capacities of an industrial sector by improving existing products/services or developing new ones. EKTAs aims to pool and network national competences and capabilities at universities, research organizations, NGOs and industry to drive innovation and technology transfer for:

-Deepening local manufacturing-increasing local production and enhancing technology transfer with special emphasis on feeding industries to promote the development of innovative products and processes.

Cooperation between universities and the pharmaceutical industry, for strengthen healthcare systems. Holdipharma joined with Egypt Knowledge and Technology alliances to bridge the "gap" between research done in academia and its translation into marketable products

Collaboration between Holdipharma and its affiliated companies (EL-Nasr) with GUC University & Academy of scientific research and technology (Industrial Pharma Alliance IPA) to create & synthesis of chemicals subatances (API) & finished products by green production processes .

Cooperation between universities (Cairo University) and one of affiliated companies (Memphis), for production of innovative local nonalcoholic gel sanitizer).





Holdipharma

Supporting SDG 12 – 17

Holdipharma's affiliated companies joined several training courses and workshop and conferences organized by the Environmental compliance office and sustainable development (Federation of Egypt Industries) for building capacity, increasing the awareness of some initiatives, for the safety of the workers, products and environment, energy saving program to improve the sustainability of our companies and awareness for Responsible care initiative.



CID has successfully participated in the Advanced International Training Program for Improving Production for Competitiveness through development of technology, work environment and work organization. Organized in Stockholm Sweden by IFA Production Development AB and SIDA.



Holdipharma

Supporting SDG 13 – 17

(ADCO) One of Holdipharma affiliated companies joined:

UNIDO Project with Ministry of Environmental Affairs

Due to the implementation of the Montreal Protocol in Canada, UNIDO does a contract agreement with the Egyptian Ministry of Environmental Affairs (EEAA) and the Arab Drug company for pharmaceuticals Industry (ADCO) under the title " Together towards a better Environment " and so the Arab Drug Company for pharmaceuticals Industry is the unique pharmaceutical company known for producing Metered dose inhalers (MDI's) used in the treatment of bronchial asthma and the respiratory diseases. ADCO used in MDI's production CFC gas was harmful to the environment as it was the reason of the disruption of the Ozone layer. For these reasons, the Arab Drug Company for pharmaceuticals Industry has been able to get on one of the grants from the UNIDO structured to protect the environment and the ozone layer.

The main goal of the UNIDO grant was to protect the Ozone layer by stopping using CFC gas and substituting it by HFA gas safer and less harmful to the Ozone layer.

The Role of the grant from the UNIDO to ADCO was as the following:

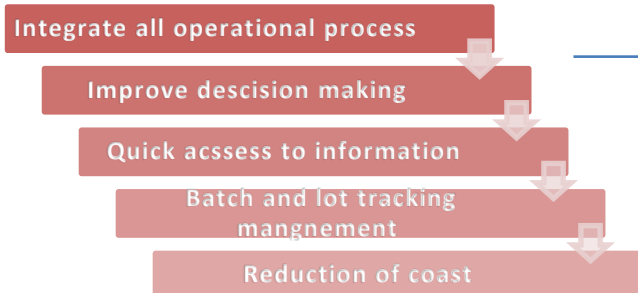
- Provide to ADCO two production lines (preparation and filling)
- Provide to ADCO technology transfer by hiring a team from Cardiff University, England, for the production of four MDI's products.
- The agreement Implementation began in 2010.
- Three products were already produced and marketed in the Egyptian Market and the fourth product was suspected to be produced with beginning of 2017.



Digital Transformation ERP System



- Digital technology will drive the most value in the pharmaceutical industry, and they should guide companies as they build a strategy for digital success.
- Pharmaceutical companies can use digitalization to meet the expected increased demands from markets
- digitalization can help them meet regulations, find manufacturing efficiencies
- **ERP System:** ERP, or enterprise resource planning, is modular software designed to integrate the main functions of an organization's business processes into a unified system enterprise resource planning (ERP) in six main areas: finance, human resources, sales, purchasing, warehousing, and production.
- Microsoft to carry out digital transformation of 60 public enterprises
- The project aims to standardize, improve, and automate the work systems of companies and raise production efficiency.
- contracts have been signed for digital transformation and the use of Microsoft's enterprise resource management applications in two phases. The first phase has been completed and preparations are underway to start implementing the second phase, which is expected to be completed within a year.

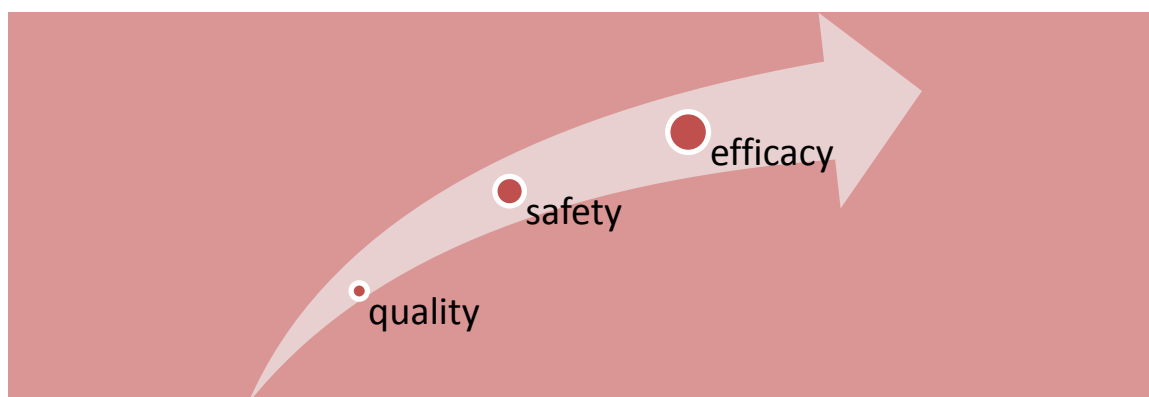


Benefits of using ERP system in pharmaceutical industries





Digital Transformation Track & trace system



Holdipharma s affiliated companies aligning to the guideline of Egyptian Pharmaceutical Track & Trace System (EPTTS) & joining with EPTTS pilot project. [Read More...](#)

Holdipharma s affiliated companies collaborating with trading partners to create more efficient, safer and sustainable value chains with GS1 global standards.

Track & trace system can help create counterfeit-proof medications with serial numbers that are tractable across the supply chain, ensuring quality while meeting upcoming serialization requirements, Serialization means the assignment of a unique serial number to each saleable unit. Relevant information about the origin, batch number and expiration date of the product are linked and retrievable through the entire supply chain - from production to retail distribution to the final dispensation to the patient.

Fake medicines which contain the wrong active ingredients or none at all can have fatal consequences for patients. For pharmaceutical manufacturers, counterfeits result in severe damage to their reputation and in high expenses.



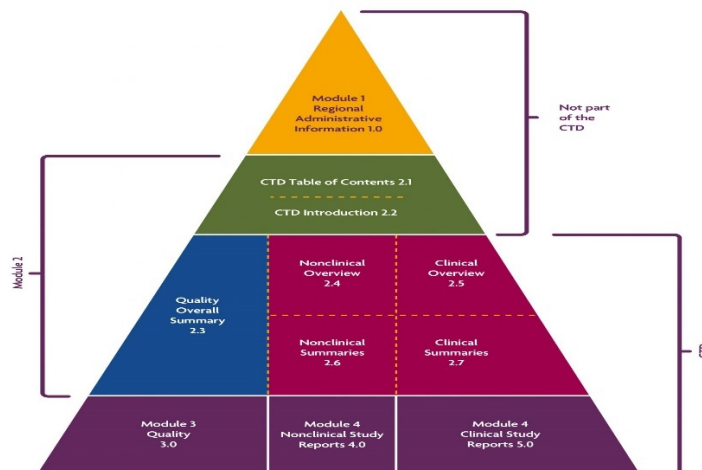
<https://nanopixel.com/brand-protection/track-trace/>

Digital Transformation e CTD & Pharmacovigilance Software System

CTD & e CTD

The CTD and e CTD are maintained by the international conference on harmonization of technical requirements for registration for pharmaceuticals for human use. The agreement to assemble all the quality, safety, and efficacy information in a common format has transformed the reviewed regulation.

as the goals of the dossiers are to provide enough information to permit regulatory agency reviewers to establish the following: Is the drug safe and effective in its purpose use, when used as directed, and does the benefit of the drug outweigh the risks?



Holdipharma & affiliated companies are going to purchase an eCTD software system to fulfill the guideline for global registration.



Pharmacovigilance

Pharmacovigilance has been defined by WHO as the signs and the activities related to the detecting, monitoring, assessment, understanding and prevention of adverse effect or any other related problem.

Preventing harm from adverse reaction in humans arising from authorized medical products within or outside the terms of marketing authorization or from occupational exposure.

Promoting the safety, and effectiveness of medical products through providing the information about the product to patients, health care professionals and the public.

Pharmacovigilance is therefore an activity contributing the protection of patients and public health.

Monitoring the quality, efficacy and safety of our products throughout their life cycle, from day 1 to prescription and consumption, is a priority to protect patient safety. Some rare or late onset adverse events are often only detected at this time.

Holdipharma & its affiliated companies developed a wide range of practices and tools for patient safety an integrated Pharmacovigilance electronic software system to support the identification and management of medical risks, and a transparent communication with all involved stakeholders.

Holdipharma & its affiliated companies deal with a strong outsource software system (PV radar-software companies) to enhance compliance with regulations and guidelines of Egyptian drug authority which is already aligned with ICH guideline and WHO.

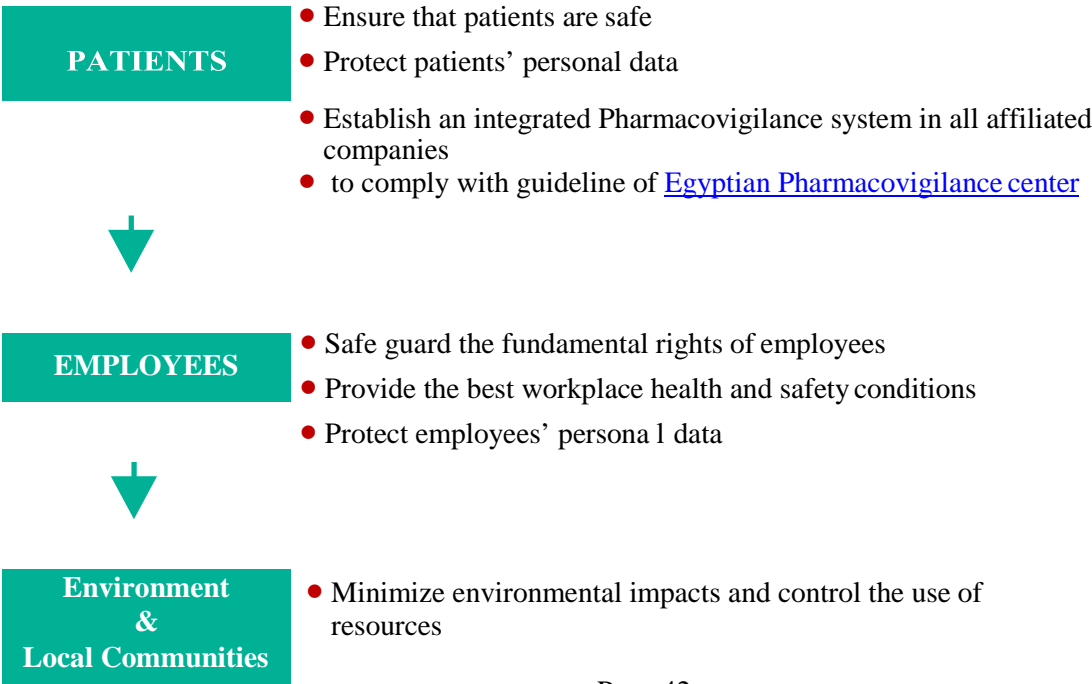
We subscriber to MEDRA dictionary (ver.25)

Updating the official websites of the companies to faciliate the reporting of pharmaceutical products adverseeffect in addition to publishing the official email and the mobile number of pharmacovigilant department for encouaging communication.

Training:

- ✚ Contionous training for pharmacovigilance department to be aware of any update in pharmacovigilance system and decision made by EDA.
- ✚ Training all company’s employees by preparing an annual training plan for all sectors and categories including head departments, pharmacists, chemists, and production workers, and we are proud that 80% of the annual training plan has been implemented.
- ✚ Spreading public awareness of the importance of pharmacovigilance reporting adverse effect by conducting lectures and trainings outside the company in several places including Faculty of pharmacy, Modern Egypt university... etc.

Our vigilance approaches





Risk Management System

A proactive and structured Risk Management approach an integrated risk management

Holdipharma continuously fosters risk management to identify and address potential threats and opportunities that may impact our commitment to:

- Best quality system.
- Protect employees, patients and local communities.
- Create value while delivering trust and transparency for all stakeholders.

Risk management system



Holdipharma risk management activity consists of three pillars

❖ Identify and assess actual risks

Steps are taken to identify and assess risks that may impact the Company's ability to execute our strategy. Risks are assessed according to their severity for our patients, reputation and business, their likelihood and their level of control. This practice is carried out for risks transversal to The Company as well as risks specific to business units and functions.

For example, risks related to quality and safety of products are assessed on a regular basis as their control is critical to protecting health and to meeting, the expectations of patients and customers.

❖ Anticipate emerging risks

Holdipharma faces the challenges of a fast-changing environment, increasingly volatile economic conditions and the rise of new technologies transforming and potentially disrupting the Pharma business model. In this context, Holdipharma has developed specific approach to identify and assess risks arising from long-term trends.

For example, digital transformation will change significantly the relationships between Holdipharma and our stakeholders.

❖ Adapt to risks

For every risk identified, response plans are established by operational leaders, aimed at reducing risks to an acceptable level. According to the nature of the risk, response plans may consist of preventive actions to decrease the risk's likelihood, or corrective actions to address potential consequences. In order to anticipate and prepare risk remediation, scenarios are used to raise management awareness of the way risks may become reality. For the most significant risks, effective implementation of response plans is regularly reviewed.

Our main risks and Mitigation

	RISK DESCRIPTION	RISK MITIGATION
RISKS RELATED TO EMPLOYEE'S HEALTH & SAFETY (COVID-19)	Employee's safety & protection is an absolute priority. Health and safety policies are developed, consistently applied, enforced and updated to protect employees from epidemic disease covid-19. Or any other risk hazards. Holdipharma and affiliated companies are committed to ensure safety & security for employees	Holdipharma & its affiliated companies align to the decision of the Prime Minister, and Minister of business sector for safety & protection for our employee. Holdipharma and its affiliated companies align with all roles and regulation for safety and health occupation
RISKS RELATED TO PRODUCT QUALITY	Quality issues might have a dramatic impact on patient health and company reputation. To ensure quality, Holdipharma fulfill regulatory requirements. Apply consistent standards to ensure quality of all our products and services throughout their lifecycle, from discovery to development, manufacturing and distribution,	- Continuous quality monitoring and internal audits are carried out to detect and remedy weaknesses as early as possible and circulate best practices throughout the Company. - Inspection from Egyptian drug authorities, & External audits from external experts with Holdipharma technical committee for GMP assessment for all companies (GAP analysis). - Workshop for strategic business development plan for Holdipharma & its affiliated companies .
RISKS RELATED TO HR	- Migration of talent & expert technical personnel due to private sector for increasing their salary	- HR committee for reorganization & restructuring for empowering, motivation and promotion the young talent personnel & women. - Empowering talent women & young people and involving them in the board of the company.
RISKS RELATED TO PATIENT PROTECTION	Patient protection is an absolute priority. Holdipharma is committed to delivering safe products, to provide services to patients in compliance with applicable regulations and ethical principles and to ensure the protection, privacy, security, ethical and compliant use of data.	Holdipharma has a system to prevent & mitigate this risk Read More... - A Pharmacovigilance department to monitor drug safety signals. Read More... - A governance body dedicated to risk/benefit assessment and continuous safety monitoring.
RISKS RELATED TO RESPONSIBLE PROCUREMENT	Holdipharma ensure that our suppliers comply with Good manufacturing practice (GMP) & raw material with master file. In order to secure sourcing, ensuring Quality to protect our image and reputation to fulfill the requirements of new guidelines of CTD & e CTD	- Law by the pharmaceutical sector has finally been issued by Law No. 151 for the year 2019. The new Law establishing the Egyptian Drug Authority ("EDA") and the Unified Medical Procurement Authority ("UMPA") . - A Code of Conduct was developed to require suppliers' respect for Holdipharma's values & standards - Integrated supply chain system.
RISKS RELATED TO ENVIRONMENTAL PROTECTION	Contributing to environmental protection is of significant importance for Holdipharma. The Company is committed to closely managing and reducing our environmental footprint (e.g., carbon emissions), ensuring that products and waste are appropriately managed by internal teams and third parties, anticipating potential business discontinuity due to less available resources and adapting solutions to respond to the effects of climate change on public health.	In order to minimize our environmental footprint, Holdipharma implemented and continuously up grades a comprehensive Health and Safety Environmental system. Most of our affiliated companies fulfill ISO140001 requirement - Holdipharma's affiliated companies joined a training course and workshop organized by the Environmental compliance office and sustainable development (Federation of Egypt Industries) for increasing awareness of green economy (green technology, green process).
RISKS RELATED TO SECURITY	Holdipharma Security risk management system to reduce the risk to critical infrastructure by physical means or defense cyber measures to intrusions, attacks, or the effects of natural or manmade disasters Threats and risks may be - from outside inwards (intentional). - Internal, External and Collusion (combination) origins. - Crime and Terrorism.	- By set of policies, processes and procedures to fulfill the security proactive, mitigation & corrective action. - Holdipharma's affiliated companies joined a training course and workshop organized by the Environmental compliance office and sustainable development (Federation of Egypt Industries) for security risk management & tools to increase the awareness of security. Holdipharma establish Security Management System.
RISKS RELATED TO BUSINESS ETHICS AND EMPLOYEE INTEGRITY	The best way to gain and preserve stakeholders trust is to demonstrate ethics and integrity in day-to-day business practices. Business ethics and employee integrity are crucial to safe guard the Company's image and reputation and protect Holdipharma's employees. Holdipharma must comply with applicable laws and regulations with pharmaceutical industry codes and with the Company's ethical principles, values and policies. In order to achieve this, Holdipharma disseminates robust and pervasive ethical culture at all organizational levels.	Holdipharma's Code of conduct(English) (The "Code") sets out the six overarching values & standards that we believe are central to maintaining the integrity of our business. Whoever we deal with and wherever we operate, we are committed to doing so ethically and in compliance with all local, national, and international laws and regulations. This Code is supported by policies and procedures.



Our Strategy

Our strategic plan for growth strengthens our leadership in Egypt, Middle East & Africa depending on four main mile stones:

A clear vision that will enable us to predict and carefully prepare for the fast-changing market dynamics.

A precise mission that will direct our efforts towards achieving our fundamental goals.

A value chain that will install concrete landmarks on our road map.

A set of core of values that genuinely reflects our keen sense of commitment towards our nation, region, patients, healthcare professionals, partners & employees.

We have established our strategy for growth through clear Pillars:

- **People:** Building capacity by developing a highly skilled employees and effective work force attracting, keeping and developing talented youth and women through continuous training, education and changing working culture to support our future growth plans.
- **Process:** Maintaining high quality manufacturing facilities, efficient operation and focusing on Current Good Manufacturing Practices (cGMPs) and adapting our process with the global pharmaceutical guide lines.
 - Investment in new technology & renovation of equipment, machines appliances and building new factories.
 - Improving productivity, logistics and supply chain management.
- **Portfolio:** Optimizing portfolio opportunities.
The continuous introduction of new products in growing therapeutic areas is critical to the growth and profitability of all of our business.
- **Partners:** Developing successful partnerships is a key to access new products and new technologies that will enhance and expand our business. We are committed to develop our existing relationships and fostering new ones.
- **Profit:** Maximizing return to shareowners while being mindful of our overall responsibilities.

Maintaining our commitment as a key role in corporate social responsibility in Egypt.

- **Planet:** We commit to respect, protect and preserve our planet's natural resources and climate for future generations.
- **Prosperity:** Ensures prosperous and fulfilling lives in harmony with nature.
- **Peace:** Fosters peaceful, just and inclusive societies.



Strategic Business Plan

Holdipharma's Strategic Business Plan for growth and establishing a leading position in Africa & Middle East markets for the coming three years

- Building New Facility for raw materials in cooperation with Multinational Pharmaceutical Companies.
- Renew & develop the existing production lines & establish new lines align with GXP guidelines & requirements .
- Enter into new business partnerships to manufacture new products especially biological products.
- Establish strategic marketing plan (central marketing sector) & registration of new products.
- Financial and administrative restructuring and organizational change.
- Re adjustment of costs & pricing system for economic growth.
- HR development and ensuring dynamic transparent & effective governance.
- IT, Digital Transformation and establishment of ERP System.
- Implementing Track & Trace Solutions Systems and Software to ensure traceability identify counterfeit products and secure the supply products, and data matrix codes for serialization and Aggregation.

Holdipharma and its affiliated companies promote the development of the ICT infrastructure and digital services as one of the key priorities of the ministry of business sector to raise the quality, safety and efficiency of the services.





Holdipharma Social Responsibility

We believe that we have an obligation, as well as an opportunity, to meet health needs by advancing effective and safe medicines with affordable prices for poor people taking into account social economic development for low-income employees.

Our Values and social responsibility are the basis of our success depending on the integrity, knowledge, skills, flexibility and teamwork of our employees to create an environment of mutual respect and encouragement.

We recognize that we can't solve major health, environmental and economic challenges alone, so we collaborate with others who share our commitment.

We recognize that the climate change can significantly impact global health and cause long-term risks to our business. The world's resources are limited, and over the next few decades, the demand for energy, clean water and natural resources will increase substantially due to population growth and economic development. We understand that business has a responsibility to use resources wisely and drive innovations that will enable global development while protecting and preserving the planet.



Our company aspires to be open and transparent about how we operate, in order to earn and retain the trust and confidence of our customers, employees, shareholders and other important stakeholders. Our reporting and governance structure is an integral part of this commitment.

We believe we have an important role and responsibility in improving access to medicine and quality health care worldwide, helping to reduce the burden of disease in the parts of the world that need it most. In everything we do—from the manufacturing to the distribution of our medicine, and other products— safety, quality and efficacy are our primary considerations.

Holdipharma Donates medications to the Egyptian medical convoys, Egyptian poor Villages, participating in awareness conferences for Peace (No terrorism & No Violence)and lot of workshops, conferences & researches for empowering women and project programs for helping Syrian refugees.



Holdipharma Social Responsibility

Our Customers:



Holdipharma as a leader in the Egyptian pharmaceutical industry is strictly committed to apply for the highest standards of quality and good manufacturing practices, in order to supply safe and effective drug with an affordable price as part of its social responsibility for the sake of our patients.

Holdipharma is committed to apply the latest international standards in the pharmaceutical industry concerned with research and development, manufacturing, packaging, quality control testing, transportation and marketing to ensure confirming to the latest approved quality specifications of our products up to the global standards starting from day 1 in the market until the end of their shelf lives to meet our customers' expectations.

Holdipharma is committed to apply for the latest global good Pharmacovigilance practices to ensure post-marketing surveillance of our products for the safety of our patients.



Pharmacovigilance system

We have a professional Pharmacovigilance (PV) system ,which closely monitors all the suspected side effects, or

adverse events, which have been reported in conjunction with our medicines, we initiate an integrated digitalized system taking all necessary steps to address situations which may pose a health risk to the people taking our medicines. Doing everything in our power to safeguard patient safety, along the entire lifecycle of a medicine.



Holdipharma & its affiliated companies aligning with the requirement & guideline of The Egyptian Pharmaceutical Vigilance Center to ensure a strong and mature Pharmacovigilance system for the management and reporting of adverse events & to fulfill the requirement of Egyptian Drug Authorities. Holdipharma & its affiliated companies developed a wide range of practices and tools for patient safety also are going to purchase an integrated Pharmacovigilance electronic software system to support the identification and management of medical risks, and a transparent communication with all involved stakeholders.

Safety Database: A safety database allows the Pharmacovigilance department to monitor, assess, and report to the regulatory authority's serious safety information.

Our Employees:



Our first priority in Holdipharma is to invest in our people, by applying continuous training programs suitable for their career development to support them technically. This priority is considered one of the standards added to our success which is based on the integration of skills, exchanging of experience & knowledge, flexibility in coaching and teamwork, to create a healthy and balanced ethical environment that encourage them and keep the mutual respect towards each other's that helps us to ensure the long term sustainability of our business.

The Occupational Health and Safety issue is one of our primary goals to ensure the health and safety of our employees



Holdipharma ensures human rights, gender equity and woman empowerment with healthy and safe work environment, supporting equal opportunities for both men and women in recruitment, training, promotion and carrier development.

Holdipharma training Centers are committed to provide our employees with specialized professional training programs designed with latest technical guidelines, knowledge and expertise that inspire and motivate employees to achieve goals to be able to face continuous Global challenges of the pharmaceutical industry development by raising awareness and building capacity for all the employees.

Link ([Read More...](#))

Shareholders:



Holdipharma is confidently aware of its ability to achieve its objectives depending on the strength of its financial system; the good financial performance has encouraged green investment by providing real and accurate information about our products and services supported by scientific evidence and by appropriate means to our shareholders in good- timing.

Suppliers:



Holdipharma believes in working with great transparency and credibility, and to make sure that the company obeys the national pharmaceutical laws and follows the ministerial Decrees in good manufacturing practices including the choice of the best global certified suppliers.

Holdipharma seeks for mutual beneficial relationships with qualified suppliers by considering them our partners in success.

The supply chain process at Holdipharma integrates environmental and social elements guided by the framework of the Holdipharma policy.

Holdipharma chooses ethical suppliers that uphold ethical practices abide by international labour laws and international environmental legislations and works with suppliers and contractors to bring their health, safety, environmental and energy management standards into alignment.

[Read More...](#)

Environment:



We are committed to understand and manage the environmental impacts of our products throughout their life cycles—from discovery through manufacturing, use and disposal. Protecting our people, our communities and the environment is fundamentally important to the way our company operates.

Holdipharma and affiliated companies keep working to reduce the impact with the highest efficiency and minimal cost. This is done by continuous education and training of our employees on how to treat industrial wastes in a safe practices, analyzing carbon emissions, monitoring the resources and rational use of energy and water consumption following the good environmental practices through:

- 1- Reduce our impact on climate change & ozone layer.
- 2- Compliance with legislation and local environmental safety systems.
- 3- Implementation of ISO 14001 requirements or its equivalent in all production sites of the company.

Our Environmental Sustainability Strategy focuses on three main areas:

Efficient Operations

Reducing our environmental impacts through energy efficiency and water-use-reduction initiatives, as well as efficiently using raw materials and handling our waste.

For Environment

- Innovating to reduce the environmental impacts of our new products and packaging through the use of green chemistry, life cycle assessments, and other sustainable design principles.

Reduce Risks in Value Chain

- Understanding the environmental impacts and risks of our operations, and working to minimize those impacts, collaboration with our suppliers and customers to address our shared needs and interests in more efficient and environmentally beneficial ways.
- Building capacity through training is critical to build worldwide employee competencies that will improve compliance, reduce risks and drive continuous improvement.

Website: FEI.ORG



United Nations Global Compact principles

Holdipharma commit to respect the ten principles UN Global Compact

Global Compact Principles	Disclosures	Holdipharma Position
<u>Human Rights:</u> 1-Businesses should support and respect the protection of internationally proclaimed human rights.	Human Rights	We conduct business responsibly according to the highest ethical standards, including respect for human Rights. We are working toward fuller implementation of These principles throughout our supply network.
2-Businesses should make sure that they are not complicit in human rights abuses.	Human Rights Local Communities	
<u>Labor:</u> 3-Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Freedom of Association Labor Relations	We respect the rights of employees to freedom of Association and collective bargaining. We maintain a collaborative relationship with employees and address issues relating to their rights in a positive manner
4-Businesses should support the elimination of all forms of forced and compulsory labor.	Forced and Compulsory Labor	We do not engage in any practice that could be Construed as forced labor. All Holdipharma employees are employed lawfully and at their own free will.
5-Businesses should support the effective abolition of Child labor.	Child Labor	We respect and support the rights of children and are Committed to safeguarding their interests. We do not Employ children in any part of our business.
6- Businesses should support the elimination of discrimination in respect of employment and Occupation.	Labor Practices and Decent Work	We maintain a policy of equal opportunity and inclusive practices for new and current employees in all matters Relating to their employment with Holdipharma.
<u>Environment:</u> 7-Businesses should support a precautionary approach to environmental challenges.	Environmental	We adopt environmentally-oriented practices in our Operations and conserve resources wherever possible.
8-Businesses should undertake initiatives to promote greater environmental responsibility.	Environmental	
9-Businesses should encourage the development and diffusion of environmentally friendly technologies	Environmental	
<u>Anti-Corruption</u> 10-Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-corruption	We are committed to behaving with integrity and acting Against corruption.



Human Rights

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.
- **Principle 2:** Make sure that they are not complicit in human rights abuses.

Assessment, Policy and Goals

Holdipharma and its affiliated companies are committed to the Egyptian Labour laws and under the International Labour Organization (ILO) standards.

Holdipharma and its affiliated are committed to the UN Global Compact's Ten Principles in 2015 and was circulated to the CEO of the 11 affiliated companies to follow.

Holdipharma is committed to develop an organizational culture that adheres to and supports the internationally recognized rights stated in the Universal Declaration of Human Rights and prioritize sustainable and responsible growth to our company.

This dedication to Human Rights is made clear through the ongoing Supplier Code of Conduct and Code of Business Ethics- policies that address all of our partners, suppliers and employees.

Further work to embed human rights into business decision-making processes, including risk review for projects.

Implementation

Holdipharma apply anti-discrimination practices and we are committed to our employees, we are committed to respect human rights in both our workplace and our surrounding community.

We also support Human Rights in our supply chain, including the right to minimum wage and non-discrimination in the workplace and we prohibit the use of forced and child labor.

- **Health and Safety:**

Most of Holdipharma's affiliated companies have accredited safety standards, such as OHSAS 18001 for Occupational Health and Safety, ISO 14001 for Environmental management systems, ISO 9001 for quality management system or their equivalent.

Minimizes the health and safety risks by continuing to satisfy the necessities for maintaining the OHSAS 18001 certification and annually renewing it.

Holdipharma and its affiliated companies provide safe and healthy working facilities and take appropriate precautionary measures to protect workers from work-related hazards and anticipated dangers in the workplace.

The Occupational Health and Safety issue is one of our primary goals to ensure the health and safety of our employees.

Cooperation between Holdipharma & Egypt's Ministry of Health in "100 Million Healthy Lives" initiative. Which aims to eliminate hepatitis C (HCV) disease from Egypt 2022.

The Company offers flexible working arrangements to women who are pregnant or nursing.

The company offers its employees many benefits. There is a medical department, offering free services for employees in the clinic. Family members can receive medical care in centers—i.e., hospitals and clinics—contracted by the company at a very reduced fare.

Protective Equipment and Training:

All workers are trained for all tasks for which they are responsible prior to new assignments. Workers aren't exposed to harmful processes, chemicals, substances or techniques. When exposure is unavoidable, all workers exposed are provided with the necessary protective equipment at no cost. Workers are protected against processes, substances and techniques, which are, unhealthy or harmful.

- **Employee Involvement :**

The company set up a health and safety committee with persons representing both management and workers.

The committee handles complaints regarding health and safety; work with risk prevention, monitor accident statistics and take actions to prevent recurrence.

The risk of accidents is minimized by documenting accidents, adapting processes to prevent recurrence and an effective emergency plan.

The procedures comply with the national and international standards.

- **Hours, Wages and Leaves :**

Holdipharma and its affiliated companies are committed to the International Labour Organization (ILO) working hours.

Overtime is voluntary, Overtime hours are compensated by leave time or pay at a premium rate over and above the normal rate of pay.

Wages are paid on time and enable workers to meet their basic needs.

The Leave: All the companies ensure that all workers are granted paid annual holiday and sick leave.

Maternity rights are granted to females. The three-month paid leave, the one-hour for breastfeeding after delivery, as well as the possibility of the unpaid leave, with a maximum of six (6) years are all offered.

There is a day care center for children in some affiliated companies.

In some affiliated companies e.g: (CID) additional services to women there is a family planning center for follow-up of pregnant woman, being concerned with reproductive health, for the

major part. This center offers its services free of charge to employees, and to residents of the district at reduced fee.

The company subsidizes all services, extending from health care, to transportation, to recreational activities in the form of trips and summer resort.

- **Employment Status :**

All workers are entitled to know their employment status with the company and the working conditions.

- **Recruitment and selection of Personnel :**

Advertisements for jobs specify the criteria of employment, with no gender specification.

Any form of discrimination according to sex or religion or any other criterion is forbidden in the company. In line with the principle of equality of opportunity that is applied in the company, and based on government regulations, there is a 5% allocation of jobs for individuals with disabilities.

The procedures describe clearly how personnel will be recruited and selected.

The recruitment procedures and selection processes described in the gender equity policy and adopted in practice promote equal opportunity and antidiscrimination policies.

All candidates for a position are assessed using clearly defined criteria and exposed to similar interview processes to guard against unintentional bias.

- **Three of Holdipharma's affiliated companies :**

Aligned with the international model for women empowerment, CID(chemical industries development), El Nile pharmaceutical company, El Kahira pharmaceutical company

Website: www.unwomen.org

CID company and EL Nile Company merited the Egyptian gender equity seal* with high grade. Both companies had already changed existing policies, Mission & Vision and HR related templates to pass the GES audit.

A Gender Equity Seal is a joint World Bank/UNIFEM initiative which started in Egypt in 2007-2010 where 10 private National Companies submitted letters of interest to volunteer for certification process which ensures equal opportunities for both men and women inside the firm. It focuses on equal opportunities in recruitment, training , career development and providing a safe work environment.

Active participation in international conferences and workshops in the UN Global compact & UN women in New York , meetings, organizations seeking to promote business awareness and respect for human rights.

- **Fair Treatment**
- **Non-harassment**

Two of our affiliated Companies who align with the gender equity seal established a system against all types of harassment in the gender equity model and was circulated to the rest of the affiliates through training workshops to follow.

The Companies policies and regulations that exist, describe how to take action in the case that harassment does occur.

The companies' employees are familiar with the policy against all types of harassment and what constitutes inappropriate behavior.

The Companies respond rapidly and act on harassment complaints.

Our ongoing plan is to make training workshops in our training centers for non-harassment awareness to implement and apply in the remaining of the affiliated companies.

- **Employee Privacy:**

When the company needs to gather information about its workers in relation to taxation or insurance, or implements workplace monitoring procedures, it ensures that the measures are legal and for a legitimate purpose. Personal information collected are minimal and kept safe from unauthorized access. Workers are informed of any workplace monitoring and know what personal data is kept on them and they have access to correct this data.

Measurements

We have taken certain measures to adhere to the principles of human rights in both our workplace and our surrounding community.

A mechanism for receiving complaints has been established and specific employees have been appointed to deal with them. This channel has been announced through the company's email, has been dedicated to receiving the complaints and suggestions.

A survey has been developed to measure types of harassments occurring inside the company and results have been analyzed.

A complain Box has been installed for employees to submit their complaints.

As the COVID-19 pandemic continues to impact, the health and safety for people and communities around the world.

Holdipharma & its affiliated companies are fully committed for providing our customers and patients the quality medicines they need and prioritizing the manufacture of medicines that are in high demand due to the outbreak of COVID-19 ([Read More...](#))



Labor

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4:** The elimination of all forms of forced and compulsory labor.
- **Principle 5:** The effective abolition of child labor.
- **Principle 6:** Eliminate discrimination in respect of employment and occupation.

Assessment, Policy and Goals



Holdipharma has a clear internal policy and guides to ensure that any form of discrimination according to sex or religion or any other criterion is prohibited. In line with the principle of equality of opportunity that is applied in the company, and based on government regulations, there is a 5% allocation of jobs for individuals with disabilities.

Holdipharma allows Workers to form and/or join worker organizations of their choice. The company allows such organizations and their representatives to function independently without interference and with reasonable access to the information, resources, and facilities necessary to carry out their functions.

Holdipharma prohibits the use of child, forced or involuntary labor, and any form of human trafficking.



Implementation:

- Follow labor laws, environmental laws, and laws relating to the occupational safety and health , security to ensure decent work place of all workers
- ensure awareness through training for all workers in the field of occupational safety and health

Ensuring a well-functioning integrated supply chain that complies with any procurement rules and regulations

SDG 5 aims to achieve gender equality by ending all forms of discrimination, violence and any harmful practices against women and girls in the public and private spheres. It also calls for the full participation of women and equal opportunities for leadership at all levels of political and economic decision-making.

Equality between men and women is an integral part of human rights and a fundamental criterion for democracy. Equality is a necessary foundation for a peaceful, prosperous and sustainable world. Providing women with equal access to education, health care, decent work, and representation in political and economic decision-making processes is fundamental for social cohesion and prosperity.

❖ INTERNATIONAL INITIATIVES

Gender Equity Seal (EGES) initiative

(Supporting SDG 5)

A Gender Equity Seal is a joint World Bank/UNIFEM initiative which started in Egypt in 2007-2010 where 10 private National Companies submitted letters of interest to volunteer for certification process which ensures equal opportunities for both men and women inside the firm. It focuses on equal opportunities in recruitment, training, career development and providing a safe work environment.

Three of Holdipharma's affiliated companies: CID (chemical industries development), El Nile pharmaceutical company, El Kahira pharmaceutical company, aligned with the international model for women empowerment (EGES)

Two of Holdipharma's affiliated companies: CID Company and EL Nile Company merited the Egyptian gender equity seal with high grade. Both companies had already changed existing policies, Mission & Vision and HR related templates to pass the GES audit.

Measurement:

- Performance monitoring , internal and periodic inspections through departments such as quality assurance , occupational Safety and Health, Environment and Risk Management.

The company takes all necessary measures to ensure that it does not participate in any form of forced or bonded labor.

Sex disaggregated data implemented to measure the area of weakness concerning the four areas(training, recruitment, career development and women in the board) in our affiliated companies to support.

Holdipharma's manger was invited from the Global Compact Network Egypt and UN Global Compact's WEPs Team to join the Women Empowerment Consultation Session in Cairo to develop a diagnostic tool to support implementation of the Women's Empowerment Principles (WEPs) and help companies advance gender Equality policies, strategies and programs.

Read the full story here:

<https://www.gcnetworkegypt.org/celebration-of-international-women-day-2019/>

As the COVID-19 pandemic continues to impact, the health and safety for people and communities around the world.

Holdipharma & its affiliated companies are fully committed for providing our customers and patients the quality medicines they need and prioritizing the manufacture of medicines that are in high demand due to the outbreak of COVID-19



ENVIRONMENT

- **Principle 7:** Supports a precautionary approach to environmental challenges.
- **Principle 8:** Undertake initiatives to promote greater environmental responsibility.
- **Principle 9:** Encourages the development and diffusion of environmentally friendly technologies.

Assessment, Policy and Goals

Holdipharma and its affiliated companies follow the Governmental environmental laws, and International agreements with the Egyptian Ministry of Environmental Affairs.

Holdipharma company's strategy and policy encourage all the affiliated companies to:

- Apply environment friendly technologies and continuously evaluate their processes and technologies to see if it is possible to change to more environment friendly alternatives as a precautionary approach to the environmental challenges,
- Reduce our impact on climate change ozone layer, Compliance with legislation and local environmental safety systems.,
- Implementation of ISO 14001 requirements or its equivalent in all production sites of the company.

Holdipharma's strategy for sustainability can turn some of the most critical threats into opportunities, by replacing a high risk component with an alternative which does not have a negative environmental impact or using heat from one process to pre-heat inputs of another process can save energy and reduce heat emissions.

Website: www.eco-fei.org

Implementation:

Holdipharma's affiliated companies joined several training courses and workshop and conferences organized by the Environmental compliance office and sustainable development (Federation of Egypt Industries) for building capacity, increasing the awareness of some initiatives, for the safety of the workers, products and environment, energy saving program to improve the sustainability of our companies and awareness for Responsible care initiative.

Gas Emission:

Holdipharma and its affiliated companies Started to apply a governmental national policy to measure , monitor and continuously reduce its energy consumption and emission of greenhouse gases e.g. by changing procedures followed or introducing new technologies. The measures taken by the company are in accordance with national regulatory requirements, international conventions and agreements, the precautionary approach and best practice.

[\(ADCO\) One of Holdipharma affiliated companies joined:](#)



Holdipharma Supporting SDG 13

UNIDO Project with Ministry of Environmental Affairs Water and Waste water:

Holdipharma and its affiliated companies' policies encourage and support some procedures, projects and initiatives to take the availability of water into consideration and to take measures to reduce water consumption. The company also takes measures to avoid water pollution by preventing and reducing waste water discharges e.g. through increased production efficiencies and replacement of harmful substances. Waste water is treated to minimize the impact on the aquatic environment.

Ongoing Projects:

Two of Holdipharma affiliated companies ADCO & CID joined the Egyptian Pollution Abatement Program (EPAP III) with the Environmental Affairs Agency (EEAA) to protect human health and the environment, Supported financially by European Investment Bank.

Waste Management:

According to the "waste hierarchy", waste should be reduced, reused and recycled as much as possible. All the affiliated companies take measures to ensure that waste is sorted into fractions, e.g. paper, packaging, biodegradable waste. Waste that cannot be reused or recycled should be treated.

Specific types of waste associated with the greatest potential environmental impacts require special attention, including chemical waste and waste electrical and electronic equipment (WEEE).

Air Emissions:

Emission of pollutants to the air can occur from a wide variety of the company's operations and activities including industrial processes, energy production and transport. Typical air pollutants are nitrogen oxides, Sulphur dioxide, carbon monoxide, small particles, volatile organic compounds (VOCs) such as benzene and metals such as lead. Emissions of dioxins, and pollutants causing ozone depletion such as HCFCs should also receive attention.

All affiliated companies monitor its emissions and take measures to reduce the amount and number of pollutants to air. The measures taken by all the affiliated companies are in accordance with national regulatory requirements, international conventions, agreements, the precautionary approach and best practice.

See for example: The Ministry of Environmental Affairs projects,

Website: <http://www.eeaa.gov.eg/>

Noise, Odor, Light and Vibrations:

Noise, odor, light and vibrations may be caused by a wide variety of the company's operations and activities, including the establishment of new sites, expansion and closure of sites. Noise and vibrations may be related to the use of machinery inside and outside of the company's buildings and production sites, e.g. from punching machines, diesel generators and heavy

vehicles delivering or picking up products or goods. Odors may also be associated with production cycles and waste generation and light might be a nuisance from night work.

The company monitors the level of noise and other nuisances that result from its activities and ensure that measures are in place to prevent, minimize and remedy significant impacts on the surrounding natural environment and neighborhood.

The measures taken by the company are in accordance with national regulatory requirements.

Chemicals and other Dangerous Substances:

To protect the environment and human health, the use of many chemicals and other dangerous substances is restricted.

All the affiliated companies ensure that banned chemicals are not used in the company's operations and activities. All the affiliated companies take measures to ensure safe storage, handling and disposal of chemicals and other dangerous substances including oil and fuel. Proper documentation and labeling of chemicals and dangerous substances used and/or stored are applied according to the ISO 140001. Furthermore, all the affiliated companies ensure that it takes all necessary measures to substitute with less harmful chemicals and substances wherever possible.

The measures taken by all the affiliated companies are in accordance with national regulatory requirements, international conventions, agreements, the precautionary approach and best practice. See for example: The Stockholm Convention on Persistent Organic Pollutants (POPs).

Environmentally friendly technology:

Agenda 21 of the Rio Declaration defines environment friendly technologies as technologies that “protect the environment, are less polluting, use all resources in a more sustainable manner, recycle more of their wastes and products, and handle residual wastes in a more acceptable manner than the technologies for which they were substitutes.” They are “not just individual technologies but can also be total systems including know-how, procedures, goods and services and equipment as well as organizational and managerial procedures.”

Environmentally friendly technologies include cleaner production processes and pollution prevention technologies. They can increase operating efficiencies, and reduce emissions, worker exposure and risks of environmental damage.

Keeping Energy Management Systems on Track

Holdipharma's affiliated companies are Building capacity and increasing the awareness through training courses with the environmental compliance office & Ministry of Electricity.

Energy efficiency is central to ongoing efforts to tackle climate change. Improving energy efficiency will not only help to curb the greenhouse gas emissions that lead to global warming but will also improve energy security by reducing demand for fossil fuels.



Supporting SDG 7- 12



Measurements:

All the affiliated companies take measures to ensure safe handling, storage, transport and disposal of wastes e.g. by making personal protection equipment available and including instructions and appropriate training.

The measures taken by the company are in accordance with national regulatory requirements, international conventions, agreements, the precautionary approach and best practice. See for example: The Stockholm Convention on Persistent Organic Pollutants (POPs); where Holdipharma reviewed all the raw materials and the waste products, ensured and committed that all the affiliated companies are complying with the Stockholm agreement with the Egyptian government 2004 and no company used or produced hazardous substances.



Anti-Corruption

PRINCIPLE 10: Business should work against corruption in all its forms, including extortion and bribery.

Corruption is a considerable obstacle to economic and social development around the world. It has negative impacts on sustainable development and particularly affects poor communities. Holdipharma is committed to the UN Global Compact's Principle 10.

Assessment, Policy and Goals

Holdipharma's affiliated companies were guided to assess the risk of corruption when doing business.

This assessment has a different focus depending on the specific situation and context, and relates to internal structures of the company.

Assessing the supply chain to minimize supply-chain corruption risk through the risk assessment tool provided by the UN Global Compact.

A mechanism for receiving complaints has been established by which workers can safely report suspicion of corruption related cases and allocates resources to systematically address the issues that are identified and specific employees have been appointed to deal with them.

Implementation:

The company has identified internal functions with the highest risk of corruption within the company and seeks to address these weaknesses.

The company has developed an action plan to address the risk of corruption, and has defined responsibilities for each task, as a minimum for high-risk areas.

Awareness-raising program was held for the long-term success of fighting corruption.

Holdipharma held a committee for anti-corruption to follow up any complaints.

Holdipharma provides anti-corruption awareness workshops within the organization for the long-term success of fighting corruption, Monitor and regularly update the programme.

The company informs all workers about its anti-corruption commitment.

This channel has been announced through the complaint Box that has been installed for employees to submit their complaints.

Holdipharma and its affiliated companies Published a new Code of Conduct ([en](#)) .



Supporting SDG 16-17



Holdipharma ensures the elimination of corruption to build sustainable, inclusive and transparent societies.

Holdipharma is Promoting good governance.

Successful completion of the IFC SME governance workshop 2019 for Holdipharma's head of technical affairs sector .



Holdipharma participating in training program organized by national anti-corruption academy in Egypt for fighting against corruption, prevention and awareness of its dangers and its negative effects on society and the national economy and overall development.

Anti-corruption procedures are applied as they are essential to the rule of law and peace-building because corruption negatively impacts state capacity, social inclusion, and management of natural resources. Peace is a catalyst of sustainable development and is a prerequisite for the establishment of the rule of law and efforts to reduce corruption. Finally, rule of law is necessary to effectively address the drivers of violent conflict, illicit financial flows, and impunity, and to provide a legal framework which ensures impartiality and predictability.

Holdipharma company's internal procedures support its anti-corruption commitment through implementing anti-corruption standards into the core structure of the company relies heavily on the development of suitable procedures which are resistant to corruption and able to raise internal alarms. These alarms are signals regarding occurrences which are investigated at a higher level in the organization.

Holdipharma and its affiliated companies have assigned different individuals and departments to be responsible for handling contracts, placing orders, receiving goods, processing invoices and making payments.

Holdipharma's head of technical affair sector participated with the UN Global Compact in Dubai event 24th to 27th October 2016 at Business for Peace initiative and committed to the Pearl Initiative.

Pearl Initiative



<http://www.pearlinitiative.org/>

Measurements:

Holdipharma's affiliated companies joined a training course and workshop organized by the Environmental compliance office and sustainable development (Federation of Egypt Industries) for security risk management & tools to increase the awareness of security (December 2019).

Holdipharma establish Security Management System:

By set of policies, processes and procedures to fulfill the security proactive, mitigation & corrective action.

We believe in operating with transparency, honesty and highest degree of ethics and integrity, making sure that the company complies with all applicable pharmaceutical laws and regulations.