

SUSTAINABILITY REPORT for FY 2009 - Public Data					
Hovione Group					
Performance Indicators					
HOVIONE GROUP	UNIT	FY2007	FY2008	FY2009	DESCRIPTION (when needed)
Performance Indicators					
ECONOMIC INDICATORS					
Total sales	mUSD	104	126	144	Total annual sales
Total quantity produced	t	440	500	580	Rounded to tens of tons, cumulative of all intermediates and final products
INDIRECT ECONOMIC INDICATORS					
GMP Compliance and Regulatory Indicators					
Total n° of audits and inspections	unit	50	45	61	Sum of internal audits + client audits + inspections by Health Authorities and certif. bodies
Warning letters from Health Authorities	unit	0	0	0	
Recalls or similar post-sale remedial action	unit	0	0	0	
Complaints from clients	unit	19	20	28	Reportable complaints as per ICH Q7A & CFR Part 210 and 211
Suppliers indicators					
Total number of Chemical suppliers	unit	608	562	689	
Audits to chemical suppliers	unit	25	17	30	
Total Purchase Orders issued to chemical suppliers	unit	2,029	2,486	2,342	Number of purchase orders issued to chemical suppliers
Total n° of complaints to chemical suppliers	unit	69	56	69	Total number of complaints sent to chemical suppliers
% Complaints vs POs	%	3.4	2.3	2.9	Total number of complaints / Number of POs x 100
Business visits to chemical suppliers	unit	4	5	2	Number of business visits to chemical suppliers
Complaints from chemical suppliers	unit	0	24	8	Number of complaints received from chemical suppliers
SOCIAL PERFORMANCE					
STAFF INDICATORS					
Company staff					
Average staff number	unit	596	654	741	Sum of total company staff in each month / 12
% male staff	%	70	72	71	
% female staff	%	30	28	29	
% staff with university degree or higher level of education	%	49	57	57	
Seniority	years	8	8	7	Total of the years of work of all company staff / Average staff number
Staff rotation	%	13	19	6	((Number of company staff left+staff admitted)/2)/average staff number
Total staff absenteeism excluding maternity leave	%	1.1	1.6	1.0	Total staff absenteeism excluding maternity leave
Training					
Training received (internal and external)	hours	27,602	31,621	28,826	Total hours of Internal & external training received by all staff
GMP	hours	9,220	3,280	3,282	Total hours of Internal & external training received in GMP
HSE	hours	4,511	4,684	5,500	Total hours of Internal & external training received in HSE
Other	hours	13,871	23,657	20,044	Total hours of Internal & external training received -other themes
Average training hours per staff	hours	46	48	39	Training received (internal and external)/ average staff number
Total cost	USD	691,153	921,271	856,378	Total cost of training given (external training)
Average cost per staff	USD	1,160	1,409	1,156	Total cost/ average staff number
Sub-contracted staff full time on site					
Average number of staff	unit	33	98	110	
Training	hours	1,910	148	3,108	Number of hours of training given by Hovione
Benefits to employees and families					
Transport and Cantine / meal allowance	USD	723,150	850,076	1,015,801	
Hovione health insurance and medical reimbursements	USD	568,345	522,751	993,245	
Pension fund	USD	497,965	264,981	386,954	
Hovione Cultural and Sport Association	USD	42,139	56,150	61,786	
Social events	USD	87,563	134,837	449,200	
Summer apprenticeships	unit	14	16	18	N° of summer apprenticeships of young people
SUPPORT AND DONATIONS TO THIRD PARTIES					
Community (inc. Fire department) related	USD	46,018	40,222	38,936	
Education related, at national level	USD	21,330	27,001	10,982	
Others donations	USD	20,401	43,261	75,552	
INTERACTION WITH THE COMMUNITY					
School visits - N° of schools	unit	12	14	28	
School visits - N° of students	unit	222	269	784	
Open Days - total number of visitors	unit	0	300	106	
N° of professional apprenticeships or other educational training given to nationals	unit	0	4	4	
Total tax paid	USD	4,688,888	6,497,563	4,662,299	Includes tax paid on employee's income, social security, un-recovered VAT, company income tax, import duties, municipal tax, any licenses paid to any government authority, petroleum tax on gasoline, etc
COMMUNICATION					
N° of A4 pages of Company Newsletter issued/ per year	unit	24	36	36	Total number of pages issued (3 issues a year)
Circulation per issue - portuguese printed edition	unit	2,000	2,200	2,200	Average N° of printed copies per issue - per year
Circulation per issue - english electronic edition	unit	465	482	523	Average N° of electronics versions sent by email per issue - per year
N° of internal surveys	unit	5	3	8	
N° of external surveys	unit	0	3	4	
HEALTH, SAFETY AND ENVIRONMENTAL PERFORMANCE					
EXPENSES AND INVESTMENTS					
Social security and unemployment contributions	USD	3,269,385	3,971,551	5,222,886	As paid out to government schemes
Personal accident insurance	USD	457,929	510,519	166,364	Workers compensation insurance
Total health expenses	USD	681,457	666,361	1,200,241	As paid out to non-government schemes
Health expenses per employee	USD/employee	1,143	1,019	1,620	Social security + Health expenses + Health insurance / average number of staff
Safety expenses per sales	%	0.8	0.7	1.0	Safety expenses / total sales x 100
Environmental expenses per sales	%	1.4	1.6	1.7	Environmental expenses / total sales x 100
HSE AUDITS					
Internal audits	unit	21	25	35	
External audits and inspections	unit	6	4	13	
External audits performed to suppliers	unit	0	0	0	
CONSUMPTIONS					
Raw materials	t	9,839	13,498	13,121	
Solvents	t	6,827	9,397	8,686	
Recycled and reused	t	2,689	3,909	3,407	
Other raw materials	t	3,012	4,101	4,435	
Recycled and reused	t	0	0	131	
Electricity	kw/1000	19,939	22,494	36,961	
Energy consumption per ton of production	kw/ton	45,009	45,015	63,881	Energy consumption / ton of production
Water	m3	181,841	236,289	375,741	
Recycled and reused	m3	28,157	29,206	30,353	
Water consumption per ton of production	m3/ t	410	473	649	Water consumption / ton of production
Diesel	m3	217	193	1,584	
Natural gas	Nm3	1,084,044	905,038	2,533,640	
Paper (total)	Packs	3,011	3,000	4,344	
Recycled paper	Packs	1,171	1,670	1,575	

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EMISSIONS						
Air emissions						
Particles	t	1	6	11		
Sulfur dioxide (SO ₂)	t	1	76	58		
Nitrogen oxides (in NO ₂)	t	22	16	10		
Carbon monoxide (CO)	t	2	0	1		
Volatile organic compounds (VOC)	t	50	63	41		
Heavy metals (total)	t	0	0	0		
Greenhouse gas emissions						
CO ₂ emissions- total energy consumption	t CO ₂ eq	1,470	2,195	2,675		
CO ₂ emissions- electricity purchased	t CO ₂ eq	8,946	9,319	18,408		
CO ₂ emissions associated to processes	t CO ₂ eq	4,409	5,046	12,984		
CO ₂ sequestration initiatives (negative values)	-t CO ₂ eq	0	0	0	CO ₂ sequestration from trees that Hovione plants or maintains, or carbon credits it buys	
CO ₂ emissions / sequestration balance	t CO ₂ eq	14,825	16,560	34,067	Sum of CO ₂ emissions less the CO ₂ sequestration achieved.	
Liquid emissions						
Chemical oxygen demand – COD	t	8,551	2,736	3,343		
Total Suspended Solids – TSS	t	221	46	36		
Waste						
Treated externally	t	792	1,323	2,643		
Internal thermal recycling	t	6,405	6,410	7,929		
Internal recycling and reuse	t	2,884	3,212	4,650		
Treated externally	%	8	12	17	Treated externally / (Treated Externally + Internal thermal recycling + internal recycling and reuse)	
Internal thermal recycling	%	64	59	52	Internal thermal recycling / (Treated externally + Internal thermal recycling + internal recycling and reuse)	
Internal recycling and reuse	%	29	29	31	Internal recycling and reuse / (Treated externally + Internal thermal recycling + internal recycling and reuse)	
SAFETY						
Safety (company)						
Accident frequency rate	unit	5.3	4.6	1.4	Number of accidents with one or more lost days per million of man-hours worked	
Accident severity rate	unit	0.2	0.1	0.1	Number of lost days per thousand man-hours worked	
Accident incidence rate	unit	10	9	3	Number of accidents with one or more lost days X 1000 / (total staff n°)	
Number of fatalities	unit	0	0	0	Related to work accidents	
Safety (sub-contractors)						
Accident frequency rate	unit	1.1	25.5	3.0	Number of accidents with one or more lost days per million of man-hours worked	
Accident severity rate	unit	0.0	2.3	0.0	Number of lost days per thousand man-hours worked	
Accident incidence rate	unit	2	51	9	Number of accidents with one or more lost days X 1000 / total number of staff	
Number of fatalities	unit	0	0	0	Related to work accidents	
HEALTH						
Number of employees with medical check up done by Company doctor	unit	1,131	1,008	995		
Noise exposure between 80 and 87 dB(A)	%	15	1	4	Number of staff exposed to noise between 80 and 87 dB(A) / average staff n° x 100. The range was changed from 85-90 dB(A) to 80-87 dB(A) in accordance with existing EU legislation	
Noise exposure above 87 dB(A)	%	4	3	16	Number of staff exposed to noise above 87 dB(A) / average staff n° x 100	
Occupational health diseases frequency rate	%	0.0	0.0	0.0	Number of situations per million of hours-men worked	
COMPLAINTS FROM NEIGHBOURS						
Total N° of complaints	unit	1	6	9		
N° Complaints related to noise	unit	1	3	4		
N° Complaints related to smell/odours	unit	0	2	1		
N° Other complaints	unit	0	1	0		
N° Complaints investigated and addressed by the Company and found to be unjustified or unrelated to the Company's activity	unit	0	0	4		