

Environmental, Social & Governance Report 2021

# Gulf Pharmaceutical Industries



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# ABOUT THIS REPORT

This report represents the next chapter for Julphar. We are committed to raising stakeholder awareness of our priority environmental, social, and governance (ESG) issues and disclosing how our performance on non-financial metrics contributes to long-term value creation and a sustainable, responsible, and customer-centric business model.

Our report has been prepared following the "Core" option of the Global Reporting Initiative (GRI) Standards, with further references to the Abu Dhabi Stock Exchanges' 31 Key Performance Indicators. Additionally, this report describes our commitment to the 17 Sustainable Development Goals (SDGs) of the United Nations' 2030 Agenda.

We are committed to reporting annually on our sustainability performance alongside our governance report, which provides a comprehensive overview of our financial, governance, and risk performance. Accordingly, we have organised the report under three pillars environment, social, and governance to cover our core ESG Topics.

Julphar intends to regularly review its performance reporting and improve its data collection processes and controls. Due

to inherent measurement uncertainties, some of our disclosures in this report are estimates or based on calculative assumptions.

We strive to create value for our shareholders by carefully allocating resources to meeting prioritized goals. We also believe ESG principles enable long-term value creation, and we have outlined in this report our approach to managing risks and seizing opportunities in key ESG areas - the most important being inequalities and inter-connectedness in our society, and disclosures on pharmaceutical industry standards as a pharmaceutical company. Our ESG reporting is conducted to address issues that are relevant to our stakeholders.

This report has been approved by our, Chairman and CEO, the Head of Corporate Affairs, members of the cross-functional Sustainability Steering Committee, and the Governance & Sustainability Committee of our Board of Directors.

Our key disclosures for 2021, were identified as Energy, Water, Emissions, Wastewater, Employment, Employee Information, Diversity, Equal Opportunity through Stakeholder Engagement, and our 'Materiality Assessment.



# MESSAGE FROM CEO

The past two years presented our society with unexpected challenges with respect to social and environmental disturbances like the pandemic, which highlighted the importance of the pharmaceutical industry. It reminded us at Julphar of our responsibilities to patients, employees, communities, and the environment. We also had to adapt and continue our work as usual in the most extraordinary circumstances. In the face of this social crisis, it strengthened our resolve to enhance our environmental responsibilities and social commitments. Furthermore, it confirmed that such social and environmental disturbances are acute problems, not only related to the environment but also clearly linked to health.

In the midst of this, we have made significant efforts to integrate ESG into our business strategy, starting with the Board and executive oversight. In our quest for world-class governance, ESG guidelines help monitor non-financial opportunities and challenges. Julphar should authentically represent the communities in which we operate and the people we serve. In 2021, we developed a globally accepted strategy to systematically embed inclusion and diversity into Julphar. In all aspects of our organization, we believe in diversity of background, opinion, race, and gender fostering an inclusive culture, and recruiting high-quality, diverse talent for our employees and Board of Directors. The Julphar culture promotes inclusion and diversity.

It is time for Julphar as an organization to live up to our goal of driving sustainable development, just as we have risen as individuals to meet the difficulties of our time. Our commitment to sustainable, responsible business practices will drive us to do better: We will continue to develop innovative solutions to combat life-threatening health issues and improve health care; act as responsible stewards in our operations and product offerings; recognize the strength and beauty of diversity, equity, and inclusion for all; work hand-in-hand with employees, partners, suppliers, and stakeholders to ensure we all succeed and achieve our goals.

Our employees have a single mission: to provide essential medicines to patients. Taking a multi-year perspective and honoring our commitments to our patients, community, environment, and shareholders, our goal is to develop a resilient and sustainable global business that will endure for generations.

With the release of this ESG report, Julphar ushers in a new era. There is much ahead of us and there are tremendous contributions others have already made in this area that we can learn from, and build upon. We are only at the beginning of this adventure, and we need your support to stay on track and together chart a better path.

**Dr. Essam Mohamed**  
Chief Executive Officer, Gulf Pharmaceutical Industries (Julphar)



# ABOUT US

## Our organizational profile

Julphar is one of the largest pharmaceutical manufacturers in the Middle East and Africa and one of the leading producers of insulin in the world. The Company was established in 1980 under the guidance of His Highness Sheikh Saqr Bin Mohammed Al Qasimi, the late ruler of Ras Al Khaimah. Since then, Julphar has delivered high-quality, innovative, and affordable healthcare solutions to the families across the globe. Julphar was not only the first pharmaceutical manufacturing company of the Arab Gulf States, but is also continue to be a leader in the production and distribution of pharmaceutical products. We have a network of twelve manufacturing plants and a reliable logistics network that covers five continents.

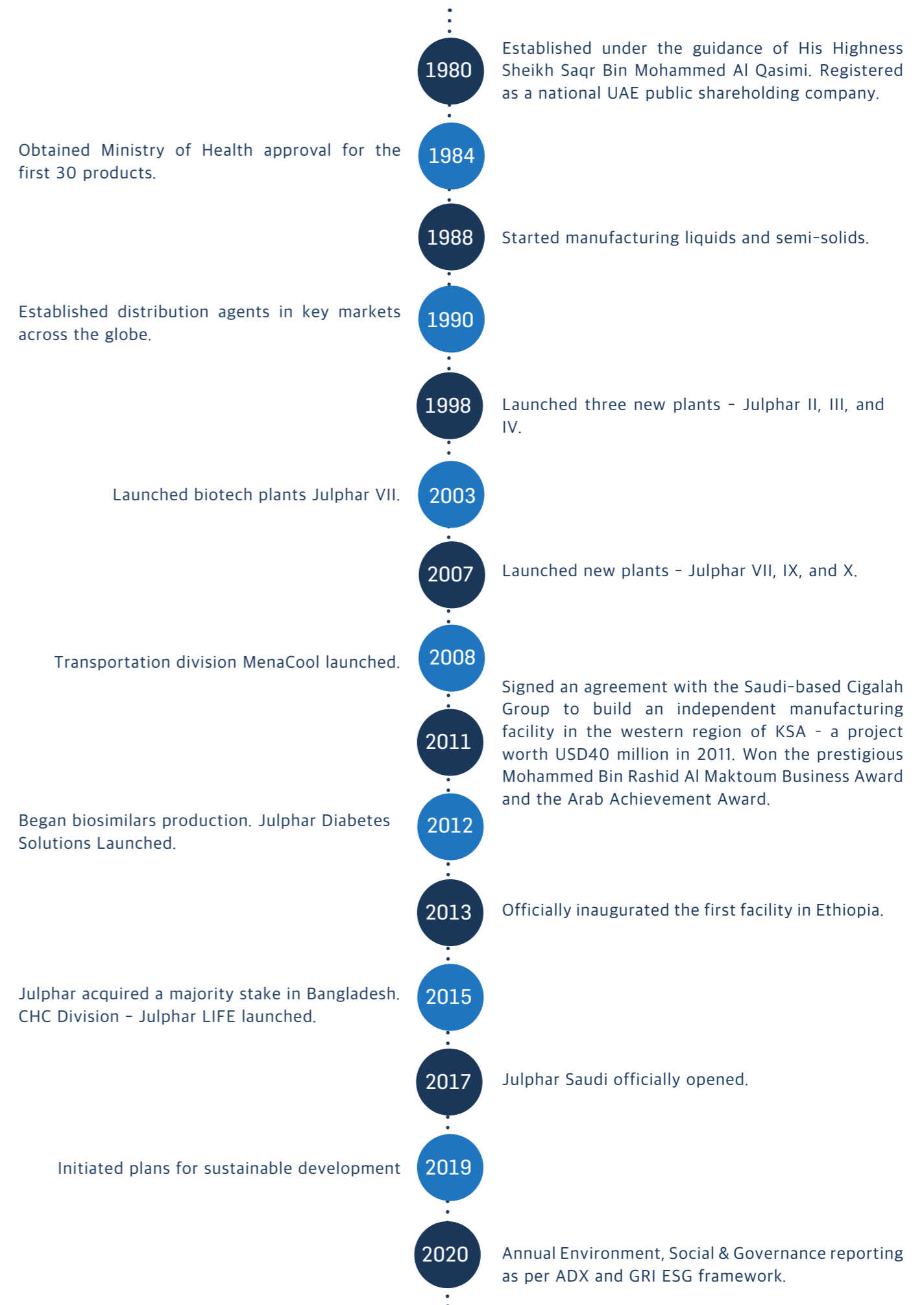
Our business is centered on three core business units - Julphar Diabetes Solutions,

General Medicines, and our consumer division, Julphar Life. Our medicines target major therapeutic segments, including Gastrointestinal Tract (GIT), Respiratory, Pain Management, Wounds and Scars, Anti-infectives, Anemia, Gynaecology, Dermatology, Erectile Dysfunction, and Cardiology. We employ around 2,500 people globally and distribute our products to more than 50 countries in 5 continents. We have a rich heritage, and our business is part of the fabric of the UAE. As leaders in healthcare in the region. We are responsible for conducting our business with compassion, care, and professionalism. To the right is a timeline of some of the critical events in our journey so far:

## Our History

From a small initiative in Ras al Al Khaimah, UAE to a regional leader in generic medications and biopharmaceuticals with operations in

13 countries, Julphar has experienced significant growth over time.



# OUR VALUE CHAIN

More than 80% of our products are exported outside the UAE, and we have more than 150 products in the pipeline. Our robust distribution network includes 200 pharmacies in the GCC. We also have a total of 14 manufacturing facilities for the production of generics, vaccines, and diabetes solutions. We produce more than half a million drug packs daily at our facilities and

have more than 4,000 product registration certificates. Furthermore, we had achieved global sales of over AED 1.15 Billion by the end of 2021, and are a publicly-traded company with a total asset value of AED 2.41 Billion. We are very proud of our global presence as we operate in multiple markets as you can see on the map below.



We manufacture a wide range of pharmaceuticals, injections, and consumer health products. Our customers use our medicines for conditions ranging from headaches to heart disease. We specialize in wound care, cardiovascular health, and pain

management, and are one of the world's leading insulin manufacturers. We also support healthy lifestyle choices, for example through vitamin supplements. Below you will find an overview of our products.

Medicines whose patents have typically expired but produce to the same standards as the original branded medicines.



**GENERAL MEDICINES**

Everyday medicines, supplements, ointments, and other products are available without a prescription.



**JULPHAR LIFE**

Affordable solutions in various insulin formulations improve the quality of life for diabetic patients with type 1, type 2, and gestational diabetes.



**JULPHAR DIABETES SOLUTIONS**

# OUR VALUES

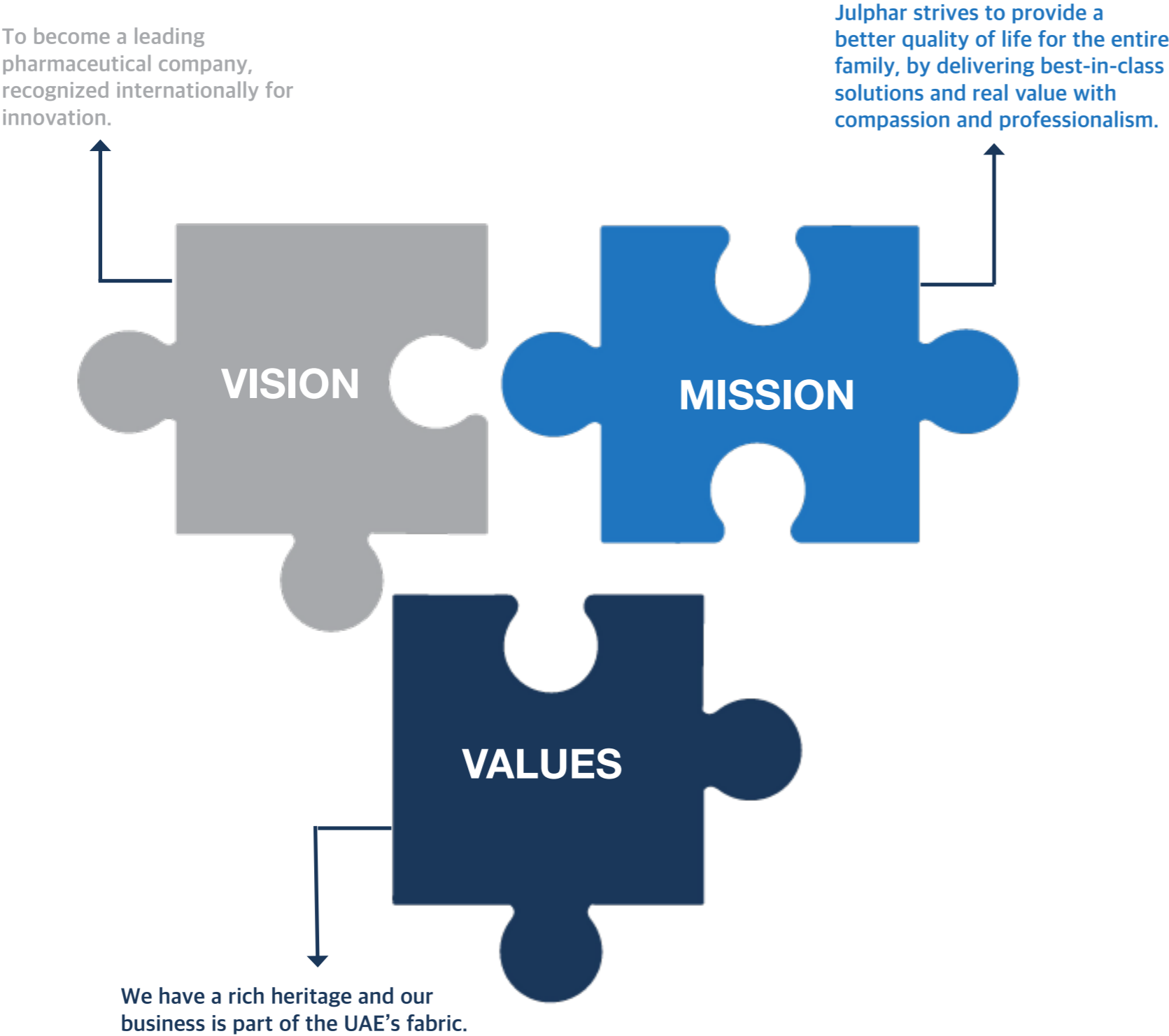
***“Our values are the essence of our culture and the inspiration for our behavior. They define who we are and how we operate.”***

Our values are the foundation for everything we do - from ensuring rigorous safety standards in the development of new medicines to dealing ethically with healthcare professionals and customers. Our conduct is as important as what we do. We have developed our value-based culture to ensure that our customers always come first.

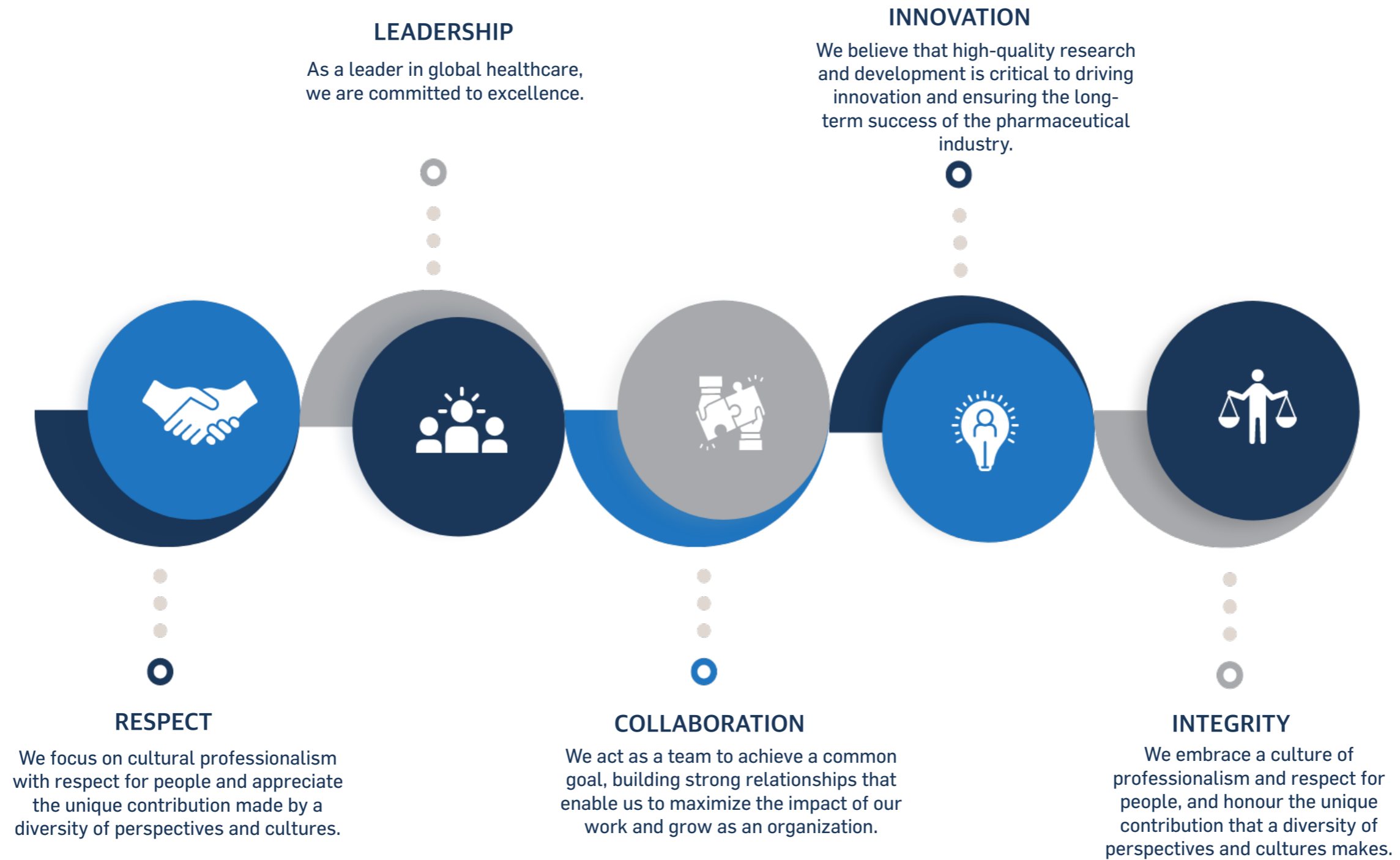


Our Core Values reflect the expectations that Julphar workers have for one another and symbolize what we stand for as a company.

We offer a better way – of doing business, enabling our customers' success, engaging our workers, and supporting the communities where we operate and serve– guided by these fundamental values and founding principles, as well as our commitment to positive change



# OUR VALUES





# RESPONDING TO COVID-19

Our values have guided our response to COVID-19: Protecting the health and safety of our colleagues, ensuring our medicines are available to customers who depend on them, doing our part to reduce transmission, and supporting the communities where our colleagues live and work.

In 2021, Julphar was proud to be part of a new joint venture that was initiated by the UAE Government, and which played a vital role in combating COVID-19 globally. We supported the production of Hayat-Vax, the first Covid-19 vaccine production line in the UAE, with an initial capacity of 2 million doses per month.

Hayat-Vax is a joint collaboration between Sinopharm CNBG and Abu Dhabi's G42. This initiative was a major strategic advancement to future proof global health.

We acted early in the pandemic and combatted it until the later part of 2021, by stopping all non-essential international travel, converting our conventional "work from office" to remote "work from home" for the safety of our colleagues. We also implemented enhanced infection control protocols at our manufacturing sites and R&D labs to ensure that colleagues who needed to be on site could continue to do so safely.

## Organization level steps were taken towards COVID-19

- 40% reduction in on-site workforce in 2020-21 and allocation of laptops to our staff to work from remotelocations to facilitate business continuity.
- 60% of staff assigned to work in shifts due to the nature of our operations.
- All pregnant employees and employees with chronic conditions were considered at risk, and therefore asked to work from home.
- Reduced shift hours for those employees who could not work from home due to the nature of their jobs, or roster support.
- Allowing our female employees to work from home and take time off to support their children's with online study due to COVID-19 effects based on revised learning platforms.
- An off-site full quarantine facility was established (Zam Zam Girls High School, Digdaga) and was operational for almost 2 months with on-site medical care.
- All absences from work due to the Covid crisis were recorded as fully paid leave.
- Regular and multiple awareness implemented to ensure employee safety.

- The safety team and Julphar Clinic teams were on duty around the clock to manage the Covid crisis both at the plant and in the shelters.
- Defined precautionary protocols to contain the infection in case of exposure and confirmed infections.
- Mass Covid screening campaigns were organized both on-site and off-site to contain the infection. 3 Mass Covid vaccination campaigns were conducted in 2021 in collaboration with the Prevention Department and RAK Hospital to ensure that as many employees as possible were vaccinated.
- Green Passport access was introduced to encourage further vaccination.
- Workforce regular mandatory Al-Hosan green pass check.
- Employees with even mild symptoms were asked to work from home and take mandatory COVID PCR test.



# Our approach towards COVID-19

## SUPPORTING OUR CUSTOMERS

- Provided new point-of-care systems and support services for rapid response.
- Virtual online training -Support for deployment and resolution of technical issues using video conferencing and a remote diagnostic tool.
- Assisting field customers in implementing critical automation systems while adhering to safety protocols, including the use of personal protective equipment (PPE).
- Providing data analytics to customers to help them anticipate and understand significant changes in medication use and manage those changes during times of instance surge.

## BUSINESS SURVEILLANCE

- Business continuity measures were implemented throughout our production and supply chain.
- Accelerated our business operations as a vital service to ensure continuity of supply.

## EMPLOYEE HEALTH AND SAFETY FIRST

- Unessential travel was prohibited.
- Remote communication technology was used to suspend face-to-face group meetings and events.
- Flexible work arrangements and alternative scheduling processes were implemented.
- Instructions for regular self-monitoring.
- All employees who were not required to be at the Julphar facility or at a client site were mandated to work from home.



# OUR APPROACH TO SUSTAINABILITY

Sustainability materiality assessment was cited by our stakeholders as the area that the pharmaceutical industry should address first. Our assessment was conducted using weighted average rating against each material topic. Economic performance, Market presence, Environmental Impacts, Non-Discrimination & Emiratization were identified as the most important topics, receiving the rating of 9 plus out of 10.

Sustainability at Julphar means using our capabilities to make the greatest positive

impact on society. We know that people's health, the planet, and our business are interconnected and impact each other.

Our goal at Julphar is to move our organization towards greater sustainability. Our sustainability efforts go beyond meeting our annual and longer-term goals.

We must continually evolve our thinking and practices to rise to changing times. This is both a responsibility and a business opportunity.

## Contribution to National and Regional Development

Making a meaningful and lasting contribution to the future of the United Arab Emirates is at the heart of our long-term development plan. With over 800 products in various dosage forms for different therapeutic segments, we at Julphar are an example of a local UAE company making a difference on a global scale. We have 14 locations in the UAE, with our headquarters located in Ras Al Khaimah.

Emiratization is a key part of our plan to support local development. That is why we have participated in the Absher Initiative. The initiative aims to provide UAE citizens and their families with a better quality of life and encourage them to enter the private sector. We have also partnered with

leading organizations in the UAE, the Middle East, and beyond, as well as universities and colleges in the UAE, to enhance employment opportunities for graduates and students. Through these partnerships, we are achieving our vision of empowering young people in the UAE, and promoting a sustainable future.

Julphar awards scholarships, under certain conditions, to its national employees and to outstanding high school graduates to help them balance their work and study.

With its own training center, Julphar is committed to helping Emirati workers develop their skills and abilities so they can take on more senior positions.

We launched the Sheikh Faisal Program for Leadership Development, an initiative specifically aimed at training Emirati leaders and encouraging them to actively participate in decision-making while advancing their careers.

Julphar launches initiatives to attract students to develop skills and gain experience during

their summer breaks.

We also organize open houses to allow potential applicants to tour our facilities, meet our employees, and learn about the wealth of opportunities at Julphar. Moreover, we participate in national career fairs as part of the Emiratization plan to attract a highly-skilled national workforce.



## “iTurnaround Project”

In 2020, we initiated our iTurnaround project to improve the way our company operates, from our internal controls to improving our employee performance systems and implementing energy efficiency measures. The project was executed in three distinct waves, spanning from 2020 to 2021. In 2021,

we made good progress on several initiatives discussed in this report. Our iTurnaround project aims to make a meaningful contribution to both our employees and the communities in which we operate through our social, environmental, and economic impact.

**100%**  
of our product complaints  
were minor

**48.60%**  
of the total new employees  
hired were under 30 years

**8.20%**  
of the total new employees  
hired were UAE Nationals

**15.20%**  
of our workforce were  
under 30 years old in 2021

**26%**  
of the total new employees  
hired were females

**100%**  
of our treated wastewater was  
utilized for irrigation purposes

## Moving forward

In 2022, we plan to continue on our path of environmental sustainability by committing to not discharging wastewater and adopting an energy management plan to improve our energy efficiency. In addition, as part of our current "iTurnaround project," we have conducted a benchmark analysis and compensation study to ensure that our employees are fairly

compensated. We intend to continue supporting the UAE's Emiratization policy through our Emiratization plan that helps Emirati students gain valuable work experience. Finally, we are also committed to continuing to support pandemic relief through the manufacturing of our generic medicines, and their distribution across the globe.

## Sustainability Governance

We are committed to corporate social responsibility and the protection of the environment, human health, and safety in all our operations. We undertake corporate social responsibility (CSR) initiatives because we believe they are the right thing to do. These efforts help us strengthen our relationships and contribute positively to society.

### Our focus of CSR Activities

- Improve our customer's health and safety needs.
- Conducting public awareness drives regarding chronic health issues. i.e., cancer awareness programs.
- Providing various training and capacity building of upcoming students.
- Increase funding on research and development programs.
- Safeguarding the rights of local and indigenous communities.
- Reduce adverse impacts on the environment.
- Supporting communities through projects, organizations, and charities.
- Producing innovative products that aim to improve the overall quality of human life.

# STAKEHOLDER ENGAGEMENT

Every part of Julphar's operations depends on its stakeholders. Our most important stakeholders are those who influence our business as much as we do as a result of their relationship with Julphar. To guide our issues, programs, and actions, Julphar works strategically with patients, employees, regulators, the healthcare industry, non-profit

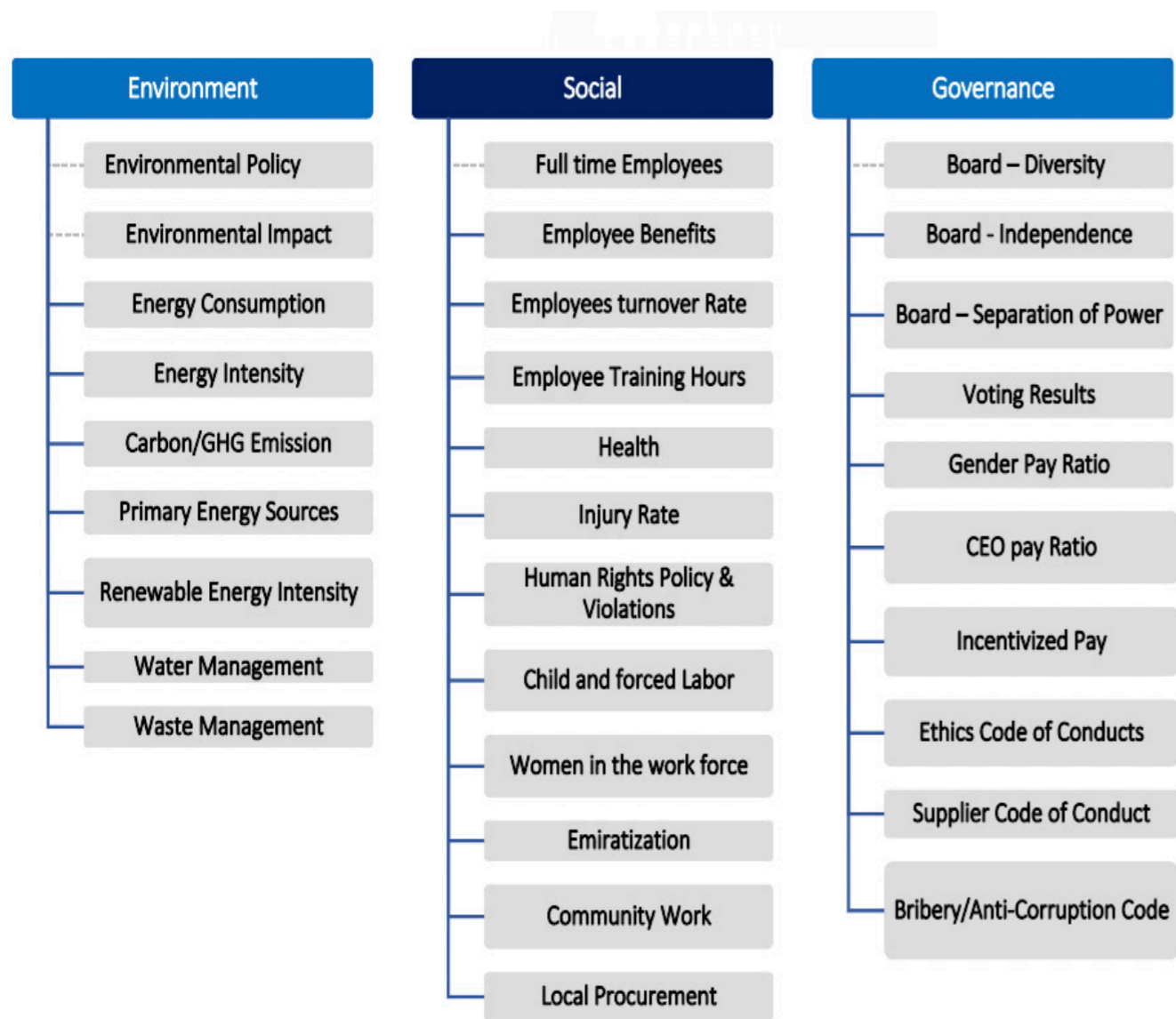
organizations, investors, suppliers, and customers. At the same time, we are advancing efforts to limit global warming through ongoing collaboration and communication, including but not limited to dialog with investors, engagement with patient organizations, and employee surveys. For more information on our engagement with our key stakeholder groups, see the table below:

Stakeholder Structure	Engagement Strategy	Topics of Concern
Patients	Interactions facilitated by patient advocacy groups	Quality production and quality care; business ethics, combating bribery and corruption, and access to health and medicines.
Employees	Annual employee surveys, roundtables, performance reviews, training events, town hall meetings, and team meetings are all examples of how we engage with our employees.	Engagement of employees; workforce analytics, advancement, and development; emissions, effluents, and waste; inclusion and diversity; data privacy and security; employee health, safety, and well-being
Regulators	As needed, collaborative participation and consultation on public policy.	Access to health and medications; price; quality manufacturing and patient safety; business ethics, anti-bribery, and anti-corruption; emissions, effluents, and waste; and business ethics, anti-bribery, and anti-corruption; environmental effects of medications
Healthcare industry	Participation in industry associations	Quality manufacturing and patient safety; price; pandemic preparedness and catastrophe relief
Non-profit organization	To promote healthcare, we continue to cooperate with community partners and collaborate on social and environmental initiatives.	Emissions, effluents, and waste; and while promoting efforts to mitigate global warming, and patient safety are all issues that need to be addressed.
Global health leaders	Interactions with global health governance organizations, participation in global health congresses and meetings.	Health and medicine accessibility; pandemic preparedness and catastrophe relief; and climate action and resilience patient safety and high-quality production; a trustworthy supply chain
Customers	Tenders, questionnaires, surveys, audits.	Climate change and resilience; emissions, effluents, and waste; business ethics, anti-bribery, and anti-corruption; diversity and inclusion; human rights; quality manufacturing, and patient safety; corporate governance
Suppliers	Information is gathered through , questionnaires, and audits.	Climate action and resilience; emissions, effluents, and waste; business ethics, bribery, and corruption; inclusion and diversity; human rights; quality manufacturing; data privacy and security; drugs in the environment; and a responsible supply chain
Investors	Investor outreach, investor conferences and presentations, regular meetings with various investor groups, and involvement in ESG rankings and ratings are all examples of investor outreach.	Corporate governance; climate action and resilience; inclusion and diversity; business ethics, anti-bribery, and anti-corruption; access to health and medicines; pricing; quality manufacturing and patient safety; corporate governance; climate action and resilience; Intellectual property; employee engagement; talent recruiting, development, and retention

# Materiality Assessment

Materiality analysis is a crucial tool for us to identify our most relevant economic, environmental, and social goals that align with Julphar's vision and business strategy and to determine the content of our ESG report.

The analysis is based on data-driven extensive stakeholder consultation. The data, internal and external, is the most important tool for producing this report. The data is based on current and former government norms, s opinions of stakeholders, and on reviewing our sustainability measures.



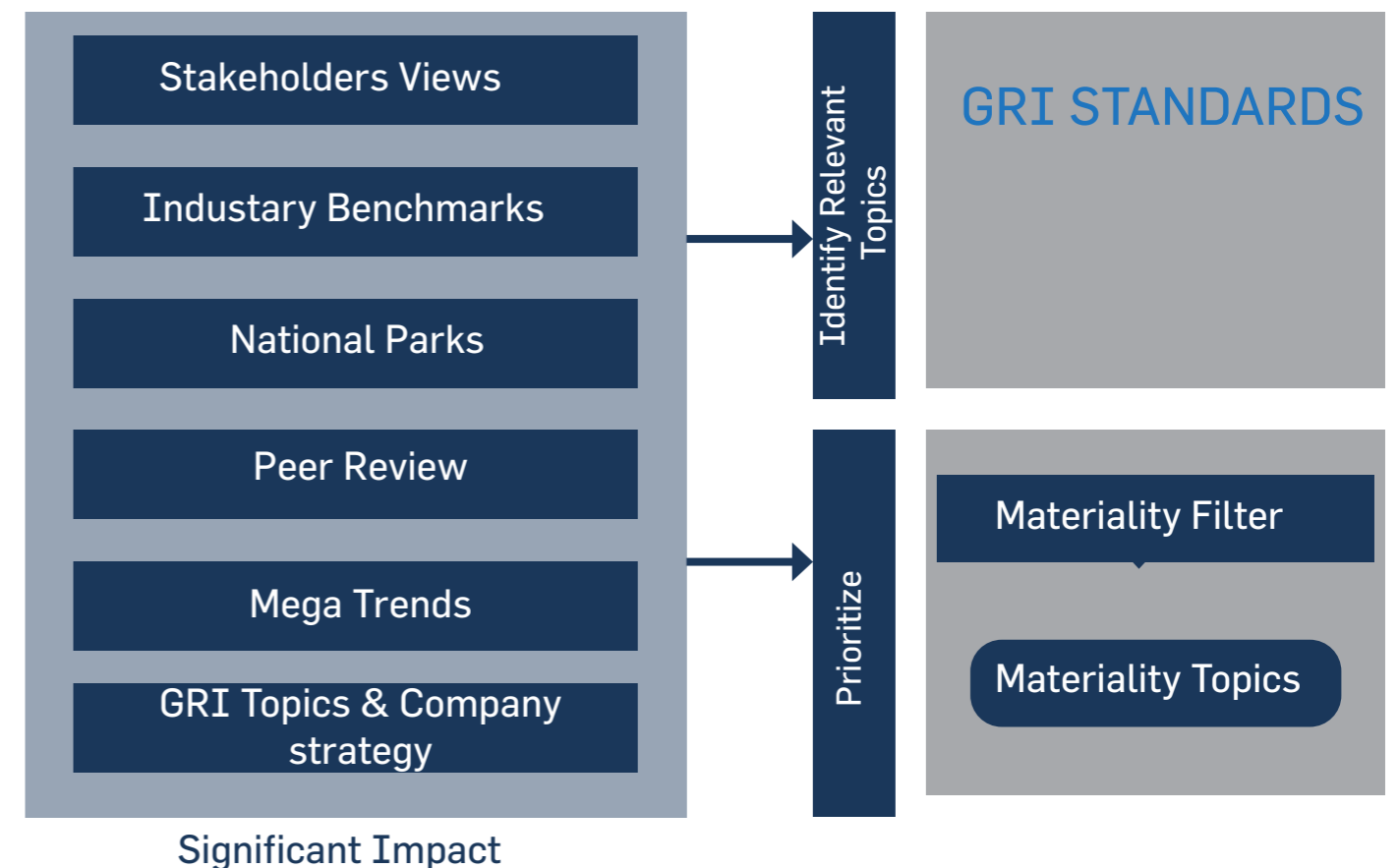
Internal and external stakeholders were contacted, and strategic insights were included. We selected the issues that have most impact on Julphar's economic, social, and environmental performance, as well as those that may have long-term impact on stakeholder perceptions and decisions, using this matrix.

of agreement between the opinions of internal and external stakeholders, which were obtained separately, as expected, and desired.

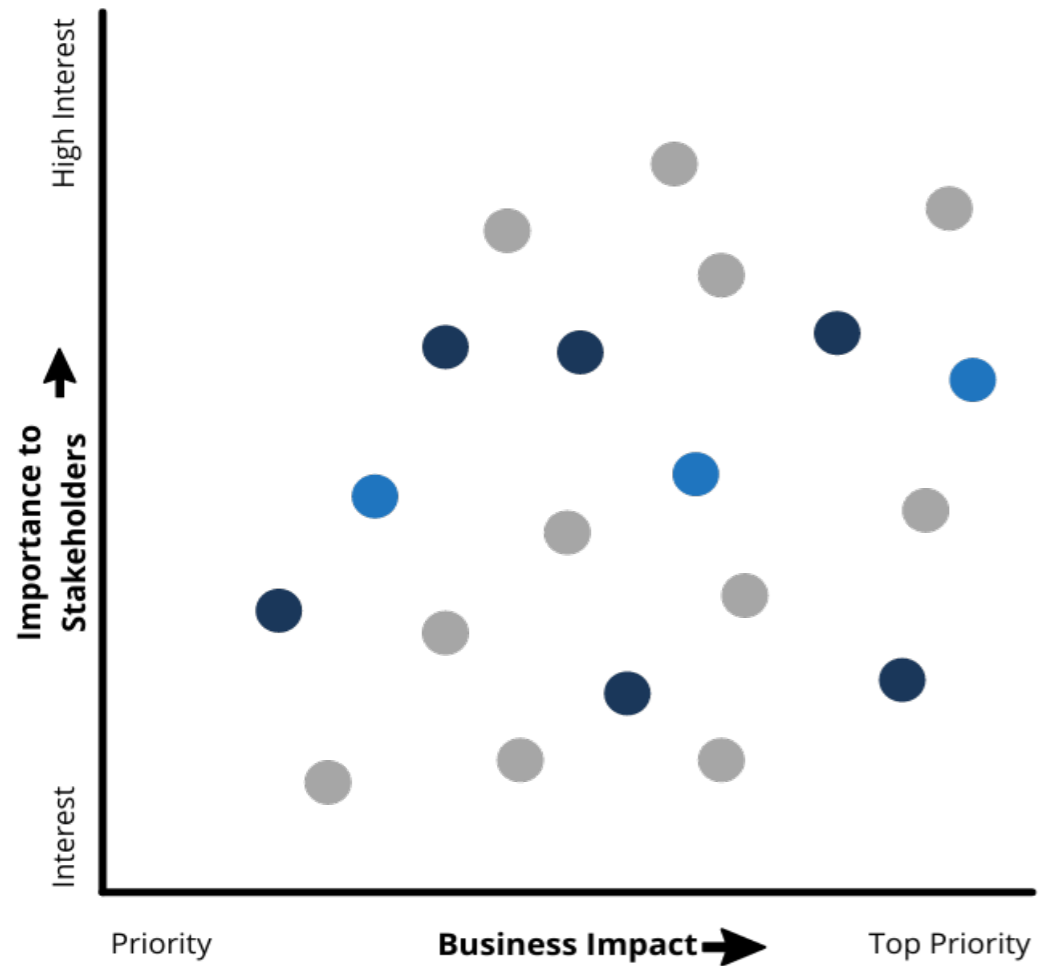
The materiality matrix also reflects our attempts to develop and strengthen our external and internal stakeholder engagement approach. The main topics of focus remain to be economic, social, and environmental concerns that are crucial for us to build a sustainable, strong, business.

Julphar gives due importance to the plans and commitments that were made to our customers and stakeholders. The placement of issues on the materiality matrix indicates a significant level

The Materiality Assessment is done by conducting both internal and external stakeholder consultation and identifying the relevant indicators based upon the feedbacks received



# Materiality Assessment



- **Social Topics**
  - Employment
  - Labor/Management Relations
  - Occupational Health And Safety
  - Training And Education
  - Diversity And Equal Opportunity
  - Non-Discrimination
  - Child Labor
  - Rights Of Indigenous Peoples
  - Human Rights Assessment
  - Supplier Social Assessment
  - Customer Health And Safety
  - Emiratization

- **Governance Topics**
  - Economic Performance
  - Market Presence
  - Procurement Practices
  - Supplier Social Assessment

- **Environmental Topics**
  - Energy Management And Impacts
  - Energy Intensity
  - Water And Effluents
  - Emissions
  - Waste
  - Environmental Impact



# ENVIRONMENTAL STEWARDSHIP

## Resilience and Climate Action

**“With 13 production facilities in Ras Al-Khaimah —and a growing list of concerns harming our globe, we have a responsibility to reduce our environmental impacts”.**

### GHG Emission

Julphar has set new long-term environmental goals this year to support climate change and business resilience, use natural resources responsibly, and improve management and reduction of emissions, effluents, and waste.

Resilience and climate protection Climate change is one of the most pressing issues facing the world today.

The health and sustainability of our

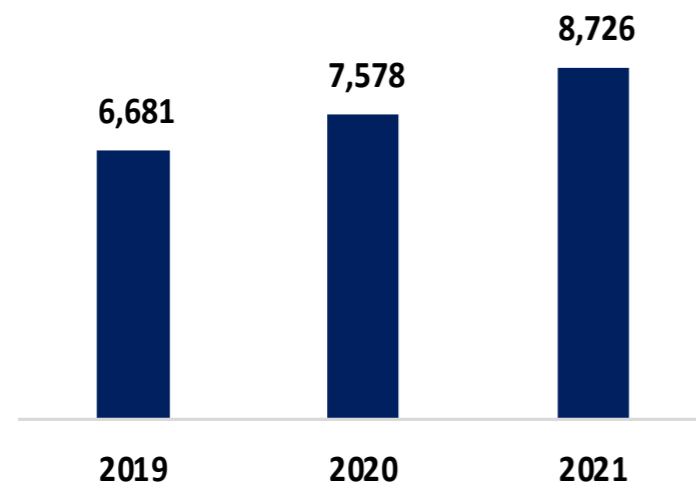
environment are critical to our business and our patients at Julphar, and we are rising to the challenge of global climate change.

In 2021, compared to 2020, Julphar Scope 1 GHG emissions increased by 15 %. Direct consumption of diesel fuel is the major cause of this. Increased industrial activity and logistics operations post pandemic is identified as the key reason, for this increment

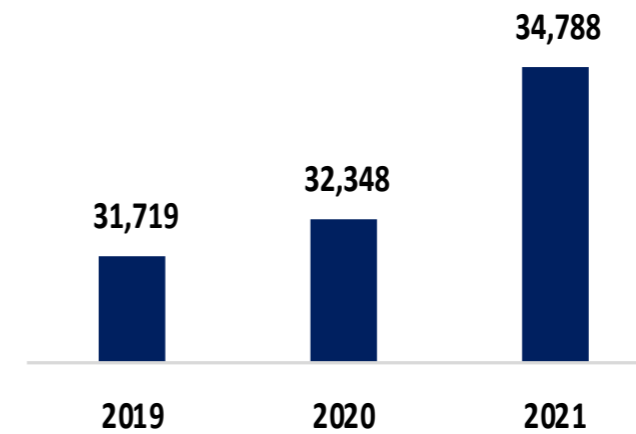
Scope 2 GHG emissions have also risen by 7.5% in the year 2021 relative to 2020. Scope 2 emissions are indirect emissions, from utilized electricity for the operations of Julphar. Post-pandemic, the utilization

rate of the electricity has increased, which is reflected in the elevated Scope 2 emissions.

**Scope 1 GHG Emissions (tCO<sub>2</sub>)**



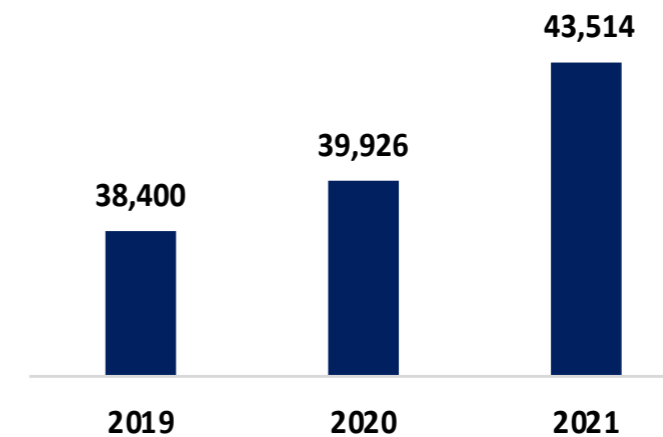
**Scope 2 GHG Emissions (tCO<sub>2</sub>)**



Since 2019, Julphar has recorded the lowest GHG emissions. However, as we are coming out of a pandemic and running business ‘as usual scenario’, a constant increase of approx. 9% is observed. Our aim is to reduce our Scope 1 and 2 emissions by 33% by the year 2030. In

the interim, as part of our “iTurnaround Project,” we aim to conduct an energy management exercise to optimize the energy-efficiency of our operations.

**Total GHG Emissions (tCO<sub>2</sub>)**





This effort is still in its early phases, with savings predicted in 2021. Its goal is to explore energy and GHG reduction potential across Julphar's activities. The initiative's first year will be focused on:

- Identifying and implementing low and no-cost energy-saving solutions.
- A mapping exercise of the company's renewable energy potential — Capital energy-saving projects at two experimental sites.

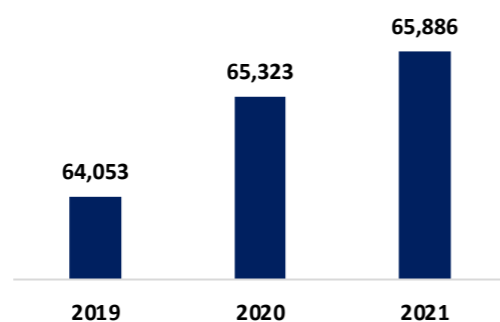
## Energy

Julphar uses electricity and diesel as the primary sources of its energy. Electricity

We recognize the significant influence we can have on the earth with our more than 13 manufacturing locations spread across many nations, but we are — and want to stay — a pioneer in our industry in terms of environmental performance. We continue to track our accomplishments and re-evaluate our objectives regularly to keep improving our environmental performance.”

is utilized in production, and its plant's operations have shown the following trend.

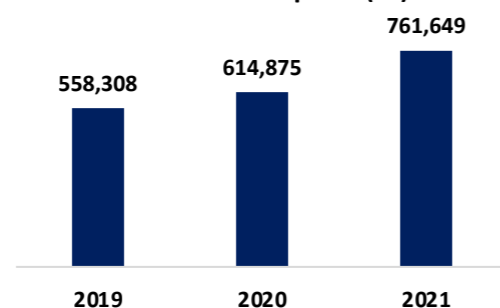
Electricity Consumption (MWh)



Diesel is the key energy source for our supply chain and transportation. Although our electricity and diesel consumption

has increased from the year 2020, it is to be noted that we have raised our production capacity.

Diesel Consumption (IG)



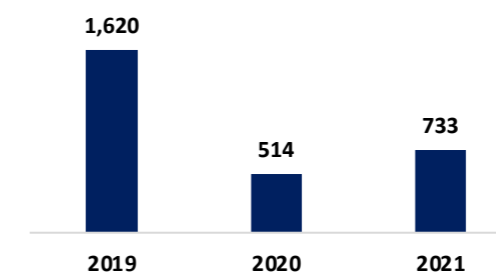
## Waste Management

At Julphar, managing our waste is very important, and we strictly adhere to all local rules and regulations regarding waste disposal. Our waste management includes waste categorization, separation, minimization, safe handling and disposal, and monitoring. We consider it our duty to ensure that waste is disposed of safely without harming the environment. Depending on the category of waste, our waste is safely disposed of through incineration, treatment of contaminated waste, or landfill, if it cannot be recycled or reused.

Our pharmaceutical waste cannot be reused, so all hazardous and non-hazardous pharmaceutical waste is incinerated.

In the Year 2021, Julphar generated 733 tons of Pharmaceutical waste, this is 55% less than that of 2019. However, in 2021 a 42% waste generation increase has been observed relative to 2020.

Pharmaceutical Waste (Ton)



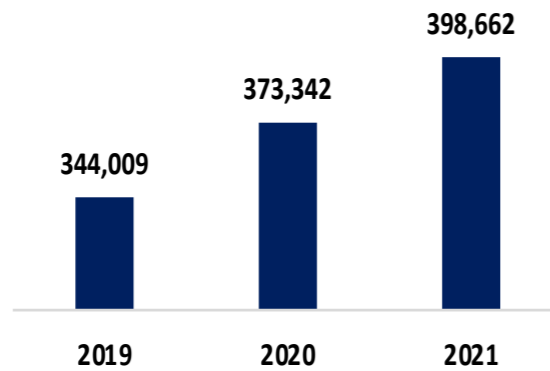
As part of our “iTurnaround Project” in 2020, we introduced measures to improve our inventory management to reduce costs and expirations, as well as increase stock supply availability. We additionally conducted a one-time inventory reduction exercise to reduce our waste.

We strive to conserve resources and reduce our water withdrawals as we operate in water-scarce areas. Water is needed for the development and manufacture of our products, and it, therefore, makes good business sense for us to use this resource responsibly.

## Water

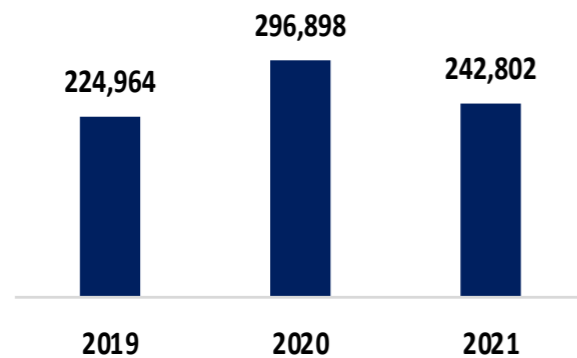
We understand the importance of precious water and take necessary measures to reduce our water demand.

Water Consumption (M<sup>3</sup>)



Our water demand has increased from 2020 to 2021 by 6.7 %. However, our wastewater treatment and reuse rate has reached almost 60%.

Wastewater treated (M<sup>3</sup>)



Our production facilities produce the majority of our wastewater. Every quarter, we submit our generated wastewater volume details to the Ras Al Khaimah Government Authority as a part of our operations and maintenance report. Most of this water has been treated and used for irrigation purposes. Except for our chemically contaminated wastewater, our wastewater is treated within our premises by an internal

wastewater treatment plant supported by an ETP process. In 2021, the amount of water treated in our ETP was about 242,802 M<sup>3</sup>, highlighting the importance we place on reusing our resources as much as possible. To ensure high water quality, the parameters of our influent and effluent water are tested weekly by the Ras Al Khaimah Governmental Authority.



# SOCIAL STEWARDSHIP

“Our people are at the heart of our business, and we invest in opportunities for the development and upskilling of them to promote opportunities for professional growth. Beyond professional training, we promote awareness campaigns to promote healthy lifestyles amongst our employees.”

– Chief Human Resources Officer

## Our commitment to the UN Sustainable Development Goals (UNSDGs):



Our high safety standards illustrate our commitment to our employees' health and safety.

We also work hard to support employees' emotional and physical wellbeing.



We promote lifelong learning among our employees and provide them with quality training opportunities for professional growth.

promote career readiness skills across the MENA region.

We raise awareness around health issues to educate and support the local communities in which we operate.

We support capacity building and



We are committed to creating job opportunities for local talent.



Our Social Performance aims to raise the quality of life for our local communities

We have grown and prospered because of our employees, who have always gone above and beyond the call of duty. We consider our employees our greatest asset, from those who work in research and development to those who ensure our operations continue to function reliably and those who are involved in our community. We invest in them to help

them develop them develop professionally and personally.

Initiatives such as the Julphar Excellence program, which recognizes exceptional employees, our monthly Happiness Hour events, and our Ramadan activities have successfully brought together employees from all areas of the company.

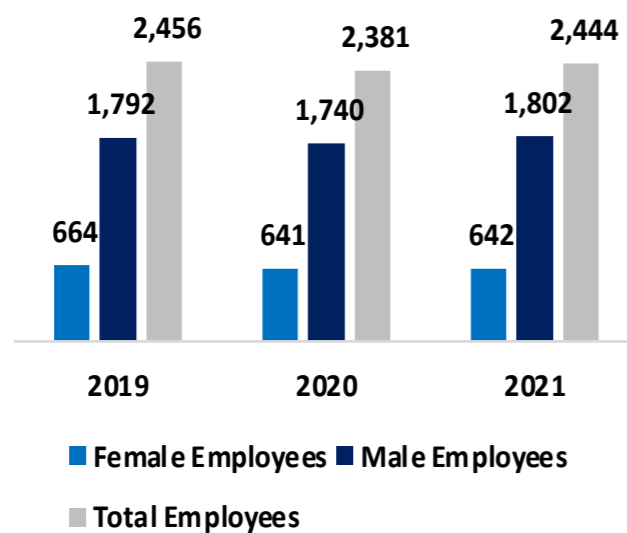
## Our commitment to our employees

### Our workforce

Our employees are critical to our vision of sustainable growth. We strive to attract, engage, and retain the best talent across all areas of the business to ensure we build our internal capabilities for the long term. We pride ourselves on creating a work environment that values and leverages the contributions and experience of employees from very diverse backgrounds. We want to

ensure that all employees are treated fairly and with respect and have equal access to opportunities and needed resources. Our success depends on an inclusive environment where all colleagues are welcomed, encouraged, and inspired to use their unique voices and talents. This is how we find innovative approaches to serve our customers and communities.

Julphar Employees



We strive to ensure that our commitment to a healthy work environment resonates with all employees so they can build meaningful careers that match their

aspirations. In 2021, our overall employee population reached 2,444, which is lower than the past year's records.

**8.8%**

The female ratio of the top management.

**26%**

New female employees hired

**48.60%**

New employees hired below the age of 30.

**8.20%**

New employees hired under Emiratization, highest of all time.

**9%**

Employee turnover rate.

**42**

Different nationalities currently working with Julphar.

In 2021, 42 nationalities were represented in our workforce. Our diversity is also reflected in the experience of our workforce. In 2021, our new hires under the age of 30 made up 48.60 %, those between the ages of 30 and 50 made up 49.80%, and staff over the age of 50 represented 1.60% of the total new workforce. This age diversity gives us a workforce with varying levels

of knowledge, experience, and intellectual diversity. At Julphar, we are committed to promoting the younger generation. From 2019 to 2021, by encouraging the employment of young people, we are supporting local development and providing better career opportunities for the younger workforce.

## Training and Education

In the year 2021, regular training drives were conducted for the development and capacity building of the employees, and to uplift awareness about various industry-specific topics.

We are committed to fostering a corporate culture focused on the development and continuous improvement of our employees' skills, competencies, and capacities. We believe it is important to provide our employees with the resources and opportunities to advance their professional and personal development. Our learning and development offerings cover a variety of focus areas and are delivered through on-the-job, classroom, and online learning platforms.

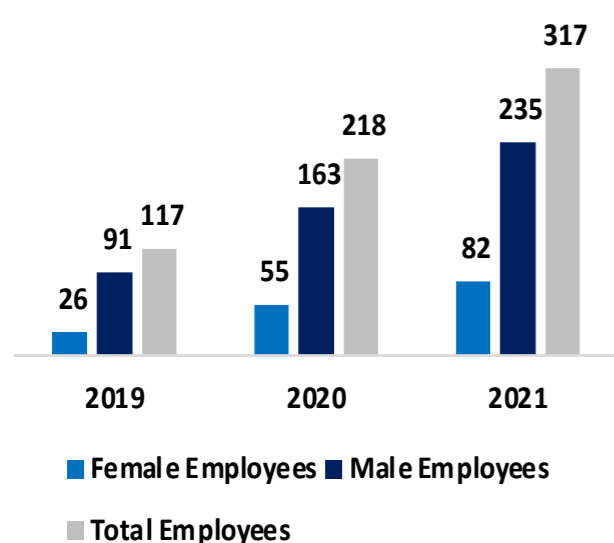
In 2021, A total of 1,590 employees participated in regulatory and skills development training through our online platforms Coursera and Percipio.

Our employee training efforts in 2021 reinforced the pursuit of continuous learning and growth by providing opportunities for all employees to build new skills and capabilities. To enable continuous improvement for our employees, we defined and implemented a training performance evaluation system as part of our iTurnaround project.

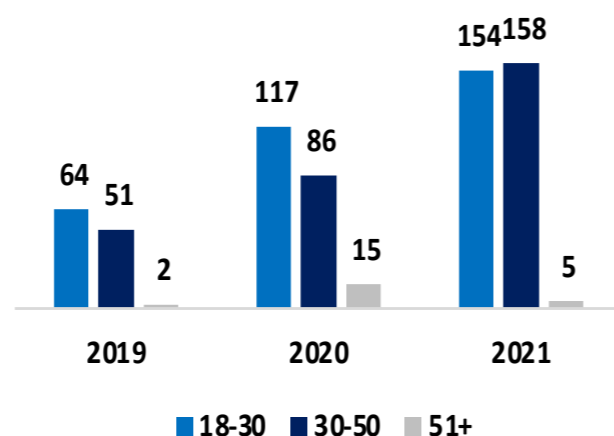
In 2021, we were considered for a prestigious award at the GCC GOV HR Awards 2021 in the category of 'Most Outstanding Learning and Development Strategy with Julphar Training Center being recognized as one of the top training centers in the region. Our learning programs have a clear focus on improving employee skills, career development, and performance management.

We are also a recognized training provider by the Institute of Leadership & Management in the United Arab Emirates.

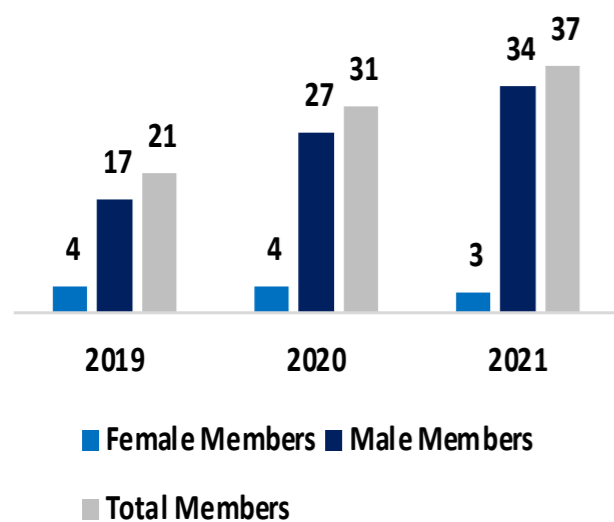
**Julphar Employees Hired**



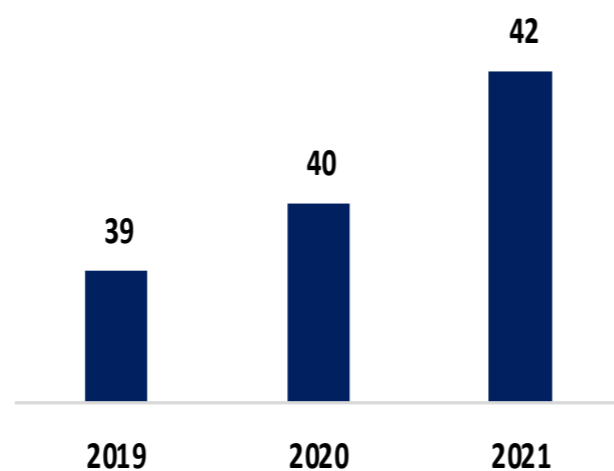
**Julphar Hired Employees (Age Distribution)**

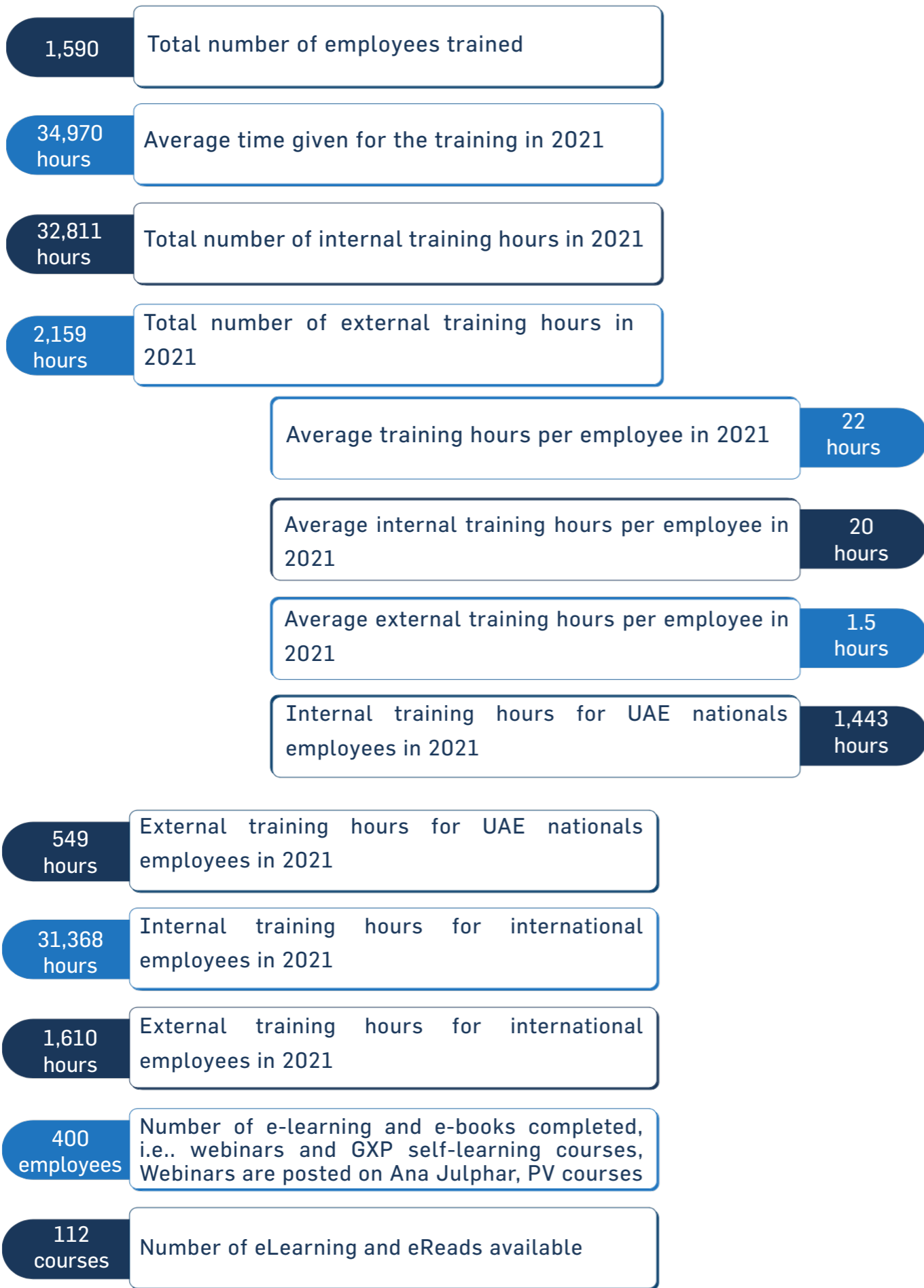


**Julphar Top Management Diversity**



**Julphar Workforce, Nationalities**





## Fair Compensation

In 2021, we conducted a compensation and performance analysis and benchmarking of the industry as part of the “iTurnaround Project.” In doing so, we defined a grading structure for the entire company, established

compensation and benefit levels based on the grading structure, and benchmarked pay levels against industry standards. We also developed financial incentive plans for sales, pharmaceutical sales representatives and line managers.



**“Julphar is committed to adhering to Sustainable Development Goal 10: towards ensuring equal opportunity and fair compensation to its employees.”**

## Emiratization

Emiratization is essential for us to make a meaningful and lasting contribution to the future of the UAE. This philosophy is at the heart of Julphar’s long-term growth plans, and we are committed to continuing to create employment opportunities for Emiratis.

we help local graduates who are interested in the pharmaceutical industry to explore the various opportunities available to them and provide them with the necessary support to enter the workforce. Since the signing of the Absher Initiative Agreement with the Ministry of Presidential Affairs in May 2013, we have committed to employing more UAE nationals. We also participate in national career fairs as part of our Emiratization plan to attract highly qualified graduates.

As part of the “iTurnaround Project” in 2021, we defined and implemented a plan focused on the development and recruitment of UAE nationals.

We currently employ approximately 163 experienced UAE nationals. In addition,

## Educating our Employees

Our HR department strives to ensure the emotional and physical well-being of our employees by promoting a healthy work-

life balance, implementing team-building activities, and organizing health awareness events.

## Occupational Health and Safety

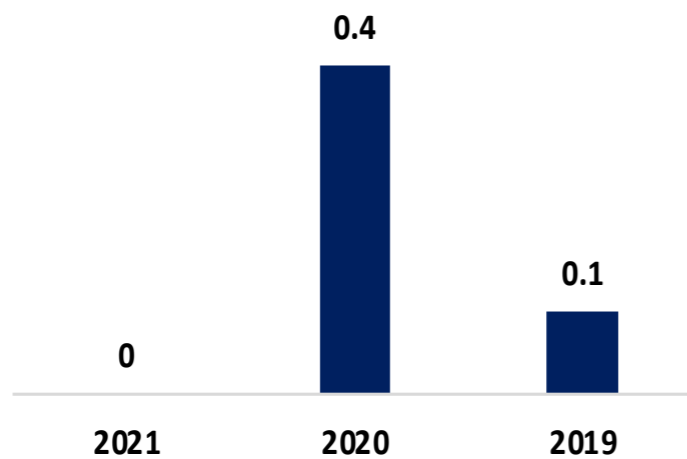
Caring for the health, safety, and well-being of our colleagues and the communities in which we work, live, and operate is critical. From occupational health and safety workshops to COVID-19 education, we ensure our employees have the resources they need to live healthy lives.

measure was in place to ensure safe and continuous operations at all our business sites and contribute to a safer, more inclusive world - for the shared benefit of our company, society, and the planet.

Employee's mental health was given special consideration as coming back to work after the pandemic required provision of sessions to minimize the risk of workplace accidents due to mental fatigue.

This year was particularly challenging due to the pandemic, but we responded proactively. We made sure every possible

**Work Related Injury Rate**



In 2021, zero injuries were observed during our operation of 4,704,000 man-

hours, distributed in 8 hrs shift / 240 Days in a year.

## Our priority for safety

Keeping our employee's safe starts with prevention. At Julphar, we adhere to strict safety standards and work to prevent risks before they materialize. We avoid actions that could put people at risk or affect their health or well-being. We provide role-specific health and safety training for our employees, such as 'Good Laboratory Practice' (GLP) training for

our employees who work in our laboratories. We are working on the implementation of an EHS management system to develop, monitor, and track health and safety KPIs.

We are striving to close all operational and capacity gaps related to health and safety in all plants at our headquarters in Ras Al Khaimah as part of our 'iTurnaround Project'.

## Safety awareness

We have carefully developed our manufacturing processes and safety assessments for each of our products to prevent adverse events. In addition, we have several Standard Operating Procedures (SOPs) that guide our safety practices at Julphar.

- SOPs. Topics are inclusive of General Safety Instructions for contractors, subcontractors, other workers such as outside drivers.

- Operating procedures for portable fire extinguishers, safety rules for welding, cutting, and brazing, personal protective equipment, and procedures for handling, investigating, and reporting emergencies.

These procedures outline the actions necessary to ensure a safe work environment, and department managers are responsible for the following:

We have also developed business continuity and disaster recovery plans that identify resources and procedures in the event of a disaster.

## Our Commitment to our Community and Customers

We strive to improve the quality of life in the areas where we operate through our social services. Our long-term growth plan also focuses on the education and development of UAE citizens. Through our certified Institute of Leadership & Management, our employees have access to the latest management techniques and best practices in a truly

international setting.

In addition, our training staff promote local career development by organizing various internal and external development programs that enable UAE nationals to excel in the workplace and contribute to the UAE economy.

## Preparing young people for the world of work

Through our training center, Julphar helps the Emirati workforce develop their skills and capabilities. In 2012, we launched the Sheikh. Faisal leadership development program, an initiative to nurture, Emirati leaders and encourage them to be active decision makers and advance their careers. We support

national graduates in the following disciplines: pharmacy, medical physics, biotechnology, chemistry, natural sciences, electrical engineering, information systems, and marketing. We also hire graduates and train them in our facilities while they complete their college education."

## Julphar Training Center (JTC)

Our in-house training center is unique among pharmaceutical companies. It has been recognized by ILM (International Leadership & Management - UK) as an accredited training provider and is the only center of its kind in the region. Each year, the center welcomes more than 3,000 students from around the world for a combination of technical and social training and development.

All training is conducted in-house and is designed to help close the skills gap and foster the growth and development of the next generation of healthcare providers, giving them an edge in today's competitive environment. The center plays a critical role in creating a highly skilled and motivated workforce and helps us build a solid talent pipeline.

## In-house training

Training is not just for new employees. JTC is constantly improving the skills and updating the knowledge of current employees to help them adapt to the changing demands of their jobs.

JTC is always ready and able to provide training on both hard skills (technology

and safety) and soft skills (communication and management, customer satisfaction and service, sales and marketing) with the help of our available expert staff and knowledgeable training team. By doing this while employees are in the field, learning and effective implementation is reinforced.

## Julphar Mentoring & Coaching

Particularly successful employees are invited and involved in teaching skills to

their colleagues (peer learning and experience sharing).

## External training

JTC provides off-site training by sending employees to seminars, conferences, college courses or workshops. Such

training opportunities can be seen as a great incentive, and source of inspiration for outstanding employees.

## Academic training for students

JTC is known for its leading pharmaceutical technology and state-of-the-art facilities. JTC plays an important role in developing the next generation of healthcare leaders and meeting the needs to meet future challenges and demands.

We offer various on-site training and orientation courses covering pharmaceutical manufacturing of various dosage forms, quality assurance, quality control, material planning, biotechnology, packaging, and marketing.



1. RAK Medical & Health Sciences University
2. University of Sharjah
3. Ajman College of Pharmacy & Health Science
4. An Najah National University
5. College of Pharmacy and Health Sciences (Fuj)
6. UAE University College of Engineering
7. HCT Colleges (all emirates)
8. Ministry of Education (MOE)-RAK
9. Vocational Education Development Center
10. American University of Ras Al Khaimah
11. University of Sharjah
12. UAE University
13. Abu Dhabi University
14. Gulf Medical University
15. Khalifa University

### International institutes:

1. Queen's University Belfast – (UK)
2. Mid-western University – (USA)
3. Sree Buddha College – (India)
4. Yildiz Technical University – (Turkey)
5. Calicut University – (India)
6. German University – (Jordan)
7. University of Calicut – (India)
8. German University – (Egypt)
9. Heliopolis University – (Egypt)
10. Florida Atlantic University – (USA)

### The Julphar UAE Graduate Program is an industrial training program developed to:

- Equip students with an understanding of basic work skills;
- Learn the different career choices in their respective fields;
- Develop professional competencies;
- Apply classroom theories in the corporate world;
- Facilitate the transition of the students from their academic work to the corporate world.

We have supported the UAE government through several initiatives, including:

- Supporting the Securities and Commodities Authority (SCA) in launching the campaign, "Effective Governance Is the Foundation of Sustainable Development," to raise awareness of the importance of the governance of listed companies by sharing releases and social media posts provided by SCA.
- Supporting the UAE Government's campaign to promote the Mars Probe, in line with the UAE Media office's direction

We actively work with governments, international organizations, research institutions on innovative medicines to provide a high-quality supply of medicine to those in need. We believe that collaboration between the pharmaceutical industry, regulators, and local governments is fundamental to supporting our local community's health needs.

## Scientific Discoveries and R&D

With over 800 products in various dosage forms targeting various therapeutic segments, here at Julphar, we strive to continue to expand our product offering. As part of our “iTurnaround Project” in

2021, we explored strategic partnerships and the possibility of developing molecules in-house to expand Julphar’s future product portfolio.

## Pharmacovigilance (PV)

Pharmacovigilance (PV) is defined by the World Health Organisation (WHO) as the science and activities relating to the detection, assessment, understanding, and prevention of adverse effects or any other drug-related problem.

Safety monitoring includes all activities related to detecting, assessing, understanding, and preventing adverse effects and other possible drug-related problems. In addition to reviewing and evaluating suspected adverse reaction reports, published literature, epidemiological studies, and additional clinical trial results, monitoring is

also conducted through a variety of other methods.

In response to new and emerging safety data, Julphar takes appropriate regulatory actions. Additionally, to contribute to the safety profiles of existing drugs, pharmacovigilance activities contribute to the broadening of epidemiological data.

Pharmacovigilance is therefore vital for the advancement of medical understanding, future research, and product development. Any improvements in safety or understanding will ultimately lead to improvements in patient care.

## Our Responsibility

Among the responsibilities of Julphar is reporting and addressing any concerns raised by the health authorities of each country upon receipt of medical products

from Health Care Professionals (HCP) (including but not limited to medical doctors, pharmacists, nurses, dentists, allied health professionals, midwives, caregivers, etc.).

Questions and complaints about our products are taken seriously and treated with the strictest confidentiality. Julphar employees involved in pharmacovigilance activities are trained, know their responsibilities, and are capable of fulfilling them.

Any issues related to the quality or safety of the medicines at Julphar must be reported immediately by all employees. As part of the Clinical Trial Protocol, spontaneous adverse reactions to marketed products are collected by phone, email, fax, or post. Adverse reactions to investigational products are collected as per the Clinical Trial Protocol.



# ETHICAL GOVERNANCE

***“We have an obligation to serve our customers with high-quality medicines while also providing a safe working conditionst for our staff and conserving the environment. This is governed by our Quality, Environment, Health, Safety, and Sustainability Vision, which includes continually increasing our compliance in all parts of our Quality, having the correct capabilities and capacity in place, and making appropriate decisions at all stages of the product life cycle”***

We are committed to operating ethically, carefully, and responsibly as we seek to satisfy the need of society and to promote safety and openness in everything we do. Our compliance program promotes proactive business-led quality and compliance governance based on risk management principles.

The Board of Directors are crucial to our governance because they represent the interests of our shareholders and strive to increase long-term shareholder value. The Board of Directors are made up mostly of independent directors that represent a wide range of genders, ages, races, ethnicities, backgrounds, professional experiences, and opinions.

## Governance Approach to SDGs

**Good Health and Well-Being:** Through fair access to medicines and vaccinations, we aim to ensure good health and well-being for all people.

**Gender Equality:** We want to eliminate discrimination against women, provide equal leadership opportunities, and ensure that women have access to reproductive health care.

**Peace, Justice, and Strong Institutions:** We work to ensure that justice is served, that the rule of law is upheld, and that decision-making is ethical, transparent, and representative.

COVID-19 has resulted in the limitation of our conventional face-to-face connection with healthcare professionals, posing a barrier to our responsible sales and marketing operations. Virtual detailing and interactions, online seminars, electronic platform speaker programs, and virtual meetings are all examples of how we adapted and tried to overcome the global pandemic.

To ensure that our patients understand our product, we interact with our stakeholders, including healthcare professionals, in a

transparent and ethical manner.

Ethical sales and marketing policies are implemented throughout our business units and locations, and our promotional materials are ethically reviewed and approved. Our sales and marketing activities adhere to all applicable laws and regulations. As described in Julphar’s ‘Position on Marketing and Promotional Practices’, we encourage universal access to medicines by adhering to globally defined criteria and using appropriate and relevant channels and materials.

## Ethics and Transparency in Pharmaceutical: Responsible Lobbying

We collaborate with suppliers who are committed to doing business ethically and respecting human rights. Julphar has been following the United Nations

Global Compact, taking steps to ensure that all individuals and their human rights are respected and protected across Julphar and its supply chain.

***“Julphar has high standards for conducting business ethically, responsibly, and in accordance with all applicable laws and regulations, as well as our own stringent principles”***

## Diverse Suppliers

Julphar is committed to maintaining a supplier network that reflects our consumer and patient base, as well as obtaining reasonably priced, high-quality medicines and services from our pre-qualified diverse vendors (small to large scale).

We exceeded our annual spending objective with local UAE small businesses,

## Responsible Lobbying

Julphar constantly participates in trade and industry associations, we are also deeply involved with non-profit organizations, research institutes, and individual healthcare professionals. We must ensure that our consumers have access to a long-term healthcare system. Such activities are managed by Julphar government affairs professionals and related senior executives. Julphar's position on Government Affairs explains

## Risk Management

To deliver value to our customers, employees, communities, and shareholders, we must understand and manage the impacts, risks and opportunities faced across our entire enterprise. We use several tools to identify and prioritize risks and opportunities, including a sustainability materiality assessment, a stakeholder

small, blooming businesses, and small to medium size firms. In the UAE, we also worked with women-owned enterprises. We maintained contacts with partner groups in order to increase regional engagement with the small and diversified supply base, attending and organizing incubation events to create and grow partnerships with such emerging businesses.

our methods for working with governments in addressing healthcare issues responsibly and smartly.

As we work to meet the best quality standards for our products, we are also focused on acting morally, mindfully, and constantly focusing on the wellbeing of our consumers. Our Board of Directors are the top decision makers on administration and other frameworks.

engagement process, and our Enterprise Risk Management process. Risk management is a strategic activity within Julphar, and our ability to manage risk creates opportunities as well. Corporate-level identification and management of risk are systematically accomplished using an integrated Enterprise Risk Management approach. Risk management results are

regularly communicated to management. The Board is responsible for overseeing the overall risk management process for the company, including review and approval of the enterprise risk management model and process implemented by management to identify, assess, manage and mitigate risk. Risk management is considered a strategic priority within the company, and responsibility for managing risk rests with executive management, while the Board oversees the process. The oversight responsibility of the Board is enabled by an enterprise

Our Risk Management framework lays down the very foundation of our core strategies including, but not limited to,

- Third-Party Risk
- Risks in Supply Chain,
- Crisis Management, etc.

With the core objective of identifying opportunities and avoiding uncertainties before they are materialized, our Risk Management Framework sets the tone of our Risk Governance.

The Head of Internal Audit & Risk Management is responsible for leading the formal risk assessment process within the organization. The Internal Audit & Risk Management function closely works with the senior management to assess the organization's overall risk profile along with any emerging risks and mitigating controls. Periodically, the Head of Internal Audit & Risk Management

risk management model and process, which is implemented by management that is designed to identify, assess, manage and mitigate risks. The Audit Committee is responsible for overseeing that management implements and follows this risk management process and for coordinating the outcome of reviews by the other Committees in their respective risk areas.

presents the organization's updated risk profile to the Audit Committee along with the steps they plan to take to mitigate the exposure.

While the board has assigned the primary responsibility for the risk oversight to the Audit Committee, there are other committees that help evaluate risks in their areas of responsibility and expertise, such as Quality and Technical Committee (QTC) handles Quality and Technology risks. For example, Cyber Security and Disaster Recovery.

## Our Corporate Governance

In an effort to achieve our fundamental objective, we are committed to maintaining a culture complying with applicable law and organizational policies, which is fully embedded across the organization. Our ethical standards support our business objectives while ensuring compliance and promoting ethical business values in our daily activities.

We have implemented corporate discipline and governance standards following the Resolution of the Chairman of Authority's Board of Directors of the Securities and Commodities Authority Decision no. (3/Chairman) of 2020 concerning the Approval of Joint Stock Companies Governance Guide. As part of this process, we reformed our Board Committees in line with the resolution above. In addition, we are currently amending our Articles of Association and taking the required measures to reflect the same. We have developed a corporate governance system that covers the Company's management, shareholders, employees, and clients, in addition to associate companies. We confirm our commitment to transparency and objectivity and periodically review the Company's policies to ensure that they align with our governance system and the approved governance manual.

Recently, Julphar contracted with a third-party company to develop our corporate governance framework to comply with our updated corporate governance rules and company regulations, as well as international best practices. The process involved reviewing and updating committee charters and the corporate governance manual and reviewing the current delegation of authority under the supervision of audit committee. This process was completed in 2020. Since then, a constant review and update of these governance manuals have been undertaken by the audit committee. As part of our "iTurnaround Project," Wave 1. We have also launched our internal policies on Anti-Bribery, Anti-Corruption, Anti-Tax Evasion, Whistle-blower, and Third-Party Due Diligence.

## Board of Directors

- **Sheikh Saqer bin Humaid Al Qasimi**
- **Mr. Rabih Khouri**
- **Mr. Abdulazizi Abdullah Salem Al-Zaabi**
- **Mr. Jamal Salem Ibrahim bin Darwish Al Nuaimi**
- **Ms. Olfa Gam**
- **Mr. Abboud Bejjani**
- **Mr. Adil Karim Kak Ahmed**
- **Mr. Medhat Abu Al-Asrar**
- **Mr. Raman Garg**

We thank the contribution of Mr. Yousef Ali Mohamed, Dr. Ali Hussein Ali Al-Zawawi and Mr. Khaled Abdullah Yousuf Al-Abudullah who were part of our Board in the previous year. We take this opportunity to welcome our new Board member Ms. Olfa Gam.



## Our Committees and their Responsibilities

Our Board of Directors work closely with external auditors through its Audit Committee.

Adherence to International Financial Reporting Standards (IFRS) ensures transparent and reliable reporting.

Additionally, the Board of Directors are responsible for our internal control system and risk management, as well as our internal audit structure, which ensures full compliance with laws, regulations, and Julphar policies.

### Board Committees:

- Audit Committee
- Nomination and Remuneration Committee
- Supervision and Follow-up Committee of Insiders' Transactions
- Strategy and Investment Committee
- Quality and Technical Committee

### Audit Committee

The Audit Committee assists the Board of Directors in fulfilling its oversight responsibilities with respect to financial

reporting, risk management, internal controls, and compliance with legal and regulatory requirements

### Key Responsibilities:

- Quality, reliability, and integrity of financial statements, and application of accounting principles
- Compliance with legal or regulatory requirements and adequacy of internal controls
- Performance of internal audit function
- Engagement and performance of the independent auditor
- Oversee the company's risk management process Risk Oversight
- Management and effectiveness of accounting, auditing, external reporting, ethics, compliance, and internal controls, and cyber security.

## Nomination and Remuneration Committee

The Nomination and Remuneration Committee's tasks and responsibilities are

- To determine the package of individual and total remunerations for the members on our Board of Directors.

• It is also responsible for developing our remuneration policy and human resources policies.

## Supervision and Follow-Up Committee of Insiders' Transactions

The tasks of the Supervision and Follow-up Committee for Insiders' Transactions are to ensure our compliance with the resolutions of

the Securities and Commodities Authority, Abu Dhabi Securities Exchange, and the amendments stated therein.

## Strategy and Investment Committee

Committee members review and approve the Board of Directors' strategies, as well as our annual budget and business plan. The Committee must also develop and monitor our compliance with relevant legislation and regulations. As part of its responsibilities, the Committee reviews contracts of strategic importance as well as financial and

accounting matters and approves such matters within the limits in our Committee Charter. The Committee also reviews reports and economic feasibility studies, assess investment risks, and approve or reject them before they are submitted for approval to our Board of Directors.

## Quality and Technical Committee

By contributing to the Board's supervisory responsibilities regarding quality, compliance, and scientific and technical orientation, the

Quality and Technical Committee of the Board of Directors contributes to the Board.

## Our Code of Conduct

We adhere to a global Code of Practice for Promotion and Customer Interactions. We ensure that our scientific engagements and marketing activities are based on our values, and that all promotional efforts are

accurate and appropriately identified. The modernization of our behavior is designed to give our customers more assurance about our commitment to putting their needs first and improve the clarity of our interactions with healthcare professionals.

## Compliance with Regulations

Our internal controls include setting written and detailed rules and procedures to ensure stringent and comprehensive internal controls are adopted. In addition, our controls outline actions required to comply with our business policies and general requirements and objectives stipulated in the applicable

legislation. We also have a dedicated compliance department to monitor external compliance to all applicable laws, regulations, resolutions, requirements of regulatory bodies, and internal compliance to company policies, rules, and procedures set by the Board.

## Supplier Social Assessment

We adhere to the highest ethical standards and comply with all laws, regulations, and company guidelines. We contact and interact with a variety of Third Parties on a regular basis at Julphar, and these commercial connections must be handled with the utmost integrity. As a result, we follow our Third-Party Due Diligence Policy when dealing with third parties. The Policy sets the standards that must be observed by all Julphar employees throughout the regional business divisions.

Our suppliers are bound by stringent social, environmental, and quality standards and work closely with us to take CSR principles on board. To ensure proper governance and that minimum requirements are followed globally, Third-Party Due Diligence is conducted for all engagements with third parties. As part of our engagement, research, and clinical development activities, we recognize the importance of defining, respecting, and continuously reviewing and improving consistent and transparent bioethical standards.

Third-Party engagement, due diligence, and management practices are outlined in Julphar's Standard Operating Procedures in functional areas such as Procurement, Finance, QA, Regulatory, and IT/IS. In addition, depending on the location of the

Julphar office, international, regional, or local instructions and procedures may apply to our contracts with third parties. Finally, we have corporate rules that address the risk of bribery and corporate compliance.

## Encouraging local procurement

Our value chain operations and spending help local businesses grow and produce multiplier effects that help people find work and better their lives. Economic sustainability requires

us to build mutually beneficial partnerships with our stakeholders and to enable economic prosperity in the communities where we operate.



## **GRI INDEX**

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#### **GRI 101 Foundation 2016**

#### **GRI 102: General Disclosures 2016**

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- 102-3 Location of headquarters
- 102-4 Location of operations
- 102-5 Ownership and Legal Form
- 102-6 Markets served
- 102-7 Scale of organization
- 102-8 Information on employees and other workers
- 102-9 Supply chain
- 102-12 External initiatives

##### **Strategy**

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#### **GRI 103: Management Approach 2016**

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#### **GRI 200 Economic Standard Series**

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- 302-1 Energy consumption within the organization

##### **GRI 303: Water and effluents 2018**

- 303-3 Water withdrawal by source

##### **GRI 305: Emissions 2016**

- 305-1 Direct (Scope 1) GHG emissions 18
- 305-2 Energy indirect (Scope 2) GHG emissions

##### **GRI 306: Waste 2020**

- 306-3 Waste generated
- 

#### **GRI 400 Social Standard Series**

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- 401-1 New employee hires and employee turnover

##### **GRI 403: Occupational Health and Safety 2018**

- 403-1 Occupational health and safety management system
- 403-5 Worker training on occupational health and safety
- 403-6 Promotion of worker health
- 403-9 Work-related injuries

##### **GRI 404: Training and Education 2016**

- 404-2 Programs for upgrading employee skills and transition assistance program

##### **GRI 405: Diversity and Equal Opportunity 2016**

- 405-1 Diversity of governance bodies and employees



Environmental, Social & Governance Report 2021

# Gulf Pharmaceutical Industries

