

Global Reporting Initiative Index 2013

INDICATOR OVERVIEW

ASPECT/TOPIC	APPLIED INDICATORS
Customer health and safety	PR1; PR2
Access to health and medicine	EC8
Engagement with patient groups	PR5
Regulatory and legal challenges	SO4; SO5; SO8; PR2; PR4; PR9
Clinical trial ethics and safety	PR1; PR2
Employee recruitment and retention	LA1; LA6; LA11; LA12

About this report

Sobi reports on an annual basis on its sustainability work, as a part of the Annual Report. Sobi is applying level 'Core' in accordance with the Global Reporting Initiative's (GRI) most recent guidelines for sustainability reporting, referred to as G4. The indicators presented below are all selected on the basis of a so called materiality analysis which is further described on pages 33–34 in this report. The indicator overview to the left lists the GRI indicators applied to reflect the aspects and topics assessed to be most material for Sobi. All cross references below relates to pages in Sobi's Annual Report 2013 or on www.sobi.com.

● = Fully reported ● = Partly reported

STANDARD DISCLOSURE	CROSS-REFERENCE	REPORTED	COMMENT
Strategy and analysis			
G4-1 CEO statement	2–3, 33, www.sobi.com	●	
G4-2 Description of key impacts, risks and opportunities	33–35, 48–50	●	
Organisational profile			
G4-3 Name of the organisation	72	●	
G4-4 Primary brands, products and services	31	●	
G4-5 Location of organisation's headquarters	72	●	
G4-6 Countries where the organisation operates	83	●	
G4-7 Nature of ownership and legal form	51–52, 72	●	

STANDARD DISCLOSURE	CROSS-REFERENCE	REPORTED	COMMENT
G4-8 Markets served	Inside cover, 43	●	
G4-9 Scale of the organisation	46, 62, 83	●	
G4-10 Total workforce by employment type, contract, region and gender	83	●	
G4-11 Percentage of employees covered by collective bargaining agreements		●	All employees in the Swedish operations (representing approximately 80 per cent of Sobi's employees) are covered by collective bargaining agreements.
G4-12 Describe the organisations' supply chain	34	●	
G4-13 Significant changes during the report period	2–4, 13	●	
G4-14 Explanation of how the precautionary principle is applied	32–35	●	Risk management is integrated with all strategic and operational work. There is a specific procedure for handling of hazardous chemicals which describes how to identify, assess and handle risks including the application of the precautionary principle.
G4-15 Endorsement of external codes, principles or initiatives	32	●	In clinical programmes and trials, Sobi adheres to the ethical principles of the Declaration of Helsinki, developed by the World Medical Association (WMA). Sobi also adheres to the ethical rules of LIF (trade organisation for the research-based pharmaceutical industry in Sweden).
G4-16 Memberships in associations	www.sobi.com	●	A list of membership in associations is available on www.sobi.com
Identified material aspects and boundaries			
G4-17 Operational structure of the organisation	60	●	
G4-18 Process for defining report content	32	●	
G4-19 Material aspects identified in the process for defining report content	32–35	●	
G4-20 Aspect boundaries within organisation		●	Employee indicators cover the Swedish operations (representing approximately 80 per cent of Sobi's employees). Other indicators cover all of Sobi's operations.

STANDARD DISCLOSURE	CROSS-REFERENCE	REPORTED	COMMENT
G4-21 Aspect boundaries outside organisation	32–35	●	
G4-22 Explanation of the effect of any re-statements of information provided in earlier reports		●	There have been no re-statements of information since previous reports.
G4-23 Significant changes from previous reporting periods regarding scope, boundaries, etc.		●	There has been no changes regarding scope, boundaries etc., since previous reports.
Stakeholder engagement			
G4-24 List of stakeholder groups	32	●	
G4-25 Basis for identification and selection of stakeholders with whom to engage	32	●	
G4-26 Approaches to stakeholder engagement	32–35	●	
G4-27 Key topics and concerns raised by stakeholders	32–35	●	
Report profile			
G4-28 Reporting period		●	Calendar year 2013
G4-29 Date of most recent previous report		●	April 2013
G4-30 Reporting cycle		●	Annual
G4-31 Contact point for questions regarding the report		●	Oskar Bosson, Head of Communications oskar.bosson@sobi.com
G4-32 Table identifying the location of the Standard Disclosures in the report	36–38	●	
G4-33 Policy and current practice with regard to seeking external assurance for the report		●	This report has not been subject to external assurance.
Governance			
G4-34 Governance structure of the organisation	53	●	

STANDARD DISCLOSURE	CROSS-REFERENCE	REPORTED	COMMENT
Ethics and integrity			
G4-56 Values, principles and norms of behaviour such as codes of conduct and codes of ethics	35, 50, www.sobi.com	●	Sobi's Code of Conduct and Ethics is available on www.sobi.com.

INDICATORS FOR MATERIAL ASPECTS	CROSS-REFERENCE	REPORTED	COMMENT
ECONOMIC			
Indirect economic impacts			
Management approach	33, www.sobi.com	●	Sobi's Charter on Patient Access Bridging Programmes is available on www.sobi.com
G4-EC8 Significant indirect economic impacts	33	●	
SOCIAL			
LABOUR PRACTICES AND DECENT WORK			
Employment			
Management approach	35	●	
G4-LA1 Rate of employee turnover by age group, gender and region			
Occupational health and safety			
Management approach	35, 46	●	
G4-LA6 Rates of injury, occupational diseases, lost days, work related fatalities, by region and by gender	35		During 2013 there were fourteen incidents resulting in minor injuries, none of which led to lost time in terms of sick-leave.

INDICATORS FOR MATERIAL ASPECTS	CROSS-REFERENCE	REPORTED	COMMENT
Training and education			
Management approach	35	●	
G4-LA11 Employees receiving regular performance and career development reviews, by region and by gender	35	●	
Diversity and equal opportunity			
Management approach	35, 46	●	
G4-LA12 Composition of governance bodies and employees according to diversity indicators	35, 88	●	
SOCIETY			
Anti-corruption			
Management approach	34–35, www.sobi.com	●	
G4-SO4 Communication and training on anti-corruption policies and procedures		●	All questions relating to anti-corruption and anti-bribery are discussed in Sobi's Code of Conduct & Ethics. In Sweden Sobi is a member of LIF, the research based pharmaceutical industry organisation and follows their "The Ethical Rules for the Pharmaceutical Industry". These guidelines specifically includes provisions on anti-corruption. The Sobi European organisation follows the European Federation of Pharmaceutical Industry and Associations (EFPIA) rules and standards. The rules are consistent with the WHO code of ethics for marketing of pharmaceuticals. The Sobi US organisation follows the Office of Inspector General, U.S. Department of Health & Human Services (OIG) and the Pharmaceutical Research and Manufacturers of America (PhRMA) rules and guidelines.

INDICATORS FOR MATERIAL ASPECTS	CROSS-REFERENCE	REPORTED	COMMENT
G4-SO5 Confirmed incidents of corruption and actions taken	34–35	●	During 2013 no case of corruption involving Sobi or Sobi's employees have been brought to the attention of the company management.
Compliance			
Management approach	34–35, www.sobi.com	●	
G4-SO8 Significant fines and non-monetary sanctions for non-compliance with laws and regulations		●	During 2013 Sobi has not identified any non-compliance with laws and regulations, which possibly could have led to fines or non-monetary sanctions.
PRODUCT RESPONSIBILITY			
Customer health and safety			
Management approach	32–35, www.sobi.com	●	
G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	32–35	●	
G4-PR2 Incidents of non-compliance with regulations concerning health and safety impacts of products		●	During 2013 Sobi has not identified any non-compliance with laws, regulations or voluntary codes concerning the health and safety impacts of its products.
Products and services labeling			
Management approach	32–35, www.sobi.com	●	
G4-PR4 Incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling		●	During 2013 Sobi has not identified any non-compliance with laws, regulations or voluntary codes concerning product and service information and labeling.

INDICATORS FOR MATERIAL ASPECTS	CROSS-REFERENCE	REPORTED	COMMENT
G4-PR5 Results of surveys measuring customer satisfaction		●	Sobi's objective is to identify where value can be added for patients and their physicians. By creating and maintaining a dialogue with this community, and also with governments and payers, Sobi seeks to ensure that treatments are delivered in a sustainable way. At Sobi this is referred to as a Patient and Customer Centric approach to Commercialisation (PC3). Sobi complies with the ethical rules of LIF (trade organisation for the research-based pharmaceutical industry in Sweden) that does not allow regular customer surveys to be conducted for prescribed pharmaceuticals.
Marketing communications			
Management approach	32–35, www.sobi.com	●	
G4-PR7 Incidents of non-compliance with regulations concerning marketing communications		●	During 2013 Sobi has not identified any non-compliance with laws, regulations or voluntary codes concerning the marketing of its products.
Compliance			
Management approach	32–35, www.sobi.com	●	
G4-PR9 Significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		●	During 2013 Sobi has not identified any non-compliance with laws, regulations or voluntary codes concerning the provision and use of its products.