

# Global Reporting Initiative Index 2014

## 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
Anti-corruption	G4-SO4, G4-SO5, G4-SO8,

## 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 42–43 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 2014 or [www.sobi.com](http://www.sobi.com).

● = Fully reported   ● = Partly reported

Standard disclosure	Cross-reference	Reported	Comment
<b>Strategy and analysis</b>			
G4-1	CEO's statement	6–7 <a href="http://www.sobi.com">www.sobi.com</a>	●
G4-2	Description of key impacts, risks and opportunities	42–45, 57–58	●
<b>Organisational profile</b>			
G4-3	Name of the organisation	69	●
G4-4	Primary brands, products and services	2, 22, 36	●
G4-5	Location of organisation's headquarters	69	●
G4-6	Countries where the organisation operates	3, 16–17, 81, 94	●

Standard disclosure	Cross-reference	Reported	Comment
G4-7	Nature of ownership and legal form	46–47, 69	●
G4-8	Markets served	3, 16–17, 8–9	●
G4-9	Scale of the organisation	55, 59–60, 81	●
G4-10	Total workforce by employment type, contract, region and gender	81	●
G4-11	Percentage of employees covered by collective bargaining agreements		● All employees in the Swedish operations (representing approximately 66 per cent of Sobi's employees) are covered by collective bargaining agreements.
G4-12	Describe the organisations' supply chain	45	●
G4-13	Significant changes during the report period	4–7	●
G4-14	Explanation of how the precautionary principle is applied	57–58	● 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	42–45, 57	● In clinical programmes and studies, 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	<a href="http://www.sobi.com">www.sobi.com</a>	●
<b>Identified material aspects and boundaries</b>			
G4-17	Operational structure of the organisation	103, 110–113	●
G4-18	Process for defining report content	42–43	●

Standard disclosure	Cross-reference	Reported	Comment
G4-19 Material aspects identified in the process for defining report content	42–45	●	
G4-20 Aspect boundaries within organisation		●	Indicators cover all of Sobi's operations.
G4-21 Aspect boundaries outside organisation	42–45	●	
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 have been no changes regarding scope, boundaries etc. since previous reports.
<b>Stakeholder engagement</b>			
G4-24 List of stakeholder groups	42	●	
G4-25 Basis for identification and selection of stakeholders with whom to engage	18–20, 42	●	
G4-26 Approaches to stakeholder engagement	18–20, 42–45	●	
G4-27 Key topics and concerns raised by stakeholders	21, 25, 31, 42–45	●	
<b>Report profile</b>			
G4-28 Reporting period		●	Calendar year 2014
G4-29 Date of most recent previous report		●	April 2014
G4-30 Reporting cycle		●	Annual
G4-31 Contact point for questions regarding the report		●	Oskar Bosson, Head of Communications oskar.bosson@sobi.com

Standard disclosure	Cross-reference	Reported	Comment
G4-32 Table identifying the location of the Standard Disclosures in the report	115–118	●	
G4-33 Policy and current practice with regard to seeking external assurance for the report		●	Sobi's sustainability report has not been subject to external assurance.
<b>Governance</b>			
G4-34 Governance structure of the organisation	103	●	
<b>Ethics and integrity</b>			
G4-56 Values, principles and norms of behaviour such as codes of conduct and codes of ethics	10, 44–45, 54 www.sobi.com	●	Sobi's Code of Conduct and Ethics is available on www.sobi.com.

Indicators for material aspects	Cross-reference	Reported	Comment
<b>ECONOMIC</b>			
<b>Indirect economic impacts</b>			
Management approach	42–43, www.sobi.com	①	Sobi's Charter on Patient Access Bridging Programmes is available on www.sobi.com
G4-EC8 Significant indirect economic impacts	42, 57–58, 75–77	●	
<b>SOCIAL</b>			
<b>LABOUR PRACTICES AND DECENT WORK</b>			
<b>Employment</b>			
Management approach	44–45, 54–56	●	
G4-LA1 Rate of employee turnover by age group, gender and region	81	①	

Indicators for material aspects	Cross-reference	Reported	Comment
<b>Occupational health and safety</b>			
Management approach	44–45, 54–55	●	
G4-LA6 Rates of injury, occupational diseases, lost days, work related fatalities, by region and by gender	44–45		During 2014 there were ten incidents, none of which led to lost time in terms of sick-leave.
<b>Training and education</b>			
Management approach	44–45	●	
G4-LA11 Employees receiving regular performance and career development reviews, by region and by gender	44–45	●	
<b>Diversity and equal opportunity</b>			
Management approach	44–45	ⓘ	
G4-LA12 Composition of governance bodies and employees according to diversity indicators	45, 81, 110–113	ⓘ	
<b>SOCIETY</b>			
<b>Anti-corruption</b>			
Management approach	44 www.sobi.com	●	

Indicators for material aspects	Cross-reference	Reported	Comment
G4-SO4 Communication and training on anti-corruption policies and procedures	44, 107–108	●	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.
G4-SO5 Confirmed incidents of corruption and actions taken		●	During 2014 no case of corruption involving Sobi or Sobi's employees have been brought to the attention of the company management.
<b>Compliance</b>			
Management approach	42–45 www.sobi.com	●	
G4-SO8 Significant fines and non-monetary sanctions for non compliance with laws and regulations		●	During 2014 Sobi has not identified any non-compliance with laws and regulations, which possibly could have led to fines or non-monetary sanctions.

Indicators for material aspects	Cross-reference	Reported	Comment
<b>PRODUCT RESPONSIBILITY</b>			
<b>Customer health and safety</b>			
Management approach	19–20, 42–45, www.sobi.com	●	
G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	20, 39, 42–45	●	
G4-PR2 Incidents of non-compliance with regulations concerning health and safety impacts of products		●	During 2014 Sobi has not identified any non-compliance with laws, regulations or voluntary codes concerning the health and safety impacts of its products.
<b>Products and services labeling</b>			
Management approach	42–45, www.sobi.com	●	
G4-PR4 Incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling		●	During 2014 Sobi has not identified any non-compliance with laws, regulations or voluntary codes concerning product and service information and labeling.
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.

Indicators for material aspects	Cross-reference	Reported	Comment
<b>Marketing communications</b>			
Management approach	42–45, www.sobi.com	●	
G4-PR7 Incidents of non-compliance with regulations concerning marketing communications		●	Sobi has identified one incident of non-compliance with regulations concerning marketing communications in connection with our products during 2014, in Sweden. The incidence was considered to be of formal character and less severe. A fine of SEK 40,000 was issued.
<b>Efterlevnad</b>			
Management approach	42–45, www.sobi.com	●	
G4-PR9 Significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		●	During 2014 Sobi has not identified any non-compliance with laws, regulations or voluntary codes concerning the provision and use of its products.