



Global Reporting Initiative Index 2015

Specific disclosures – 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 its sustainability efforts on an annual basis, as part of the Annual Report. Sobi prepares its Sustainability Report in accordance with the Core option of the latest GRI sustainability reporting guidelines, G4. The indicators below have been selected on the basis of a materiality analysis, which is further described on pages 22–23 of the Annual Report. The indicator overview above lists the GRI indicators that have been applied to reflect the aspects and topics considered most significant for Sobi. All page references below refer to pages in Sobi's 2015 Annual Report or at www.sobi.com

● = Fully reported ○ = Partially reported

Standard disclosures	Page references	Reported	Comment
Strategy and analysis			
G4-1 CEO's statement	8–9, www.sobi.com	●	
G4-2 A description of key impacts, risks and opportunities	28–29, 70–72	●	
Organisational profile			
G4-3 Name of the organisation	83	●	
G4-4 Primary brands, products and services	2–3, 30–31	●	
G4-5 Location of organisation's headquarters	83	●	
G4-6 Countries where the organisation operates	3, 20–21, 95, 108	●	

Standard disclosures	Page references	Reported	Comments
G4-7 Nature of ownership and legal form	56–58, 83	●	
G4-8 Markets served	2–3, 5, 12–15, 20–21	●	
G4-9 Scale of the organisation	69, 73–74, 95	●	
G4-10 Total workforce by employment type, contract, region and gender	95	●	
G4-11 Percentage of employees covered by collective bargaining agreements		●	All employees in the Swedish operations (representing approximately 57 per cent of Sobi's employees) are covered by collective bargaining agreements.
G4-12 Describe the organisations' supply chain	24	●	
G4-13 Significant changes during the reporting period	6–7	●	
G4-14 Whether and how the precautionary approach is applied	28–29, 70–72	●	Risk management is integrated into all strategic and operational work. There is a special procedure for the handling of hazardous chemicals, which describes the risks are identified, assessed and managed, including how the precautionary principle should be addressed.
G4-15 Endorsement of external charters, principles or initiatives	22–24, 70–72	●	Sobi complies with the new European requirements on disclosure of transfers of value from pharmaceutical companies to healthcare professionals and organisations. Sobi's clinical programmes and testing follow the ethical principles of the Declaration of Helsinki, the PhRMA & EFPIA's "Principles for Responsible Clinical Trial Data Sharing" and the EMA Policy on publication of clinical data, which entered into force on 1 January 2015. Sobi applies industry-specific codes of conduct (LIF and EFPIA).
G4-16 Memberships in associations	www.sobi.com	●	
Identified material aspects and boundaries			
G4-17 Organisational structure	118, 124–127	●	
G4-18 Process for defining report content	22–24	●	



Standard disclosures	Page references	Reported	Comments
G4-19 Material aspects identified in the process for defining report content	22–24	●	
G4-20 Aspect Boundaries within the organisation	22–24	●	Indicators cover all of Sobi's operations.
G4-21 Aspect Boundaries outside the organisation		●	
G4-22 Explanation of the effect of any re-statements of information provided in previous reports		●	There have been no re-statements of information since previous reports.
G4-23 Significant changes from previous reporting periods in the Scope and Aspect Boundaries		●	There have been no relevant changes in the Scope and Aspect Boundaries since previous reporting periods.
Stakeholder engagement			
G4-24 List of stakeholder groups	12–14	●	
G4-25 Basis for identification and selection of stakeholders with whom to engage	12–14, 22–24	●	
G4-26 Approach to stakeholder engagement	12–13, 22–24	●	
G4-27 Key topics and concerns raised through stakeholder engagement	12–13, 22–24, 25, 39	●	
Report profile			
G4-28 Reporting period		●	Calendar year 2015
G4-29 Date of most recent previous report		●	April 2014
G4-30 Reporting cycle		●	Annually
G4-31 Contact point for questions regarding the report		●	Oskar Bosson, Head of Communications, oskar.bosson@sobi.com

Standard disclosures	Page references	Reported	Comments
G4-32 Table showing where information about all parts of the Standard Disclosures can be found	129–132	●	
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.
Governance			
G4-34 Governance structure	118	●	
Ethics and integrity			
G4-56 Values, principles, standards and norms of behaviour	16, 18–19, 22–29, 69 www.sobi.com	●	Sobi's Code of Conduct and Ethics is available on www.sobi.com.

Indicators related to material aspects	Page references	Reported	Comments
ECONOMIC			
Indirect economic impacts			
Management approach	22–24, www.sobi.com	●	
G4-EC8 Significant indirect economic impacts	14, 23, 25, 70–72, 88–90	●	Donation to the World Federation of Hemophilia
SOCIAL			
LABOUR PRACTICES AND WORKING CONDITIONS			
Employment			
Management approach	26–29, 70–72	●	
G4-LA1 Rate of employee turnover by age group, gender and region	95	●	



Indicators related to material aspects	Page references	Reported	Comments
Occupational health and safety			
Management approach	28–29, 70–72	●	
G4-LA6 Rates of injury, occupational diseases, lost days, absenteeism and total number of work-related fatalities, by region and by gender			In 2015, fifteen incidents were reported, none of which led to sick leave.
Training and education			
Management approach	26–27	●	
G4-LA11 Employees receiving regular performance and career development reviews, by region and by gender	26–27	●	
Diversity and equal opportunity			
Management approach	26–27	ⓘ	
G4-LA12 Composition of governance bodies and employees according to diversity indicators	27, 95, 124–127	ⓘ	
SOCIETY			
Anti-corruption			
Management approach	24 www.sobi.com	●	

Indicators related to material aspects	Page references	Reported	Comments
G4-SO4 Communication and training on anti-corruption policies and procedures	24, 122–123	●	Issues related to anti-corruption are regulated in Sobi's Code of Conduct and Ethics and Global Policy on Anti-corruption. In Sweden, Sobi is a member of the Swedish Association of the Pharmaceutical Industry (LIF), and follows their "Ethical Rules for the Pharmaceutical Industry." These guidelines include specific rules 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 Pharmaceutical Marketing. 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		●	In 2014, no cases of corruption involving Sobi or Sobi's employees were brought to the attention of the company's management.
Compliance			
Management approach	22–24, www.sobi.com	●	
G4-SO8 Significant fines and total number of 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 related to material aspects	Page references	Reported	Comments
PRODUCT RESPONSIBILITY			
Customer health and safety			
Management approach	12–13, 22–29 www.sobi.com	●	
G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	12–13, 16, 32–35	●	
G4-PR2 Incidents of non-compliance with regulations concerning health and safety impacts of products		●	In 2015, Sobi did not identify any non-compliance with laws, regulations or voluntary codes concerning the health and safety impacts of its products.
Products and services labeling			
Management approach	22–24, www.sobi.com	●	
G4-PR4 Incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling		●	In 2015, Sobi did not identify 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 budget holders, 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 related to material aspects	Page references	Reported	Comments
Marketing communications			
Management approach	22–24, www.sobi.com	●	
G4-PR7 Incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship		●	In 2015, Sobi did not identify any non-compliance with laws, regulations or voluntary codes concerning promotion of its products.
Compliance			
Management approach	22–24, www.sobi.com	●	
G4-PR9 Significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		●	In 2015, Sobi did not identify any non-compliance with laws, regulations or voluntary codes concerning the provision and use of its products.