

Ethical and sustainable business

Roche Australia (Pharmaceuticals) Policy Position

Summary

- Roche is committed to sustainable development, respecting the needs of the individual, society and the environment.
- For eight years running, Roche globally has been ranked as the most sustainable healthcare company by the Dow Jones Sustainability Indices.¹
- At Roche, we maintain rigorous internal processes to ensure that our employees adhere to the laws, regulations and industry codes of conduct that support good business practices.

Roche position

Roche believes that a good business is an ethical business. Our company values – courage, integrity and passion – are central to how we behave as individuals and as an organisation.

We do business in a responsible manner and are committed to sustainable development, respecting the needs of the individual, society and the environment. By creating innovative products and ensuring broad access to them, providing a rewarding workplace and supporting community-based projects, we are using our business to build a better tomorrow.

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Innovation and access

Research and development, and improving access to our medicines are key to the sustainable development of our business.

As part of our social commitment in Australia, we work with many different partners to create sustainable pathways for people to be treated with our medicines. This includes financial and in-kind support for an extensive range of research, medical education and patient support/advocacy initiatives across many therapeutic areas.

Patient access to affordable medicines needs to be at the centre of a sustainable Pharmaceutical Benefits Scheme (PBS). We believe the public reimbursement system in Australia needs to reform its approach to valuing medicines to better capture the full benefit of innovative therapies and to sustain an appropriate level of investment in medicines.

Ensuring product quality and safety

We are committed to bringing safe, effective medicines of the highest quality to patients. To achieve this, we apply the same rigorous standards wherever a Roche medicine is manufactured or sourced. In addition, our safety monitoring process applies for each marketed Roche medicine to assess its ongoing safety and effectiveness throughout its lifecycle. We closely monitor and alert regulatory authorities to any reports of adverse events (side effects). Our priority is to make sure that the therapeutic benefit of every medicine outweighs the risks.

Managing our business responsibly

At Roche we maintain high ethical standards and comply with all applicable local, national and international laws and regulations wherever we do business. We also have rigorous internal processes to ensure that our employees adhere to the laws, regulations and industry codes of conduct that support good business practices.

Roche abides by the Medicines Australia (MA) Code of Conduct, which provides a robust framework and standards for the communication and promotion of prescription medicines in Australia. This includes the transparent reporting of support for healthcare professionals and health consumer organisations (also known as patient support or advocacy groups) in relation to educational and consultancy activities to maintain trust and confidence in Roche and the wider industry.

Valuing our employees

At Roche we believe that our people are the key to our business. Therefore, creating a safe, high quality and rewarding work environment is business-critical. We conduct workplace health risk assessments, occupational medical evaluations, risk reduction programs and health promotion campaigns to foster a safe and productive working environment. Roche's comprehensive wellbeing program includes regular health and skin checks, influenza vaccinations, a counselling service, access to gyms and other sports facilities. We start from a foundation of respect and we are dedicated to creating a dynamic, engaged, accountable, diverse and connected culture. In Australia, Roche aims to be one of the best employers in the pharmaceutical industry.

Reducing our environmental footprint

Roche approaches environmental sustainability with the same level of commitment as any business-related activity, striving for continuous improvement wherever possible. We believe that long-term business success is only possible by meeting both our environmental and our social responsibilities.

In Australia, we have made great strides in reducing energy consumption and waste streams, which promises to have a significant and positive long-term impact on our operations and the

communities we serve. We work closely with our suppliers and other partners to continuously improve the environmental performance of our products along the value chain.

Supporting our community

We are passionate about supporting the communities in which we operate. Each year, Roche is proud to provide donations to charitable organisations in the community for science and education, arts and culture, community and the environment, as well as humanitarian and societal support projects.

Since 2003, Roche employees worldwide have been raising funds for disadvantaged children through the annual Roche Children's Walk. Each year, the total amount raised by local employees is matched by Roche, with 50% donated to a local children's charity and the other 50% directed to Roche's charitable work with children in Malawi, one of the world's poorest countries. Our 'Reach Out' volunteer week also provides every local Roche employee with the opportunity to spend a day volunteering in our community. Organised events include parks, bush and beach conservation, supporting those with learning difficulties and providing welfare to disadvantaged community groups.

Further reference

Roche Behaviour in Business: Directive on Integrity in Business (Global guidelines)

This position paper was adopted by the Roche Australia (Pharmaceuticals) Leadership Team on 5 October 2016 and entered into force the same day.

¹ Roche Global Media Release, 8 September 2016.