



**CORPORATE SOCIAL RESPONSIBILITY REPORT**

**2016**

**GRUPO ROVI**



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## 1. INTRODUCTION.-

The present report describes the main activities performed by ROVI in terms of Corporate Social Responsibility (CSR). Following the annual basis proposed by the company, ROVI would like to let know the advances and challenges associated to the CSR, as well as the actions that contribute to the sustainability of our company in this area for 2016.

This report has been prepared following the recommendations of the Guidelines for the preparation of Sustainability Reports, Global Reporting Initiative (GRI Guidelines), version G4. In the section 6 of this document is included a table with the number indicating the reference to the present document, in which is included the corresponding information.

In the business strategy of ROVI, CSR is crucial to ensure company's sustainability in the long term and to strengthen confidence of the groups of interest.

ROVI considers that CSR is a commitment to society, given the importance of its work and product to improve health and quality of life of people. Therefore, in recent years, has developed an intense activity to support research and promote prevention and knowledge of certain diseases.

The company incorporates CSR in its governance, management and daily activity. CSR strategy decisions are responsibility of the Management Committee, and ultimately, on the Board of Directors.

ROVI's commitment with ethical management and transparency is evident in the development of its internal codes. Additionally, ROVI has applied for SA-8000 "Social Accountability" standard for the scale and impact of its activities, products and services on the workplace, contributing to reinforce its acting principles.

### 1.1. Report profile.-

- 🌐 Period included in the report: the data included in the present report cover the calendar year 2016.
- 🌐 Date of the last report: the last report was prepared in 2016, including the data of the calendar year 2015. This way we follow the annual presentation cycles of the report.

The information provided in this document refers to the total perimeter of ROVI group, except in those cases in which a different perimeter is indicated.

In case of requiring additional information about any of the data included in this Report, the company has enabled a direct communication channel via the e-mail [ir@rovi.es](mailto:ir@rovi.es)



## 2. PROFILE AND STRUCTURE.-

### 2.1. Basic data.

#### Corporate data

**Name**

Laboratorios Farmacéuticos Rovi, S.A.

**Nominal**

0.06€ share

**Address**

Julián Camarillo, 35 28037 MADRID. Spain

**Activity**

Manufacturing and marketing pharmaceutical products and contract manufacturing services.

**Telephone**

34 91 372 62 30

**Markets**

ROVI group is directly present in Spain and Portugal and its shares are listed in stock markets of Barcelona, Bilbao, Valencia and Madrid.

**Web page**

[www.rovi.es](http://www.rovi.es)














**Share capital**

3,000,000 euros










**Number of shares**

50,000,000



-  1946 – Foundation of the company.
-  1981 – Beginning of research in low molecular weight heparins.
-  1998 – Introduction of Bemiparin in the Spanish market and start of activities in Portugal.
-  2002 – Internationalization of ROVI following approval of Bemiparin abroad.
-  2003 – Increased international coverage to 59 countries.
-  2006 – Construction of R&D&I centre and manufacturing plant in Granada.
-  2007 – Agreement to market products from Sanier.
-  2009 – Strategic agreement with Merck Sharp & Dohme ("MSD").
-  2012 – FDA approval for injectables plant.
-  2013 – Agreements to market products from Novartis and Medice.
-  2014 – Registration of a bio-similar of enoxaparin in EMA and FDA.
-  2015 – Acquisition of a new injectables plant, in San Sebastián de los Reyes, which strengthens its contract manufacturing capacity, laying the foundation for the expansion of Bemiparin and the development of its potential biosimilar of enoxaparin.
-  2016 – Agreements to market Nepavis® from Novartis and to market Mysimba® from Orexigen.

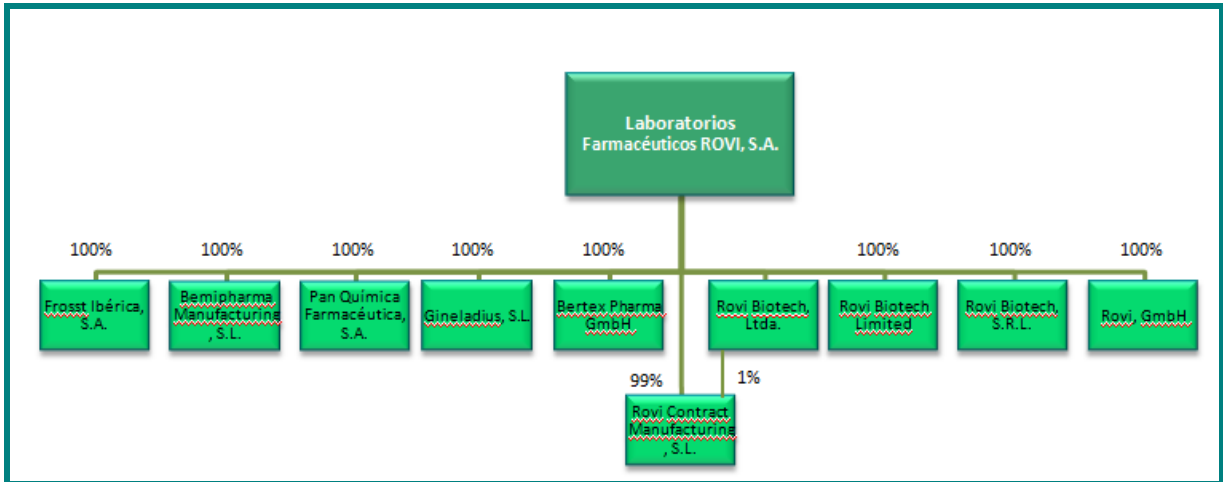
ROVI is member, among others, of the following associations:

-  FARMAINDUSTRIA
-  FUNDACIÓN TRANSFORMA ESPAÑA
-  AIMFA
-  SIGRE
-  ECOEMBES
-  FUNDACIÓN DEPORTE Y DESAFÍO
-  FUNDACIÓN TAMBIÉN
-  FUNDACIÓN RECOVER
-  FUNDACIÓN ECOLEC

Additionally, ROVI participates in specialized events of the industry, such as AEFI, PMFARMA or Asinfarma, with the objective of reinforcing the relationship with health professionals, answer their doubts and recruit talent.



## 2.2. Group profile.



We present then the data of the group companies:

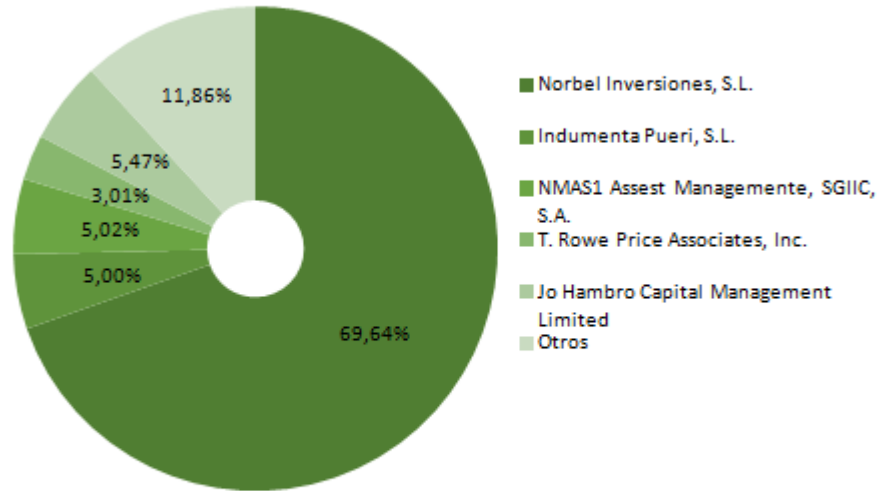
CORPORATE STRUCTURE DATA		
Name	Address	Activity
Pan Química Farmacéutica, S.A.	Madrid, C/Rufino González, 50	(1)
Gineladius, S.L.	Madrid, C/Rufino González, 50	(2)
Rovi Contract Manufacturing, S.L.	Madrid, C/Julián Camarillo, 35	(1)
Bemipharma Manufacturing, S.L.	Madrid, C/Julián Camarillo, 35	(1)
Bertex Pharma GmbH	Inselstr.17. 14129 Berlin (Alemania)	(3)
Frosst Ibérica, S.A.	Alcalá de Henares, Avenida Complutense, 140 (Madrid)	(1)
Rovi Biotech, Ltda.	La Paz (Bolivia)	(1)
Rovi Biotech Limited	10-18 Union Street, Londres (Reino Unido)	(1)
Rovi Biotech, S.R.L.	Via Monte Rosa 91, Milán (Italia)	(1)
Rovi GmbH	Ruhlandstr. 5, Bad Tölz (Alemania)	(1)

- (1) Processing, marketing and sales of pharmaceutical, health and medicine products.
- (2) Import, export, purchase, sale, distribution and marketing of comprehensive women's Healthcare articles.
- (3) Development, distribution and marketing of pharmaceutical products based on micro-particles technology.



## Shareholder structure

### Core shareholders



(\*) Norbel Inversiones, S.L. is 52,29% owned by Juan López-Belmonte López

(\*\*) NMAS1 Asset Management, SGIIC, S.A. is a collective investment institutions management company, that shareholders of QMC II Iberian Capital Fund FIL and QMC II Iberian, S.L. have delegating shareholding management in ROVI and that, therefore, exercises voting rights corresponding to the mentioned shareholders.



## 2.3. Trademarks and most important products.-

### i. Pharmaceutical specialties

ROVI has a diversified portfolio including around thirty products of its own and marketed under licence. This portfolio has a defensive profile, as is not affected by reference prices in Spain and there will not be any significant patent expiration until 2019.

Below are the most important products in terms of its contribution to the EBITDA of the group.

#### **Hibor®**

Hibor (Bemiparin) is a low molecular weight heparin (rapid anticoagulant effect) indicated for the prevention and treatment of Venous Thromboembolism (VTE) both in surgical patients and the treatment of acute long term patients that have undergone a VTE process. Venous Thromboembolic Disease is a serious and potentially fatal process characterized by the formation of a fibrin clot, thrombosis, inside the veins of the deep vein system, with the consequences of thromboembolism evolution, including growth, progression and fragmentation. In the latter case, some fragments may break loose and reach lung, causing pulmonary embolism. Just in Spain, it is estimated that there are almost 65.000 cases of Deep Venous Thrombosis every year and 25.000 cases of Pulmonary Embolism (data from Thromb Haemost 2000, 2001 and 2005).

In the last years, Bemiparin has positioned as one of the main answers internationally to fight against this disease, after expanding its presence to 54 countries through a network of strategic alliances. Currently, Bemiparin is the main product of ROVI and represents 31% of the operating revenue of the group.

#### **Hirobriz® Breezhaler® y Ulunar® Breezhaler®**

In the last quarter of 2014, ROVI started to market Hirobriz Breezhaler (indacaterol maleate) and Ulunar Breezhaler (indacaterol maleate and glycopyrronium bromide) in Spain. Both active ingredients are long acting bronchodilators, indicated in the maintenance treatment of Chronic Obstructive Pulmonary Disease (COPD), in adult patients, and are administered by inhalation through the Breezhaler device. ROVI markets both products under a licence from Novartis.

#### **Absorcol®, Vytorin® and Orvatez®**

Absorcol (ezetimibe) and Vytorin (ezetimibe and simvastatine) are products indicated as adjunctive therapy to diet in patients with hypercholesterolemia. ROVI distributes, in Spain, Absorcol and Vytorin under a co-marketing agreement since January 2011 and Orvatez since the second quarter of 2015. The three products are part of the first out of the five licences that MSD granted ROVI on their products.

#### **Corlontor®**

Corlontor (ivabradine) is a prescription product for chronic stable angina pectoris and chronic heart failure that ROVI markets under a licence of Laboratorios Servier since 2007.

#### **Volutsa®**

In the first quarter of 2015, ROVI started to market Volutsa (solifenacin succinate and tamsulosin hydrochloride), a product of Astellas Pharma indicated for the treatment of moderate to severe storage symptoms (urgency, increased micturition frequency) and voiding symptoms associated with benign prostatic hyperplasia (BPH) in men who are not adequately responding to treatment with monotherapy.





### **Medikinet® y Medicebran®**

Medikinet (methylphenidate hydrochloride with modified release) and Medicebran (methylphenidate hydrochloride for immediate release) are prescription products indicated for the treatment of the ADHD (Attention Deficit Hiperactivity Disorder) in children and teenagers. Both products are from the company Medice that ROVI distributes, on exclusivity basis, in Spain since December 2013.

### **Exxiv®**

Exxiv (etoricoxib) is a selective COX-2 inhibitor, an anti-inflammatory indicated for the symptomatic relief of arthritis, rheumatoid arthritis, ankylosing spondylitis, and the pain and signs of inflammation associated with acute gouty arthritis and for the short-term treatment of moderate pain associated with dental surgery. It is a research product of Merck Sharp & Dohme marketed in Spain by ROVI since 2008.

### **Thymanax®**

Thymanax (agomelatine) is an antidepressant indicated for adults with major depressive episodes. It is a research product of Laboratorios Servier distributed by ROVI in Spain under a *co-marketing* agreement since March 2010.

### **Neparvis®**

In last december 2016, ROVI started to market Neparvis® (sacubitril/valsartan), in Spain, that corresponds to Entresto® of Novartis. It's a medicine indicated for the treatment of adult patients with symptomatic chronic heart failure and reduced ejection fraction (the proportion of blood leaving the heart).

### **Mysimba®**

During august 2016 it was signed an agreement between ROVI and Orexigen Therapeutics Ireland Ltd. (Orexigen), a biopharmaceutical company focused on the treatment of obesity, for rights to market Mysimba® (naltrexone HCl / bupropion HCl prolonged release) in Spain. On January 2017 began the marketing of the product. Mysimba® is a medicine for the management of weight in adult patients ( $\geq 18$  years) with an initial Body Mass Index (BMI) of  $\geq 30$  kg/m<sup>2</sup> (obese), or  $\geq 27$  kg/m<sup>2</sup> to  $< 30$  kg/m<sup>2</sup> (overweight) in the presence of one or more weight-related co-morbidities (e.g., type 2 diabetes, dyslipidaemia, or controlled hypertension).

### **Imaging contrast media agents and other hospital products**

ROVI is one of the leading companies of the market in the commercialization of contrast media agents, hospital use products for imaging diagnosis (computerized tomography, magnetic resonance imaging, ultrasound scan etc.). This area, that represents more than 10% of company's revenue, includes a wide range of product's portfolio, like the ones commercialized under licence of Bracco: Iomeron® and Iopamiro® (for computerized tomography and intervention), Multihance® and Prohance® (for Magnetic Resonance Imaging), Sonovue® (for ultrasounds) and Bracco Injeengineering: EmpowerCTA+®, EmpowerMR® and CT Exprès (contrast injection systems and compatible disposable material).

Hospital division product's portfolio is completed with health products for care and maintenance of intravenous catheters (Fibrilin® and Fibrilin Salino®).

## **ii. Contract Manufacturing**

ROVI has managed to be well-placed to take advantage of the growing demand of pharmaceutical companies to outsource their manufacturing processes. This way, the company makes the most of the high manufacturing capacities available at its facilities providing a full range of manufacturing services of injectables, suppositories and oral solid forms.

The company, through its three manufacturing plants: two dedicated to injectables (Rovi Contract Manufacturing and San Sebastián de los Reyes) and other specialized in solid oral forms (Frosst Ibérica), offer contracts



manufacturing services to third parties in a wide range of pharmaceutical forms, including pre-filled syringes, vials, suppositories, tablets, coated tablets, hard capsules and sachets.

ROVI offers the unification of all services by the same company, from the development of the project until to the final release of a product, including preliminary clinical trials, stability studies, and chronological physical-chemical and microbiological analysis, with the corresponding savings in time and money for the customers. This way, a customized service is offered to customers, depending on their needs.

The contracts signed with the customer for whom ROVI manufactures usually last between 3 and 5 years average, what contributes to a remarkable incomes steadiness. Additionally, the long regulatory process that a pharmaceutical company has to go through to carry out a change of manufacturer, turns contract manufacturing business in a "lifetime customer value" business model, as long as the service offered optimally fulfil customer requirements.

Contract Manufacturing activities are:

#### **- Injectables**

ROVI is currently one of the leading manufacturers of pre-filled syringes in Europe in terms of number of units manufactured (filled) yearly, with an annual production capacity of 270 million units. There are not many contract manufacturing competitors of pre-filled syringes worldwide as the entry barriers in this business are high, due to the biological nature of the drugs that are manufactured and the aseptic conditions required (filling of product in sterile rooms controlled microbiology) for the filling of pre-filled syringes.

The company has a plant specialized in filling and packaging of parenteral solutions in prefilled SCF syringes from 0,5ml to 20ml (filled from 0,2ml to 20ml) and vials from 2ml to 10ml.

These syringes and vials are filled in aseptic conditions in sterile areas. If needed terminal sterilization can be performed, and it is offered the possibility of adding safety devices to syringes.

The total annual capacity of vials is 60 millions, while suppositories capacity rises to 150 millions.

The plant is approved by European and USA authorities. Also has the approval from authorities from Corea, Brasil, Countries of Gulf, as well as ISO9001, ISO14001 and OSHAS certifications.

On June 2015, ROVI reached an agreement with Crucell Spain, S.A. (Crucell) by which was acquired assets of the manufacturing plant of injectables at San Sebastián de los Reyes, owned by Crucell, with the main objective of expanding in the future the production lines of injectables of ROVI's Group (others than ones being manufactured by Crucell). During 2016 the manufacturing site was authorised and approved by the relevant pharmaceutical authorities.

#### **- Solid forms plants**

ROVI also has a solid forms plant with a long tradition in the manufacture of pharmaceutical products and that uses state of the art technology to manufacture oral formulations (tablets, coated tablets, hard capsules and sachets).

The plant, with 83.000 square metres, counts with a global annual capacity of 3 billion tablets, 300 million hard capsule and 30 million sachets in different manufacturing lines. Additionally, it has a large size warehouse, with a storage capacity of 9.000 pallets.



In order to provide to all the markets this plant is approved by European and USA authorities. It also holds approval from Japanese, Mexican, Brazilian, Kenyan, Belarusian and Gulf countries authorities.

**- Clinical trials**

Complying with both American and European quality standards, ROVI CM offers competitive technical support from the standpoints of cost, flexibility and reliability.

The company offers a wide range of services for the performance of clinical trials, product preparation and filling, labelling, packaging and logistics, always with the most rigorous quality standards. The machinery used is the same as for an industrial-scale batch, so it complies with the latest European regulations on clinical trials.

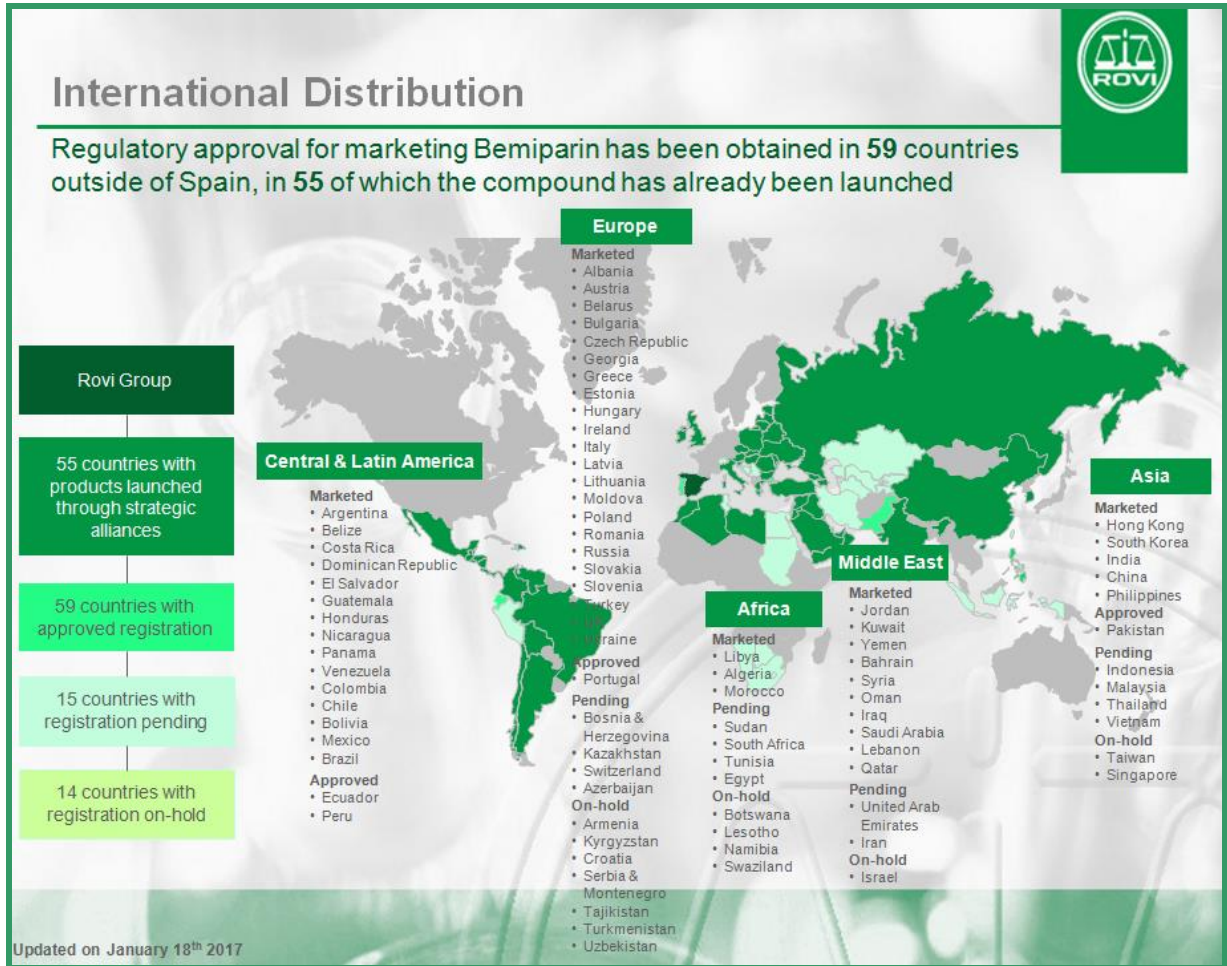
**- Development**

ROVI offers advice on the best strategy to follow from the introduction of a new product, pre-clinical technical development to a commercial batch. In other words, we are involved in the project management and feasibility studies, launch and preproduction strategies, technological transfer and registration issues.

All of this ensures that the new product complies with all legal requirements and can be launched appropriately in the right place at the right time, with sufficient quantity of products.



## 2.4. World presence.-



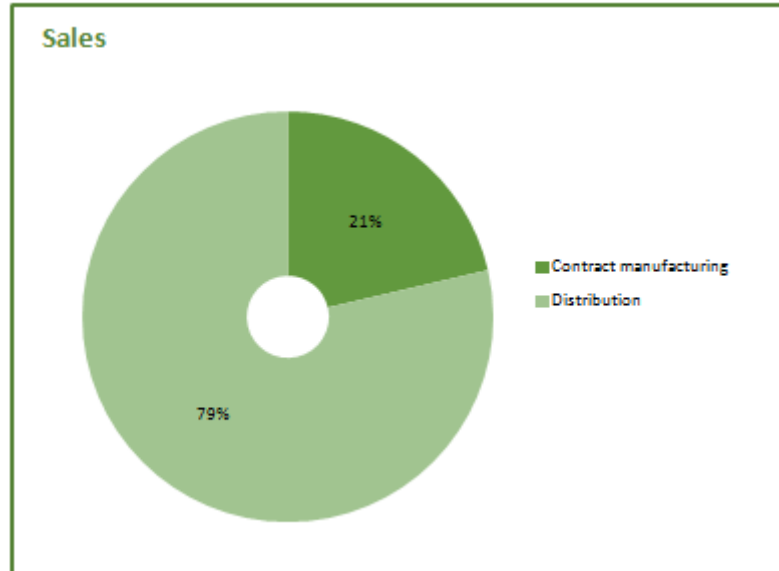
## 2.5. Markets served.-

ROVI focuses its activity mainly on seven therapeutic areas:

- 🌐 Cardiovascular
- 🌐 Osteoarticular/ Women's health
- 🌐 Anaesthesia/ Pain relief
- 🌐 Imaging Diagnostic Media Products
- 🌐 Central Nervous System
- 🌐 Urology
- 🌐 Endocrinology
- 🌐 Respiratory system
- 🌐 Primary Health Care



Analysing sales data, it is noticed that 21% of the sales corresponds to the contract manufacturing business. In relation to the sales of marketed product our main customers are:





## 2.6. Basic financial and non financial magnitudes.-

### 2.6.1. Financial magnitudes.-

FINANCIAL PERFORMANCE				
(in million euro)	2016	2015	2014	2013
Revenue	266,7	247,0	240,9	218,9
EBITDA	39,3	31,8	36,6	32,4
EBIT	28,3	21,8	27,7	25,5
Net profit	26,1	19,8	24,1	23,0
Investments	18,1	19,9	25,1	24,7
Financial debt	33,8	42,8	36,3	31,0
Net financial debt	9,0	13,0	8,3	-5,8

SOUND FINANCIAL STRUCTURE				
	2016	2015	2014	2013
Net debt/EBITDA	0,23	0,41	0,23	-0,18
Net debt/ Own resources	0,05	0,08	0,05	-0,04

STOCK MARKET INFORMATION		
	2016	2015
Number of shares	50.000.000	50.000.000
Listing price at closing	12,33	14,44
Capitalization at 31/12	616.500.000	722.000.000
Total dividend	6.853.000	6.950.000 €
Dividend per share paid in 2015 on 2014 earnings	0,1390 €	0,1690 €
Dividend per share proposed	0,1830 €	0,1390 €
<i>Pay out (as % of consolidated net profit)</i>	35%	35%
Earnings per share	0,52 €	0,40 €
PER	23,6	36,1



### 2.6.2. Non financial magnitudes

HUMAN RESOURCES			
	2016	2015	2014
Number of employees	1126	1102	1.109
Net job creation	24	20	128
Hours of training	636.059	9000	85.330
Rotation	2,8%	2,89%	2,49%
Accident rate	1,3	2,9%	1.6%
Absenteeism rate	2,9%	3,42%	2,00%

### 2.6.3. Community.-

ECONOMIC VALUE GENERATED AND DISTRIBUTED				
(million euro)	2016	2015	2014	2013
Economic value generated	270,8	247,0	240,9	220,3
Economic value distributed	----	----	----	----
Shareholders	91	7,0	8,5	8,1
Suppliers	153,5	137,0	134,3	121,8
Company	1,8	1,1	1,5	1,2
R&D	17,5	16,5	12	10,5
Employees	60,5	61,8	58,1	55,6
Capital providers	0,5	0,9	2,1	1,2
Amortizations and depreciations	11,0	10,0	8,9	6,9
Reserves	17,0	12,8	15,6	15,0



### 3. ETHIC AND INTEGRITY.-

#### 3.1. Mission, vision, values and strategic objectives.

##### MISSION:

To work for the wellbeing of society promoting human health through the production of medicines and other health products. We research for better health.

##### VISION:

ROVI aims to be recognized as a reference for research and production of products aimed at improving the health. .

#### Values

- |  |   |
|--|---|
| <b>1</b> All of us are the main asset of the company.                | <b>6</b> We make our customers concerns our own and share their successes.              |
| <b>2</b> We feel changes as real opportunities for development.      | <b>7</b> Our diversity in training, experience and points of view make us to be better. |
| <b>3</b> Is important to feel that every day we learn something new. | <b>8</b> We are committed to innovative drugs as engine of growth of ROVI.              |
| <b>4</b> We like to assume responsibilities from start to finish.    | <b>9</b> We establish strict ethical standards for ourselves and contributors.          |
| <b>5</b> We know that we must win the trust of patients every day.   | <b>10</b> Our ultimate success depends on effort of all.                                |

#### 3.2. Ethical framework.

In order to reassure the values and principles that are the foundation of ROVI's activities, the group counts with Code of Ethics, approved by the Board of Directors, whose objective is that all interactions with the shareholders and with society in general are ruled by ethic and good practices. This Code of Ethic is mandatory for all employees and serves as guideline in the performance of their duties and in case of conflict of interest.

According to the terms of the code, the Company undertakes to apply the highest ethic standards of transparency in its communications, records of information and reports, both financial and related to its products and activities. This entails the obligation that the preparation of accounts, financial statements, books, registers, and individual or group accounts will comply with all legal requirements and with the correct application of the accounting principles prevailing, with the objective to offer a clear view of the business activities and financial situation of the company.

The Code of Ethics rules establish a channel of complaints that can be used by any employee of the Company in case of detecting violations of the Code. In addition, the Company has a specific confidential channel of complaints for financial and accounting irregularities.

The regulation establishes that the Code of Ethics Monitoring Committee is the responsible body to study breaches of the code and propose corrective actions and sanctions, and will issue an annual report for the Chief Executive Officer including all actions developed during the year. The Audit Committee, on its side, ensures the independence of Auditors, in order to guarantee the accuracy of the public information submitted by the company.





The group also strives to monitor and control the recommendations of Unified Code of Good Governance of Listed Companies (and, since February of 2015, The Code of Good Governance has replaced the previous Unified Code). This way, the company has mechanisms to avoid conducts that compromise its shareholders and groups of interest, like concentration of power, lack of transparency or lack of independence of auditors.

Likewise, the company has an Anti-bribery and Anti-corruption Policy, applicable to all employees and agents of ROVI, which defines and details the acting guidelines in cases of: bribery, political contributions, charitable contributions and sponsorships, facilitation payments, presents, hospitality and expenses, and control of accounts.

ROVI is committed to actively support the Universal Declaration of Human Rights and requires the compliance of such principles by the employees in the daily activity of the group. The company fights against practices contrary to human dignity and against discrimination at work.

It was not detected any breach in 2016.



#### 4. GROUPS OF INTEREST.-

In the business strategy of ROVI, Corporate Social Responsibility (CSR) is crucial to ensure company's sustainability in the long term and to strengthen confidence of the groups of interest.

ROVI considers that CSR is a commitment to society, given the importance of its work and product to improve health and quality of life of people.

Therefore, in recent years, has developed an intense activity to support research and promote prevention and knowledge of certain diseases.

The company incorporates CSR in its governance, management and daily activity. CSR strategy decisions are responsibility of the Management Committee, and ultimately, on the Board of Directors.

ROVI's commitment with ethical management and transparency is reflected in the new General Policy of CSR approved by the Board of Directors during this year 2015.

##### **Objectives of corporate social responsibility policy and supporting tools**

All the companies comprising **ROVI GROUP**, aware of the improvement on health that their products provide, want to meet certain demands in relation to the impacts of our activities in society and environment.

Thus the economic development of **ROVI** must be compatible with ethical, social, work and environmental commitments and respect to the human rights.

The knowledge, dissemination and implementation of the values that express the commitment of the **GROUP** in terms of business ethics and corporate social responsibility, act as guidance for the actions of the Board of Directors and other bodies of **ROVI GROUP** in their relationships with the groups of interest.

The supporting tools developed by ROVI GROUP are, as well as the Corporate Social Responsibility Policy, the Integrated Management Policy (Environment and Health and Safety at Work), the Ethical Code and the Corporate Social Responsibility Report. The implementation of these tools must:

- 🌐 Contribute to achieve the strategic objectives of group.
- 🌐 Improve group competitiveness making use of new management practices based on innovation, equal opportunities, productivity, profitability and sustainability.
- 🌐 Manage with responsibility risks and opportunities arising from the changing environment, as well as maximizing the positive impact of its activity in the different places in which operates, and minimize, as far as possible, negative impacts.
- 🌐 Promoting a culture of ethical behaviour and increasing corporate transparency to generate credibility and confidence of the groups of interest, among this group is the society as whole.
- 🌐 Promote trust partnerships and values creation for the groups of interest, providing a balanced and integrated response to all of them.



As a result and in order to develop adequately these objectives, the following principles of actions have been established:

- 🌐 Compliance with **LEGAL REGULATIONS** in the places where are based our companies.
- 🌐 Support the integration of the principles of the United Nations Global Compact, by the adoption and dissemination of them, as well as other international instruments, especially in the areas of human rights, working practices, environment and fight against corruption.
- 🌐 Follow the guidelines of the **ETHICAL CODE**, which includes the commitment of the Company with the principles of business ethic and transparency in fields of action and regulates responsible behaviours of all the professionals of the group in the development of their activities.
- 🌐 Promote free market practices, rejecting any kind of illegal or fraudulent practice, implementing effective mechanisms of prevention, surveillance and sanction of irregularities.
- 🌐 **COMMITMENT WITH TRANSPARENCY** as a mean to transmit confidence and credibility to the groups of interest. This will involve:
  - a. Disseminate relevant and accurate information the groups of interest, by the compliance with legal requirements of public information if required.
  - b. Prepare and public financial and non financial information, using, in the latter case, internationally accepted methods, and subjecting them to the opportune internal and external verification processes that guarantee reliability and promote continuous improvement.
- 🌐 **IMPROVE COMMUNICATION CHANNELS AND DIALOGUE**, and promote the relationships of the group with shareholders, investors, employees, customers, suppliers and in general with all the groups of interest. This contributes to reach a synergy between corporate values and social expectations, adapting, as far as possible, group's policies and strategies to their interests, concerns and needs, using all the communication tools available, such as direct contact and the corporate web site of the group.
- 🌐 **CONSERVATION AND PROMOTION OF THE ENVIRONMENT**. ROVI develops its activity under the firm commitment of contributing to sustainability from an environmental perspective, materializing this commitment through the integration of environment on its different business areas, biodiversity conservation, prevention of pollution, an efficient management of resources and mitigation of climate change, according to the established by the Group's Environmental Policy.
- 🌐 **FISCAL RESPONSIBILITY**: The taxes that ROVI pays in the places in which develops its activity constitute the main contribution of the group companies to sustain public funds, and therefore, one of its contributions to society.



#### 4.1. Identification of the groups of interest

Knowing the expectations of the groups of interest is part of the CSR strategy of ROVI, therefore, the company maintains a fluid and constant dialogue to detect and give answers to their interests, ensuring long term business viability. The company has identified five groups that contribute directly or indirectly to the good progress of its activities:

- 🌐 **Empoyees:** To generate enthusiasm and to promote training and motivation.
- 🌐 **Suppliers:** To find n ROVI a partner for mutual benefit.
- 🌐 **Shareholders:** To create sustainable value in the long term.
- 🌐 **Customers, patients and professionals:** To offer a service based in quality and experience.
- 🌐 **Society and environment:** Contribute, in an active way, to sustainable development of social progress and to protect the environment.
- 🌐 **Regulatory Bodies:** Create collaboration´s channels with the regulatory bodies.





## **CUSTOMERS, PATIENTS AND PROFESSIONALS.-**

ROVI aims at the satisfaction of the needs and expectations of its customers, whether through the offering of “on-demand” services in its contract manufacturing area, as through a portfolio of products whose ultimate goal is improving the quality of people’s lives.

The company has placed customers, patients, and professional as the main focus of its daily activity, with the conviction that by reaching a high degree of satisfaction and creating long term solid trust relationships, the growth objectives set by the group can be reached. ROVI is committed to guarantee the confidentiality of customers’ data and not to disclose information to third parties.

The group considers essential to establish long lasting relationships based on proximity, a constant service based attitude and in trust.

## **QUALITY IN MANAGEMENT AND PRODUCTION.-**

Ensure the quality, safety and effectiveness of the products that the company places in the market, is the main objective of ROVI and of all the people that form part of the company. To do this, all the companies of the group have established procedures describing the controls performed in all the phases of the process, from research and development of products, reception of raw materials, packaging materials, production, storage and distribution to our customers.

The standards set meet completely with the internal demands of the company, but also with the external demands established by regulating bodies on the different products that form our portfolio.

In order to assess compliance with these procedures, internal audits are performed periodically in all the facilities of the group. There are yearly reviews in which the main points of improvement in our organization are analysed by the Management.

On the other side the quality audits by external organizations evidence the commitment to continuous improvement and the maintenance of high quality standards.

In addition, and according to the frequency established in the legislation applicable to the products, all the companies of the group are inspected by the Health Authorities, both Spanish and of the countries where our products are exported.



### TREATMENT OF QUERIES.-

In each of the companies of the group there are trained professionals to attend the main queries that could rise both in direct customers and to patients and professionals.

During 2016 they had been received 229 queries divided into therapeutic queries (160) and those related to the quality of the products.

### TREATMENT OF COMPLAINTS.-

During 2016 the following complaints had been treated:

	2016
Quality complaints – manufacturing - Complaint/ per million unit manufactured	327 0,0023
Quality complaints – distribution - Complaint/ per million unit distributed	125 6,90
TOTAL Complaints/ per million units	0,0031

In all those cases in which a complaint is issued, an investigation is conducted to identify the root cause of the same. This investigation could involve several departments, or even our suppliers and our subcontractors. The analysis of these causes has as main purpose the adoption of measures to avoid recurrence of the same.

The efficacy of these actions is analyzed yearly, in the system review by the Management.

### TREATMENT OF ADVERSE REACTIONS.-

An adverse reaction is any response to a drug which is noxious and unintended , and which occurs at doses normally used in humans for prophylaxis , diagnosis or treatment of disease or for the restoration , correction or modification of physiological functions.

Laboratorios Farmacéuticos Rovi S.A., as manufacturer and distributor of drugs, is committed to the safety of patients who are given our medicines. To do this, Rovi has established appropriate controls for drugs remain the best benefit / risk and has also implemented a pharmacovigilance system to detect potential adverse reactions occurring with our medicines and medical devices. In compliance with the requirements established in the guidelines, during 2016, 1.000 Adverse Reactions has been recorded.

ROVI has the e-mail [farmacovigilance@rovi.es](mailto:farmacovigilance@rovi.es) to report adverse reactions.

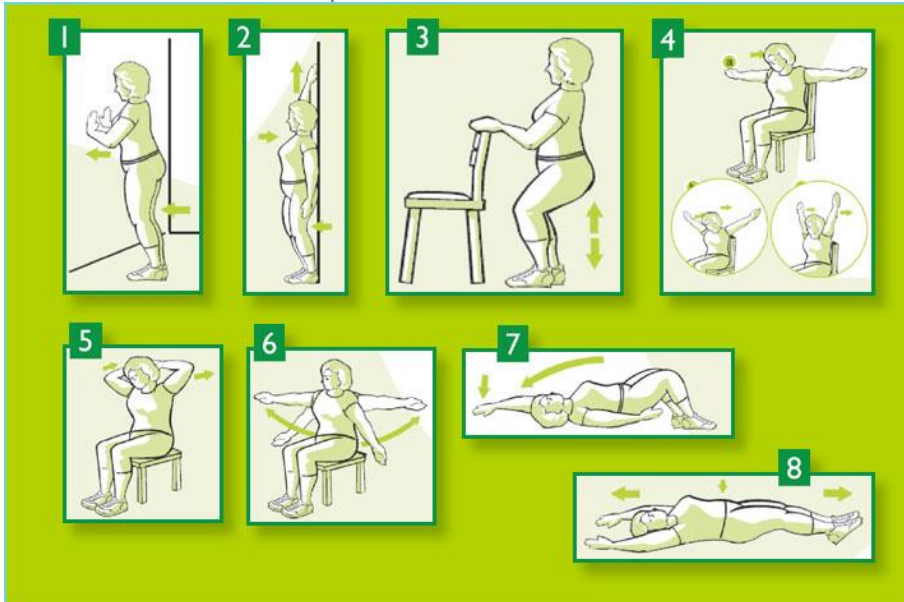
### SUPPORT TO PATIENTS.-

Through the web site [www.rovi.es](http://www.rovi.es), during 2015, was launched PHYSICAL EXERCISE AND OSTEOPOROSIS campaign.-



Physical exercise helps to maintain and build up bone mass, an important factor in the prevention of osteoporosis, at the same time as it increases muscle strength, co-ordination and balance.

- 1.- Standing beside a wall with your knees slightly bent, press with your hands while keeping your back straight.
- 2.- With your back against the wall and your feet slightly separated from it, push your body back against the wall stretch up as high as possible, raising first one arm while keeping your back straight and your knees slightly bent. Repeat with the other arm.
- 3.- Using the back of a chair for support, bend your knees a little, keeping your back straight. Move up and down slowly.
- 4.- With your arms stretched out sideways at shoulder height, jerk them backwards three times in a row. Repeat the exercise with your arms at 45° and straight up and down.
- 5.- With your hands on the back of your neck, breathe in deeply while gently pushing your elbows backwards. Breathe out while they come forward again to the starting position.
- 6.- With one arm stretched out in front of you and other behind, swing them backwards and forwards simultaneously in opposite directions, without twisting your back.
- 7.- Stretching a rearward arm and press on the ground plane. Do it with the other alternately.
- 8.- Stretch one arm out backwards and press down on the floor. Do the same with the other arm, alternately.



Moreover, ROVI has joined the active promotion that the Ministry of Health, Social Services and Equality through several campaigns along the year.


- 🌐 AIDS prevention
- 🌐 There is a way out for the gender based violence.
- 🌐 Early detection of cancer
- 🌐 European Antibiotic Awareness Day.



**SUPPORT TO PROFESSIONALS.-**

Through the web [www.rovi.es](http://www.rovi.es) the health professionals can access a complete service of medical and pharmaceutical information.

**HIBOR<sup>®</sup>**



**Hibor<sup>®</sup>** (Bemiparin) is a low molecular weight heparin indicated for:

**HIBOR<sup>®</sup> 2500 UI- HIBOR<sup>®</sup> 3.500 UI**

- Prevention of thromboembolic disease in patients undergoing general and orthopedic surgery;
- Prevention of thromboembolic disease in non-surgical patients with high or mild risk;
- Secondary prevention of venous thromboembolic recurrences in patients with deep vein thrombosis and transient risk factors; and
- Prevention of clotting in the extracorporeal circuit during hemodialysis.

**HIBOR<sup>®</sup> 5000 UI- HIBOR<sup>®</sup> 7500 UI- HIBOR<sup>®</sup> 10000 UI- HIBOR<sup>®</sup> 12500 UI**

- Treatment of established deep venous thrombosis, with or without pulmonary embolism.


**Hibor<sup>®</sup>** is supplied in prefilled syringes:

- 2,500 IU/0.2 ml -in packages containing 2, 10, 50 (CP) prefilled syringes
- 3,500 IU/0.2 ml -in packages containing 2, 10, 30, 50 (CP) prefilled syringes
- 5,000 IU/0.2 ml -in packages containing 2, 10, 30, 50 (CP) prefilled syringes
- 7,500 IU/0.3 ml -in packages containing 2, 10, 30, 50 (CP) prefilled syringes
- 10,000 IU/0.4 ml -in packages containing 2, 10, 30, 50 (CP) prefilled syringes
- 12,500 IU/0.4 ml -in packages containing 2, 10, 50 (CP) prefilled syringes





Also for some of our products we have prepared specific Pages through which professionals can gather more information on our products:






VENOUS THROMBOEMBOLIC DISEASE

- WHAT IS VTD
- INCIDENCE OF VTD
- RISK FACTORS OF VTD
- SIMPTONS OF DEEP VEIN THROMBOSIS
- SIMPTONS OF PULMONARY EMBOLISM
- PREVENTION AND TREATMENT OF VTD
- RULES FOR SUBCUTANEOUS ADMINISTRATION OF LMUH

ROVI LABORATORIES

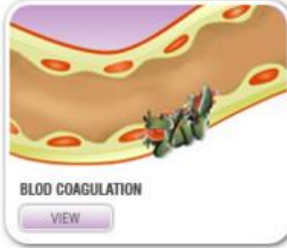
LMUH

WORLDWIDE DISTRIBUTORS



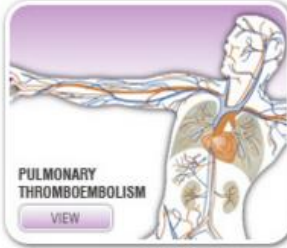
### What is venous thromboembolic disease (VTD)

Venous thromboembolic disease encompasses two clinical conditions: Deep vein thrombosis (DVT) and pulmonary embolism (PE). Deep Vein Trombosis is the formation of a clot (thrombus) that occludes veins and prevents blood circulation. Vein thrombosis mainly affects the "deep veins" in the legs above or below the knee. This thrombus may be totally or partially dislodged and travel through the bloodstream. If the thrombus reaches the lungs, Pulmonary Embolism occurs. PE is a very serious and life-threatening complication.




BLOOD COAGULATION

VIEW



PULMONARY THROMBOEMBOLISM

VIEW



**ACCESS TO THE ANTI-THROMBOSIS MASTERCLASS E-LEARNING COURSE**  
available in May 2015.



## EMPLOYEES.-

Employees are for ROVI a basic pillar in the development of the Company. Thus, offers possibilities of professional development and training in the company, social benefits, reconciliation measures, and and a working environment in which health and safety are key aspects in the the Human Resources management.

A good example of this is the commitment of the company with job creation. This commitment can be evidenced by the fact that, at the end of 2016, ROVI almost reached 1.150 employees, being a staff of highly qualified, young and dynamic professionals, based on equal opportunities. Personnel are one of the main pillars of its structure.

	2016			2015		
	PERM.	TEMP.	TOTAL	PERM.	TEMP.	TOTAL
Lab. Fcos. Rovi	363	52	415	385	52	437
Panquímica	103	2	105	77	2	79
Rovi Contract Manufacturing	275	119	394	261	107	368
Frosst Ibérica	179	33	212	180	33	213
Bemipharma	0	0	0	5	0	5
<b>TOTAL</b>	<b>920</b>	<b>206</b>	<b>1.126</b>	<b>908</b>	<b>194</b>	<b>1.102</b>

As can be seen, last year the staff increased again.

## EQUAL OPPORTUNITIES

The company selects the personnel for his human and professional merits. The result of this non-discrimination policy can be seen in the composition of the workforce: more than half is integrated by women both at group level and in most divisions and in Portugal office.

AVERAGE STAFF IN 2016			AVERAGE STAFF IN 2015		
MEN	WOMEN	Total	MEN	WOMEN	Total
508	618	1.126	504	598	1.102

## EQUALITY PLAN

Since 2014 ROVI has a Plan for Equality between Men and Women. The Equality Plan aims to integrate equal treatment and opportunities for women and men, in order to achieve progressively a balanced presence of women within the various groups and professional levels.

In order to ensure compliance with the guidelines in the Plan it has been established the Commission for Equality.



## SOCIAL BENEFITS.-

All employees, regardless of their type of contract or employment, enjoy the same social benefits. Although there are no new benefits along 2016, the existing ones have been maintained.

### **Reconciling working and family life.-**

ROVI's commitment to employees is a key to the success of the company. The reconciliation of working and family life is also part of this concern. Wellbeing and health of workers have a direct effect in the creation of value for the company. Since 2012, has been implemented the flexible shifts to facilitate and contribute to improve quality of life in our employees.

### **Professional training**

Talent and innovation are essential to achieve the strategic objectives of ROVI. The company through its Human Resources departments of its subsidiaries promotes training of employees with courses that provide the required abilities to perform their work position.

Continuous training is one of the pillars underpinning ROVI's growth in the long term. Therefore, promote professional and personal development in different specialties, in an open working environment, that guarantees equal opportunities, is a main part of the commitment with employees. For this reason, most training imparted is related to our products and quality.

	2016	2015
Hours of training	636.059	9.000
Hours of training/ per employee	564,88	8,16

The courses include training for middle management in in leadership, teams' management, risks prevention as well as product training.

The origin of the different between the hours of training, 2014 versus 2015, is the incorporation of a huge number of employees to the sales force. That's evidence of our commitment with the training of our personnel.

### **Fluid communication**

The company has employee suggestion boxes in all the premises. In the same line, we are starting to arrange workshops in some plants for the staff of human resources to study and analyze each proposal, so that we can improve working environment. During the year 2016, y in line with the philosophy of continuous improvement, several improvements opportunities have been implemented, affecting areas such as production, maintenance, laboratories, etc. This culture for identification of improvements is performed in workshops with the employees in all plants. In addition several communications have been made, from the Human Resources department, in order to keep all our employees informed about the most important issues that may be of interest to them.

### **Christmas detail, Christmas cocktail or Christmas dinner**



## SAFETY

ROVI considers a priority the health of its employees, with the conviction that any accident could be avoided. Therefore, as well as working to make safer facilities, the company wants to raise awareness between the staff towards safety as a basic issue.

To achieve the knowledge and the involvement of its employees, ROVI has its own Prevention Service, responsible for performing actions like the promotion of a healthy life style, prevention of accidents and diseases or the communication through education and training campaigns.

### **Occupational health Comitee**

ROVI has several Occupational Health Comitees where are represented all our employees.

### **“World Day for Safety and Health at Work” Awards**

With the slogan “Have you got a bright idea?” ROVI hosting its second contest, encouraging employees to present ideas, related to safety and health at work. The purpose was to make the employees to present simple ideas, economic and implantable in all ROVI’s Group manufacturing sites, aimed at improving safety and reducing accident rate in the industrial area.



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### **“Healthy company” project**

Going on with the guidelines, began during 2015, during 2016 have been implemented several activities to promote at ROVI the healthy habits.

#### Healthy breakfast

Two days a month the employees can enjoy seasonal fruit in the different canteens of ROVI’s companies.

#### Healthy vending

In the canteens have been installed healthy vending machines (salads, fruit, yogurt....) and machines dispensing natural orange juice.

#### Companies race.-

Last December was held in Madrid the Companies Race. Several groups of employees took part on it in representation of ROVI.



### Accidents prevention.-

Different procedures have been developed to follow up and improve the safety performance, to monitor the following aspects:

- Safety inspections of equipments and facilities, as well as working sites.
- Investigation of accidents.

These measure have reduced considerably the accident rate

	2016	2015
Accident rate = (accidents n° /workers n°)*100	1,3	2,9
Health & Safety investment (million euro)	0.3	0,9

## SHAREHOLDERS.-

Since its Initial Public Offering, ROVI has maintained a commitment for transparency with the shareholders, informing them regularly of its activities.

In this sense, the Company has available for shareholders, institutional investors and markets in general, a direct communication channel through the e-mail [ir@rovi.es](mailto:ir@rovi.es) and helpline number 91 244 44 22 which aims to be a main open communication channel, permanent and transparent, for all shareholders and investors of the Company. Furthermore, shareholders, investors and markets in general can request information via the corporate web Page <http://www.rovi.es/inversores/solicitudInformacion.php>. Additionally, the Company has enabled for them an e-mail alert system <http://www.rovi.es/inversores/alertasEmail.php> that allows to receive automatically the financial information of the Company. The Company considers a priority giving answers to the questions and request made by registered shareholders and investors to ensure that they are updated about the progress of the Group.

In the year 2015, ROVI made public its "Communication policy for shareholders, institutional investors and voting advisors" via its web site (<http://www.rovi.es/inversores/politicasCorporativas.php>).

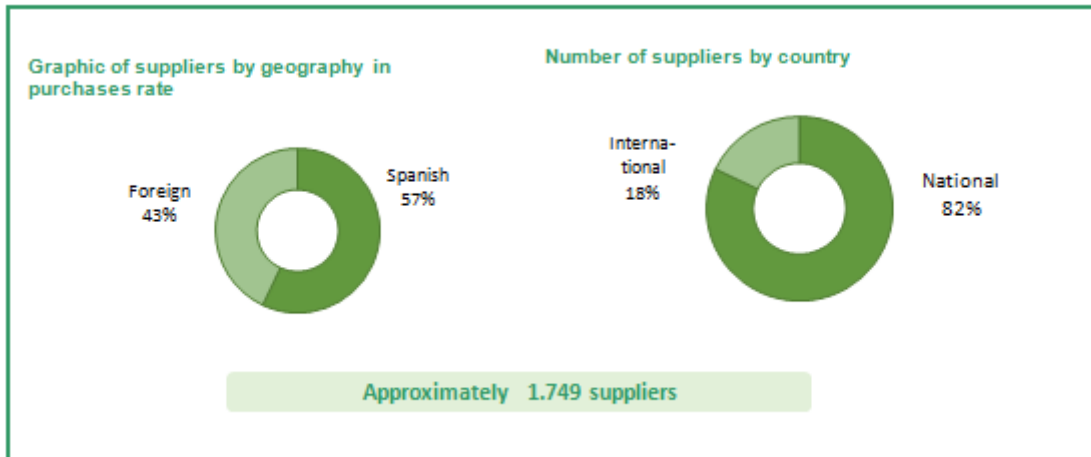
Moreover, during 2016 the Company performed 8 *roadshows*, participated in 11 events with invertors and received 10 visits of invertors at its facilities, what meant a total of 150 investors informed.

Equally, all the relevant information of the group, the presentations and legal economic-financial documents and of corporate governance are available to the public in the corporate web site [www.rovi.es](http://www.rovi.es).



## SUPPLIERS.-

ROVI considers Suppliers as a group of strategic interest for our activities, and with this in mind has established some specific acting principles for its field of activity, according, in any case, with the company's principles and values. With this it is intended to reinforce sustainability and competitive advantages of our value chain, encouraging our suppliers to follow equal opportunities policies and to express its commitment with basic principles of ethic and professional conduct.



In order to maintain the commitments undertaken by ROVI, we have established several procedures for the selection and evaluation of suppliers. These procedures vary depending on the activities involved, to guarantee the quality of our products and the protection of the environment.

Once the supplier has been approved by ROVI, it is submitted to them a document entitled "CSR commitment", in which is requested a commitment with the CSR policy. This document has been submitted to all suppliers and subcontractors of the group.

In this sense, additionally, they are requested a copy of certifications and issuing companies and to guarantee compliance with standards such as SA-8000, S.G.E-21, etc.

Currently, more than 55 % of these companies have signed this CSR commitment, although the objective is that all suppliers adhere to this commitment.

### Information obligation related to the payment to suppliers

As part of its responsibility to inform about the average period of payments to suppliers established in Spanish Regulations, the Company informs that the average period of payment to suppliers has been 53 days.



## ENVIROMENT.-

ROVI's commitment to the protection of the environment is strong and constant and is integrated in the daily activity. The environmental policy of ROVI's GROUP is based in continuous improvement commitments, in compliance with legal requirements and additional voluntary requirements. The implementation of power efficiency solutions, the rational management of natural resources and recycling generated waste are the main focus of the environmental strategy of the company.

One of the key issues to ensure proper management of environmental aspects is the implementation of an environmental management system based on the criteria established by the international standard ISO 14001:2004 and the *Eco Management and Audit Scheme* (EMAS) scheme.

These certifications acknowledge the quality of environmental management system of ROVI and support its commitment with the environment beyond the current national legislation. For this reason, in all production facilities of ROVI is promoted a production management respectful to the environment, in a constant effort to reduce power consumption and perform a more efficient waste management.

### OBJECTIVES.-

During the year 2016 the following objectives were set in ROVI in order to improve:

- 🌍 Energy saving
- 🌍 Improvements in waste management, to allow recycling better, if possible.

### WASTE.-

The activities that are performed by the companies of the GROUP, make waste management a key issue. For this reason and as part of the commitment with pollution prevention, the processes related to the waste are orientated mainly to minimize them in the production processes and to a correct management, after being produced, favouring its recovery and valuation whenever possible.

	2016	2015	Variation
<b>Tonnes of hazardous waste generated</b>	641,68	519,06	23,62%
<b>Tonnes of non hazardous waste generated</b>	2.168,99	852,58	154%
<b>TOTAL</b>	2.810,67	1.371,64	104%
<b>Tonnes of hazardous waste generated/ million units.</b>	0,0045	0,0062	-28%
<b>Tonnes of non hazardous waste generated/ million units.</b>	0,0150	0,0100	48%
<b>TOTAL</b>	0,0200	0,0160	19%

As can be seen the increase of the manufactured units has raised an increase of tonnes of waste, both hazardous and non hazardous. However, analyzing the data of tonnes of waste / million units we have verified that this ratio has been reduced by 28% as a result of the improvement in the segregation of wastes.



## EXPENSES AND INVESTMENTS IN ENVIRONMENT.-

The Environment department counts with specific resources assigned as per the objectives set every year. During the year 2016 the expenses in the environment area total more than 680.026,23 €. Expenses derive, almost completely, from the management of the waste produced (355.308,79 €) and in the treatment of emissions to the atmosphere (7.560 €).

Also the Environment department has made investments, in the facilities, for an overall amount of 317.157,44 €. See below some of the improvements that have been performed:

- 🌍 Improvement of condensate return.
- 🌍 Change of the fans

## POWER CONSUMPTION.-

During the year 2016 the consumption of energy has been increased in all the sites. The start-up of the new site, located at San Sebastian de los Reyes, and the inclusion of consumption of the affiliates between other reasons have contributed to it.

The variation, per type, is as follows:

- 🌍 Electric power consumption, in the GROUP, has suffered variation of 16,1% compared to the values of year 2015. This sensible increase has its roots in the increase of the manufactured units. The increase has been 7,14%
- 🌍 Natural gas consumption, in those facilities that have this alternative available, has suffered variation of 11,60%
- 🌍 Fuel consumption has suffered a variation of 15,13%.

	2015	2015
kWh of electric power consumed	17.846.339,90	16.659.472,90
Variation of electric power per unit manufactured	7,14%	33,78%
kWh of natural gas consumed	23.187.891,01	20.778.025,30
Variation of natural gas consumption per unit manufactured	26,67%	8,58%
Litres of fuel vehicles	454.705,34	394.677,19
Variation of litres of fuel vehicles	15.13%	-5,37%





## NATURAL RESOURCES CONSUMPTION.-

During the year 2016 water consumption/ million unit has decrease in our facilities. The root cause of this decrease, is the decrease in almost every companies of ROVI, due to the awareness-raising measures.

	2016	2015	Variation
<b>m<sup>3</sup> of water / million units manufactured</b>	0,87	1,43 <sup>Note 1</sup>	-39%

Note 1: There is a small difference between the rate, which was declared in the Corporate Social Responsibility Report 2015, and the one declared in this report. This is due to some bills were double counted in different companies.

Note 2: Natural gas and diesel consumption have been analyzed in the section “Energy Consumption” of this document.

## ATMOSPHERIC EMISSIONS.-

In ROVI, and as contribution to the fight against climate change, we not only take into account the electric power consumption, but also we measure the emissions of CO<sub>2</sub> from the consumption of natural gas and diesel, derived from electricity and vehicles, as well as other substances that act destroying the ozone layer.

	2016	2015
<b>Tonnes of CO<sub>2</sub> emitted</b>	9.926,38	8.219,76
<b>Variation of the tonnes of CO<sub>2</sub> emitted</b>	18%	64%
<b>Tonnes of CO<sub>2</sub> emitted/ million units</b>	0,07	0,10
<b>Variation of the tonnes of CO<sub>2</sub> emitted/ million units</b>	-31%	----

## RELATIONSHIPS WITH PARTIES CONCERNED TO THE ENVIRONMENT.-

### Queries.-

ROVI has established a procedure that describes the methodology followed for the treatment of queries related to the company’s environmental behaviour. In this sense, during the year 2016 we have answered a total of 15 environmental queries, mainly related to the system followed by ROVI for hazardous waste management.

### Other organizations.-

The companies that are part of ROVI group participate in several environmental protection organizations, the main ones are:

- SIGRE
- ECOEMBRES
- Fundación ECOLEC



### **Suppliers and subcontractors.-**

Since ROVI, we consider important to transmit, to our suppliers and subcontractor, the environmental commitment we have acquired. Therefore we periodically send the Environment Policy as well as we require them to send copies of certifications that their environmental management systems have. In this regard indicate that 42% of providers have these certifications.

## **SOCIETY.-**

ROVI devotes part of its resources to promote medical research. During the last years has developed an intense activity to support investigation and promote knowledge and prevention of certain diseases. The amount destined to donations will be communicated in the Annual Report of 2016 that will be published in May.

### **Commitment with Research.-**

In this context, it has launched an International Grants Award for Biomedical Research on Bemiparin, a low molecular weight heparin, indicated in the prophylaxis and treatment of the venous thromboembolic disease. This grants award promotes original and independent research to increase scientific knowledge of Bemiparin, an anti-thrombotic with a unique pharmacologic profile that is currently used in 55 countries.

On the other side, ROVI maintains collaboration agreements with universities in order to join efforts to increase scientific, technological, learning activities and for knowledge dissemination. The University of Granada and ROVI co-operate in research activities and training of scientific personnel. In particular, we have two open projects: Integra SNS\_Integra and ADELIS (both framed in the FEDER Interconnecta program).

The group also has an agreement with the Biomedical Research Centre of CSIC and with the University of La Rioja (UNIR).

### **Commitment with Training.-**

Aiming those highly qualified students can access work market, to improve their abilities, knowledge and experience, the company has an ongoing students training program in the company. For this, there are about twenty collaboration agreements with Universities and Schools. These practices help students to start their career in a professional working environment.

### **Corporate Volunteer Programme**

During 2016 ROVI had began a new project to going on growing in engagement and solidarity. This year it was launched the first Corporate Volunteer Program with the enormous desire to contribute to a fairer society.

Our idea is the offer all employees the opportunity to be protagonists of change and collaborate as a volunteer in the social action that, together with the Foundation TAMBIEN, were organized.



In this way ROVI's volunteers collaborated in the following activities:

- ✓ Campus of adapted ski weekend at Sierra Nevada. (5 and 6 of march).
- ✓ Santiveri Sierra Nevada Trophy (9 and 10 of april).



### **Commitment with social projects.-**

#### ✓ **Spanish Paralympic Team.-**

Since 2015 ROVI is one of the Spanish Paralympic Team's sponsor.



- ✓ **Spanish Red Cross:** ROVI continues collaborating with RED CROSS – Granada –, in particular this year with the sponsorship of the Flag Day, where all the funds raised during the day were destined to the Program of Attention to Asylum Seekers and Refugees.
- ✓ **The “Proyecto Hombre”:** One more year ROVI has collaborated with “PROYECTO HOMBRE”-Granada, in the development of programmes for the treatment of addictions and social reinsertion of drug addicts.
- ✓ **Foundation “Recover”:** Foundation “Recover Hospitals for Africa” was born in Spain in 2006, as part of the initiative of a group of professionals related to health sector, to improve healthcare in the developing countries.
- ✓ **Foundation “Manantial”:** Foundation which aims creation of jobs for people with mental disorders. ROVI cooperate with this Foundation in different ways because Manantial is, also, qualified for secondary packaging of medicines.

## **REGULATORY BODIES.-**

The observation of the requirements, demanded by Health Agencies, makes ROVI a reliable provider of active principles, drugs, health products and cosmetics. Industrial development, manufacture and distribution of these products, as well as the supply of units for clinical trials, is always done in an environment of strict compliance with all legal and regulatory requirements that apply to our activities as well as authorisations granted by Health Agencies.



## 5. TRACEABILITY TO GRI4 INDICATORS.

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G4-3	Name of the company	Page 4
G4-4	Marks, products and most important services	Page 8
G4-5	Place were is based the head office of the company	Page 4
G4-6	Countries where the company operates	Page 12
G4-8	Markets served	Page 12
G4-9	Company size: number of employees, number of operations, net sales or net revenues; capitalization and amount of products or services offered	Page 14
G4-10	Total number of employees by type	Page 26
G4-12	Description of supply chain	Page 30
G4-13	Changes in the company during the period analysed	Page 5
G4-15	List of letters, principles and other external initiatives of social or environmental nature that the company has joined	Page 33
G4-16	List of associations and organizations for national and international promotion that the company belongs to	Page 5 and Page 33
<b>Section: PARTICIPATION OF THE GROUPS OF INTEREST</b>		
G4-24	List of the groups of interest	Page 20
G4-26	Focus of the company on the involvement of the groups of interest (frequency and type)	Page 20
<b>Section: REPORT PROFILE</b>		
G4-28	Period covered by the report (i.e. tax year, calendar year)	Page 3
G4-29	Date of the last report	Page 3
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G4-34	Company Governance Structure	Page 7
G4-36	Executive positions or with responsibility in economic matters, environmental or social, and if they report directly to the superior governing body	Page 7
G4-37	Consultation processes among the groups of interest and the superior governing body in economic, environmental and social matters	Page 22 Page 27 Page 29 Page 33
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G4-EN3	Reduction of natural gas consumption	Page 32



Id.	SPECIFIC INDICATORS	Report page
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G4-EN3	Reduction of electric power consumed per unit manufactured	Page 32
G4-EN3	Reduction of natural gas consumption per unit manufactured	Page 32
G4-EN10	m <sup>3</sup> water consumption	Page 33
G4-EN10	m <sup>3</sup> water consumption per million units manufactured	Page 33
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G4-EN15	Reduction of tonnes of CO <sub>2</sub> emitted	Page 33
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G4-EN25	Tonnes of non-hazardous waste generated	Page 31
G4-EN25	Reduction of the amount of waste generated	Page 31
G4-EN25	Costs of waste treatment	Page 31
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