



UN GC PROGRESS REPORT **2011**

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INTRODUCTION

We would like to share “PharmaVision GC Progress Report for 2011” to share the results of the quantitative performance results regarding our activities and practices subject to 10 principles of United Nations Global Compact, signed by us on May 26th, 2010, under the major topics of “Human Rights, Employee Rights, Environmental Protection and Fighting Against Corruption”.

This is our second progress report and we consider it as a great opportunity to present our views comparatively the employment, training, environmental, occupational health and safety and energy data for the years 2010 and 2011 to our domestic and foreign stakeholders and to share our performance in the related fields.

An overview of our Company, our management systems policies, our sense of social responsibility in terms of sustainability, our successful implementations of integrated quality systems, our collaborations, our experienced training and developmental support activities for employees and interns and our values of corporate culture take an important place in this Report. Regarding the GC principles, we also included our progress targets for 2012 in the Report.

With “GRI (Global Reporting Initiative) G3 Sustainability Reporting Standards” taken into consideration, GRI performance indicators have given in the “contents” page of the Report. We consider that in following years, GRI standard will largely be taken into consideration in a manner to make the comparison of the progress reports issued by the companies easier.

With the well-planned activities, which are not limited to pharmaceutical product production, in line with our sense of corporate social responsibility, we expect that with the help of “PharmaVision 2011 GC Progress Report”, the benefits provided by us to our employees, environment and society and our added value to the industry would be easily recognized by our stakeholders and give more acceleration to our Company which is development-oriented in all fields. Your opinions and suggestions related with the Report are of great importance to us. Please don't hesitate to send your ideas to our Human Resources Director Mr. Fahrettin Kazak at fahrettin.kazak@pharmavision.com.tr.



MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS



In 2010, we signed “United Nations Global Compact” (UNGC), which has taken place in the global agenda with the concept of “Social Responsibility” and issued our first Communication on Progress, being on a sectoral basis a part of the global United Nations Corporate Citizenship Network.

In “PharmaVision 2011 UNGC Progress Report”, which is our second Communication on Progress (COP), in line with the principles of UNGC, we are proud of continuing to share our universal sense on human rights management, protection of employee rights, environmental management and fight against corruption. We are also proud of announcing the benefits we provided to our employees and to society through our activities under the projects that we develop and participate to, in the spheres of employment of qualified labour force, continuing vocational training, social responsibility and environmental protection along with our prioritized performance results as well as conveying our progress targets in terms of sustainability to our stakeholders.

We also would like to state that we see the sustainability studies as an important opportunity in contributing to the development of the companies and specifically in reducing the environmental risks and that the standards being currently implemented in our Company are much beyond the principles set out in the Global Compact in all aspects.

We adopt as principle to respect the human rights, to be sensitive to the environment and to act in commitment to the laws and to the principles and values, which are constituents of our corporate culture. Having the principles of “People First” and “Respect to Environment” as our starting point and in a continuing technological development, we, as PharmaVision, strive for providing benefits to our employees and society, sharing our sense of excellence with all our business partners and earning the appreciation and trust of our customers by generating “quality” in all our activities.

In our policy of social responsibility and human resources, we materialize our determination in creating, a safe, prestigious work environment for our employees, in which business ethics are held in high esteem, where they know clearly what is expected from them, performances are evaluated transparently with mutual discussions, participation in team works is encouraged so that they can easily express their opinions and creative ideas. The company is continuously evolving in line with the strictly followed “current Good Manufacturing Practices (cGMP)”, international quality management system standards and our investments. PharmaVision founded its sensitivity to quality management, social responsibility, environment, occupational health and safety on sure ground through international certification and, as a leader company in the industry it serves, has crowned its achievements with awards in numerous fields. The activities on technical safety, employee health and social responsibility each of which are vital and priority concepts for the company are based on CEFIC’s “Responsible Care” program, the implementation of which was first made applicable by Turkish Chemical Manufacturers Association in our country in 1993.

Having adopted the compliance with the legal regulations in the protection of natural resources, environment and human health as a condition precedent for a sustainable development, we measure our performance in implementation and continuously develop our integrated management system with the participation of all our stakeholders and the provision of the needed resources.

In 2011, the share of the investments made in the field of environment, health and technical safety in the total turnover was about 2,17%. In 2011 again, we maintain our TS EN 16001 Energy Management System, which we brought to our plant as a pioneer in the Turkish pharmaceutical industry, by improving it more with the TS ISO 50001:2011 Energy Management Standard Certificate. In energy use, a performance increase of 6% was achieved in 2011. Within the scope of the human resources development activities, the studies carried out in 2011 with the understanding of giving opportunities to female employees in administrative levels and revealing their leadership potential also led to noteworthy improvements in employee profile. The comparison of the figures for 2010 and 2011 suggests an increase of 11% in the number of female employees employed in management positions, which brings the ratio of female employees in management positions to 47%. Another noteworthy point is the annual training hours per employee, which increased by approximately 9 hours in 2011 compared to 2010. A thorough review of our achievements and good practices on social responsibility, training, environment, occupational health and energy concretely displays our corporate performance. As a leader company in the sphere of sustainable development, we will proceed in our way in the light of our values guiding us in our development-, change- and excellence-oriented activities.

Yours respectfully,

Dr. Ünsal Hekiman







ABOUT PHARMAVISION

PharmaVision carries out manufacturing activities for domestic and international pharmaceutical industry with the environmentally conscious technologies at its modern plants suitable for each and every pharmaceutical form in an open area of 50.000 m² and a closed area of 20.000 m² and, with an annual production of about 102 million packs, is accountable for 9.5% of total domestic pharmaceutical production. With its superior sense of quality and advanced technology its uses, the Company manufactures for foreign markets and has a share of about 15% in the country's total export of pharmaceutical. PharmaVision adopts as principle to be a preferred partner in the industry in which it operates. The company is continuously developing through the Current Good Manufacturing Practices (cGMP) being strictly followed, efficient operation procedures, quality standards, investments, employment and training qualified human resources. Based on the principles of "People First" and "Respect to Environment" since from the day it was founded, the company carries on its principled studies in the sphere of human rights, labour conditions, environment and fighting against corruption set out in the Global Compact, without making any concessions.

HISTORY

The Company has carried out its manufacturing operations at its plants in Topkapi, Istanbul since 1966 and has a rooted history dating back to 1954 when Türk-Hoechst Sanayi ve Ticaret A.Ş., one of the first foreign-invested companies in Turkey, was founded. The Company first started its manufacturing activities with ampoule filling in a building in Bomonti, Istanbul in 1956 and then, about 10 years later, the land on which our current plants are located in Topkapi, Istanbul, was acquired and a pharmaceutical manufacturing plant established. In 1985, in parallel with the changes in Turkish pharmaceutical industry with GMP (Good Manufacturing Practices) rules officially introduced, an extensive modernization project was prepared. As a result of the investments made under this Project having started to be implemented in 1988 and realized gradually within about 12 years, an exemplary plant at international standards was created with its state-of-the-art, computer-aided, closed systems and uninterrupted manufacturing lines. Our company also shown a rapid and big change in structure in parallel with the developments in the global pharmaceutical sector; at the last stage, it evolved into its current final structure after having being taken over from the parent company by "Management Buyout" (MBO) in line with the parent's strategies in 2002 and the name change into "PharmaVision".

OUR MISSION

Our mission is to ensure complete customer satisfaction through providing benefit to the public and employees, sharing our search for excellence with all our stakeholders, producing quality not only in our products, in our operations as well in line with our main philosophy "People First" maintaining respect to the environment.



OUR VISION

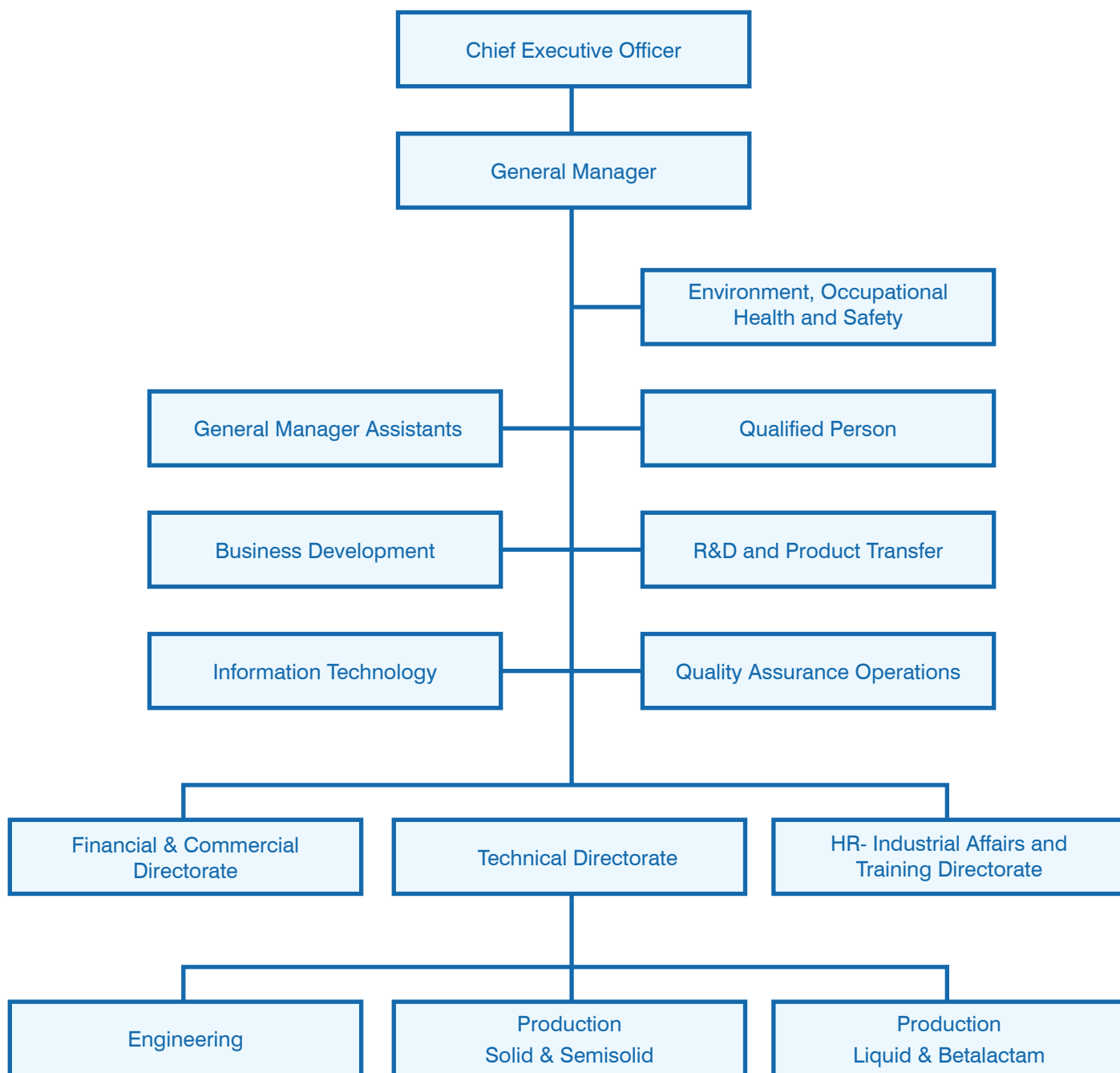
Our vision is to be the most reliable, preferred and reputable manufacturing company thanks to its quality understanding and high technological standards.



OUR PRINCIPLES and VALUES

- People First
- Respect to environment
- Corporate responsibility
- Shared sense of excellence
- Technological progress
- Quality generation
- Customer satisfaction
- Reliability

MANAGEMENT – ORGANIZATIONAL CHART



OUR QUALITY POLICY

Our company adheres to the below mentioned principles in order to serve as a long-term permanent and reliable contractor:

1. Manufacturing is carried out in accordance with the International legal regulations and current Good Manufacturing Practices (cGMP).
2. Company employees, who are in the awareness of being directly responsible for their job related activities and quality of the products, shall always try to improve the present level of the activities' results and management of the company resources.
3. Potential problems in all processes are pre-determined by means of transparent and proper communication. Thus, loss of productivity is prevented by means of preventive approach.

By adhering to these principles and all the procedures under our Integrated Quality System, our vision is to be the most reliable, preferred and reputable manufacturing company by means of its quality understanding and high technological standards in both domestic and foreign pharmaceutical industry.



“PEOPLE FIRST”

OUR POLICY FOR SOCIAL RESPONSIBILITY AND HUMAN RESOURCES

Based on various agreements of Human Rights Statement and global and local regulations about work life;

- All compliance regulations regulating work life are interpreted and applied benefitting the employees,
- Employment of children and young people are not allowed if adversely affecting their education and development,
- Healthy, safe and uninhibited working conditions are provided for the employees by means of regular working hours,
- Concerning selecting and hiring processes of the employees, the main principle is that without any discrimination all employees are given an equal opportunity for professional improvements who have the required skills and experiences to do the job,
- In case of disciplinary actions, methods such as physical punishments, physical or psychological actions or discriminations are never applied,
- For all employees, a compensation system regarding their education levels, jobs performed, their competencies and performance criteria and aiming this century's life standards in the country is adopted.

In line with our main philosophy “People First”, we declare that we will provide a working environment;

- that is safe, reputable and work ethics are treated with care,
- employees know clearly what the expectations are,
- assessment of their performances is done by mutual and transparent interviews,
- motivate for the participation in team works in order to make their comments and creative ideas.

OUR POLICY FOR ENVIRONMENTAL, OCCUPATIONAL HEALTH AND SAFETY

Our company, engaged in the manufacturing of pharmaceuticals adheres to Responsible Care, ISO 14001 Environmental Management System, and TS 18001 ISG-OHSAS Occupational Health and Safety Management standards and in line with these regulations:

1. The negative effects to the environment and human health will be mitigated by prior evaluation and risk analyses of environmental aspects.
2. Studies are underway for efficient use of natural resources and energy with priority given to environmentally friendly technologies in the manufacturing processes. During the preparation of projects on process development studies, impacts on environment and occupational health are evaluated.
3. Waste, originating from manufacturing and other activities is minimized at source, recovered or discharged in accordance with legal regulations.
4. Dangers to the health of workers within the scope of occupational health and safety are assessed and pertinent risk analyses are performed to assure the highest level of protection through measures taken at source.
5. Necessary measures are planned and applied to make sure that in case of an accident or emergency during operations, potential damage to environment and human health is kept at a minimum.
6. Environmental, Health and Safety related training and education is continuously given to increase workers' awareness and personal responsibility.
7. All stakeholders are informed regarding matters of environment, health and safety thereby contributing to environment, health and safety awareness in scope of corporate social responsibility.

For a sustainable development, regarding compliance with the legal requirements about natural sources, environment and health as the minimum, we hereby declare that we will

- Periodically review our EHS policy,
- Measure the performance of these standards and continuously improve our integrated management systems,
- With the participation of all our stakeholders and the commitment of necessary resources,
- Make our EHS policy available to the internal and external correspondence.

OUR ENERGY POLICY

According to the TS EN ISO 50001 Energy Management System Policy of our Company, in which pharmaceutical manufacturing is performed, our main principles are;

- To execute all of our operations by giving top priority to our respect for the environment, to the value we attribute to natural resources and to the needs of the next generations,
- To sustain continuous improvement of energy performances at each operational unit,
- To increase the awareness of our employees and of our stakeholders regarding efficient use of energy in all of our activities,
- To support procurement and design of products and services resulting in efficient energy usage, in order to improve our energy performance.

As management, we accept to abide by the TS EN ISO 50001 standard and official regulatory requirements as a minimum and commit to the fact that the Energy Management Policy will be regularly revised, internal and external communication channels will be kept open and necessary resources will be allocated for continuous development of the system's efficiency.



OUR BUSINESS SEGMENT and MANUFACTURING FACILITIES



Manufacturing medicine is being performed in accordance with Current Good Manufacturing Practices (cGMP) and products in injectable and oral cephalosporin group are being manufactured in independent units within our main manufacturing premises.

From weighing stage to end-product delivery stage, we work with fully-automatic and computer-aided systems in controlled closed areas. In all stages from boxing in all packaging straps to palletizing in our facility, we provide services with data matrix barcode systems. While minimizing manufacturing costs, no concession from environment, health and safety standards are made, compliance to manufacture quality and legal legislation shapes our activities as important criteria. All units are in struggle for continual reviewing and improving its manufacturing process with awareness of being responsible for the quality of products in life-cycle. Outstanding production quality, relevant production costs, high safety- environment standards and continual compliance to legal legislation are guaranteed with various performance indicators. (Delivery on time, life-cycle period, error-free manufacturing, and occupational accident records etc.).

The reliability of validation studies including process, analytical cleaning and computerized manufacturing systems is prioritized in maximum and availability of these validations with functional alteration control system are provided during all related life cycles of all products manufactured in our facilities. Our attention for the quality are proven by the audits we successfully experienced with Republic of Turkey Ministry of Health, French Agency for the Safety of Medicine Products (AFSAPPS), Pharmaceutical Inspection Convention and the leaders of multinational companies we are in collaboration.

PHARMAVISION

- Its organizational structure aiming overall customer satisfaction,
- High-quality service and productions,
- Its cooperation based on mutual trust,
- Compliance to delivery dates determined with customers,
- Sensitivity for delivery on time,
- Continuous access to the information with electronic supply information system,
- Continuous investments for management and equipments,
- Its leadership in industry is maintained by the importance for education and development.

OUR BUSINESS SEGMENT and MANUFACTURING FACILITIES



Our factory is the first factory obtained TS EN ISO 14001 Environment Management System Certificate of all factories of Hoechst Marion Rousses, a parent company in this period in 1998, on the world apart from complying with quality parameter associated to cGMP. With the renewal of existing BS 8800 Occupational Health and Safety Certificate with OHSAS 18001 in 2000, the success of being the first company obtaining this certificate in Turkey is shown.

Having obtained SA 8000 Social Responsibility Certificate in the early days of 2000, PharmaVision also holds the pride of being first company obtaining this certificate. TS EN ISO 22000 Food Safety (Production Safety) Management System, TS EN 16001 Energy Management System, TS ISO/IEC 27001 Information Security Management System and TS EN ISO/IEC 17025 as well as Responsible Care® Programme of which are the firstly obtained certificated in Turkish pharmaceutical industry, are among PharmaVision management systems. By achieving its target for 2011, TS EN ISO 50001 Energy Management System Certificate has been obtained and management system practices are maintained by improving.

MANUFACTURED PHARMACEUTICAL GROUPS

- Tablets (dry granules, wet granules, direct compression, film-coating, sugar coating)
- Capsule
- Ampoule, vials for injection
- Syrup, suspension solution, drops and sprays
- Cream and ointment

OUR GMP CERTIFICATES

“EU GMP Certificate” we are entitled to obtain as a result of EU (European Union) audit by French Health Authority between 23 and 26 August, 2010 has been sent to us with a written notification of the same authority dated 29 December, 2010 and become an important step for manufacturing targets on exportation.

Our GMP Certificate has been renewed by the Ministry of Health at the end of 2011.

OUR ACHIEVEMENTS, AWARDS and CERTIFICATES

- 1993, Republic of Turkey Ministry of Environment-Environment Certification
- 1995, Turkish Chemical Manufacturer Associations Responsible Care Award - Istanbul Chamber of Industry First Grant Environmental Award
- 1998, TS EN ISO 14001 Environment Management System Certification (of all Hoechst Marion Roussel's factories on the world, it was the first certificate)
- 1998, Performance Award for Parental Company-Hoechst Marion Roussel
- 1999, BS 8800 Occupational Health and Safety Certification (First for Turkish pharmaceutical industry)
- 2000, OHSAS 18001 Occupational Health and Safety Management System Certification (A First for Turkey)
- 2000, SA 8000 Social Responsibility Standards Certification (A First for Turkey)
- 2000, Istanbul Chamber of Industry First Grant Environmental Award
- 2000, Istanbul Chamber of Industry Sectoral Environmental Initiative Award
- 2001, Turkish Chemical Manufacturer Associations Responsible Care Award
- 2001, Bosphorus University Prof. Kriton Curi Environmental Award
- 2004, TS 13001 (HACCP) Hazard Analysis and Critical Control Points Management System Certification (A first for pharmaceutical industry)
- 2005, Turkish Chemical Manufacturer Associations Responsible Care Project Award
- 2005, CEFIC European Chemical Industry Council Mention
- 2005, Istanbul Chamber of Industry Grant Environmental Award
- 2006, TS EN ISO 22000 Food Safety (Product Safety) Management System Certification (A First for Turkish pharmaceutical industry)
- 2006, European Union Environmental Award Management Category Finalist
- 2007, TS ISO/IEC 27001 Information Security Management System Certification (A First for Turkish pharmaceutical industry)
- 2008, TS EN ISO/IEC 17025 Laboratory Documentation (A First for Turkish pharmaceutical industry)
- 2008, Republic of Turkey Ministry of Labour and Social Security Best Smoke-free Office Practice
- 2010, Mediterranean University Turkish Gauge Environmental Service Award
- 2010, United Nations Global Compact
- 2011, TS EN 16001 Energy Management System Certification
- 2012, TS ISO 50001 Energy Management System Certification

SUSTAINED CERTIFICATION OF MANAGEMENT SYSTEM STANDARDS

- TS EN ISO 14001 Environment Management System
- TS OHSAS 18001 Occupational Health and Safety Management System
- TS ISO / IEC 27001 Information Security Management System
- TS EN ISO 22000 Food Safety (Production Safety) Management System
- TS EN ISO / IEC 17025 Quality Systems for Testing and Calibration Laboratories
- TS ISO 50001 Energy Management System



UN GLOBAL COMPACT

Principle 1: Supporting and respecting to Human Rights

Principle 2: Not allowing to violation of Human Rights

Principle 3: Supporting freedom of association and collective bargaining

Principle 4: Preventing forced labour and involuntary servitude

Principle 5: Preventing any kind of child labour

Principle 6: Preventing discrimination during employment and at work

Principle 7: Supporting the approaches preventing the environmental problems and protecting the environment

Principle 8: Supporting any type of activities and development increasing the environmental responsibility

Principle 9: Supporting the development and becoming widespread of environmental-friendly technologies

Principle 10: Fighting against any kind of corruption

HUMAN RIGHTS

Principle 1: Supporting and respecting to Human Rights

Principle 2: Not allowing the violation of Human Rights

For Human Rights:

Activities of Republic of Turkey Human Rights Presidency of Prime Ministry conducting its studies by Law dated 12 April, 2001 numbered 4643 within the frame of European Union “ **Copenhagen Criteria and Compliance Law**” declared on 22 June, 1993 and in accordance with the provisions of European Convention on Human Rights approved by our country on 18 May 1954 and Universal Declarations of Human Rights declared by the resolution dated 10 December 1948 of General Board of United Nations are supported.

While forming “**PharmaVision Personnel Regulations**”, principles of “**Universal Declarations of Human Rights**” are taken into consideration with the aim of protecting employee’s rights.

There is no discrimination for religion, language, age, sex and political view, philosophical belief and similar reasons in all forms of professional relations in our company; there is no different treatment for full time employee against part-time employee or employee of indefinite period against employee of defined period in our company unless there are valid reasons. Education right and equality opportunities are provided for each personnel.

Our company has adopted the principle of equal treatment in accordance with “Non-Discrimination Obligation” specified in 5th article of Labour Code numbered 4857 and implemented equality principle in regard to employment and charging. Lower wage may not be assigned for same or equal work due to the gender difference. Implementation of special protective provisions owing to the gender of employee does not justify the implementation of lower wage. Moreover, this issue has been detailed under “Responsibility of Management” in 10th section of Personnel Regulations

As stated in principle of equality in our constitution “No discrimination for religion, language, nation, idea and similar reasons are allowed”; our company acts in accordance with the principle of “**People First**” and strong minded for not to make concession from this principle.

All of our employees perform their duties in a manner avoiding any violation of human rights and inner peace within the frame of “**Fundamental Rights and Principles at Work**” specified in “**Personnel Regulations**”. Either permanent staff of PharmaVision or employees of Contractor Company working within the company are employed in accordance with company rules and regulations issued in international level. Our employees are aware of informing any violation to the Directorate of Human Rights and Industrial Affairs or their supervisors.

OUR SOCIAL RESPONSIBILITY PROJECTS

OUR CONTRIBUTIONS TO TURKEY BRANCH OF ISPE

PharmaVision continues to support the Turkey Branch of ISPE (International Society for Pharmaceutical Engineering) whose establishment was led by PharmaVision and which is the most prestigious establishment in pharmaceutical industry around the world; ISPE Education Seminars which the internationally famous experts' participate in, draw interest globally.



THE VOLUNTARY ACTIVITIES THAT WE SUPPORT FOR TURKISH PHARMACEUTICAL INDUSTRY UNDER THE ACTIVITIES OF TURKEY BRANCH OF ISPE

- Established in 2005.
- Approximately 200 members consisting of pharmaceutical companies, suppliers, university and official authorities.
- Education seminars and PAT workshops which are organized twice in a year with the participation of expert speakers.
- Launching the course and post graduate of Pharmaceutical Engineering (for the first time) in Faculty of Pharmacy, Istanbul University.
- 'The award of best branch around the world' by ISPE International (2007).
- The students' union of the year award to ISPE Student Union of Pharmacy Faculty, Istanbul University (2009).
- Istanbul University is one of the five education campuses in the joint post graduate program of Sustainable Pharmaceutical Operations and Development.
- Launching of Pharmaceutical Manufacturing Technical Education in Kadirga Technical and Industrial Vocational High School.
- The establishment of Pharmaceutical Manufacturing Technician Training Laboratory in Kadirga Technical and Industrial Vocational High School.
- Pharmaceutical Manufacturing Operator Occupational Standard takes part in official gazette as the first standard published in chemical industry.
- With the Pharmaceutical Manufacturing Technician Training Project carried out in Kadirga Technical and Industrial Vocational High School, "Golden Mortar Awards 2011 in Industrial Employment, Pharmaceutical and Pharmacy Achievement Award"



OUR ACTIVITIES MAINTAINED WITHIN THE SCOPE OF "ISPE TRAINING PROJECT FOR PHARMACEUTICAL TECHNICIAN"

Within the scope of "ISPE Training Project for Pharmaceutical Technician", sustainability of the practices are supported by the co-operation between ISPE Health Sciences Associations together with Kadirga Technical and Industrial Vocational High School in which related education was given for the first time in Turkey in 2009.

Inauguration ceremony of "Training Laboratory for Pharmaceutical Technician" for which ISPE Health Sciences Associations pioneered for its establishment with the aim of providing applied education and presented the usage of students with considerable supports from the companies such as Bayer, Eczacıbaşı-Zentiva, Glatt, Groninger, Pfizer and PharmaVision has been made in Kadirga Technical and Industrial Vocational High School on 5th April, 2011.

PARTICIPATION TO STUDIES OF NATIONAL VOCATIONAL QUALIFICATION IN CHEMICAL INDUSTRY

As a result of studies initialized within the frame of “**Cooperative Protocol for Preparing Occupational Standards on Chemical Main and Sub-sector**” signed upon “**Professional Competence Board**” with a protocol in which 19 non-governmental organization including “**ISPE- Health Sciences Association**” for whose foundation we pioneered as Turkey Chemicals Petroleum Rubber and Plastics Industry Employers’ Association (KIPLAS)” and from chemistry branch as PharmaVision participated in; “**Professional Standards for Pharmaceutical Operator**” have been announced in official gazette dated 12.05.2010 and become a first-officialized professional standard in chemical industry.

National Qualification Work of Chemical Laboratory Analyst

PharmaVision participated (also appointed their personnel) in National Occupational Standard and National Qualification Study of Chemical Laboratory Analyst prepared by KIPLAS in chemistry field.

National Qualification Works of Pharmaceutical Manufacturing Operator

Representatives of PharmaVision as a member of ISPE Health Sciences Association were actively participated in studies for forming “**Competency Units for Pharmaceutical Manufacturing Operator**” which is coordinated within KIPLAS and Kaynak Sistem Danışmanlık Şirketi (Resource System Consultancy Company) between 2011-2012. Meetings coordinated by ISPE Health Sciences Association for “**Competency Units for Pharmaceutical Manufacturing Operator**” were realized within PharmaVision and employees of PharmaVision were actively participated in workshops in 2011-2012.



SEMINARS CONDUCTED AT KADIRGA TECHNICAL AND INDUSTRIAL VOCATIONAL HIGH SCHOOL

The user training of Groninger “syringe filling machine”

The organization of practical training about the use of “syringe filling machine” which is oriented to field trainers and Chemical Process Department students who study pharmaceutical production process in the Chemical Technology of Kadirga Vocational High School was performed with the cooperation of PharmaVision and Groninger, Karbomed Ltd. Co. in 08.05.2012.



Our seminar on “Pharmaceutical Production Hygiene”

The seminar on “Hygiene at Pharmaceutical Production” was given to Chemical Process Department students who learn Pharmaceutical Production Process in the Chemical Technology of Kadirga Vocational High School in 15.05.2012. Moreover, awareness, aims and expectations of students for the future in regard to their professions will be determined by taking a survey for the students who will do an internship in various companies in pharmaceutical industry in 2012-2013 academic year about trainings and “vocational targets” they are in need and their oncoming internship will be planned efficiently. Objectives and expectations of the students could be utilized with the aims of: future recommendations in related education field, configuring the personal and vocational trainings provided in the company (to the related interns) within the scope of our project.



THE CONFERENCE HALL PROJECT OF ORHANGAZI PRIMARY SCHOOL IN PENDIK KURTKOY

The project of conference hall renovation and decoration in Orhangazi Primary School which is a contemporary school with 2100 students and 120 instructors located on a large land in Kurtköy, was completed with the contributions of several non-governmental organizations and PharmaVision in March of 2012.



OUR SUPPORT VISIT TO IZMIT TRAINING CENTER OF AUTISTIC CHILDREN

Because April is "Autism Awareness Month" PharmaVision support team visited Izmit Training Center of Autistic Children with the aim of providing them medicine chest and the drugs needed in 19.04.2012.



OUR LOGISTIC SUPPORT TO MOTHER CHILD EDUCATION FOUNDATION

Within the framework of 2011 and 2012 Summer Program, the transportation of Turkish Education Volunteers Foundation was provided by PharmaVision. With the cooperation of Association in Support of Contemporary Life, Mother Child Education Foundation and Turkish Education Volunteer, logistic support was provided to students of Esenler Melek Erman Köni Education and Culture Center to help them participate in the activities 2 days a week for 2 months in the summer holiday period of 2011 and 2012. We attended the end of the year ceremony of Melek Erman Köni Education and Culture Center in the Culture University in 23.06.2012.





ÇEVREM PRIMARY SCHOOL

OTHER PROJECTS WHERE WE SUSTAIN OUR SUPPORT AND PARTICIPATION: ÇEVREM PRIMARY SCHOOL

Çevrem Primary School which was built within the scope of “waste-to invest in future” project, was opened in 2001-2002 academic year. Before the start of academic year, the whole maintenance and repair work of Çevrem Primary School was performed by Pharma Vision Employees and Education Volunteers Association.

With the help of the funds which were raised by the utilization of recyclable wastes collected in our facility, our school is supported uninterruptedly. This social project was granted to “Environmental Award” which is given on the behalf of globally recognized late researcher and educator Prof. Dr. Kriton Curi.

“ENVIRONMENTAL SERVICE AWARD”

Within the framework of Mediterranean University 13th Environmental Service Awards Program, our company received the “Environmental Service Award” in the scale of Turkey with the project of “Waste-to invest in future” in 2010. Our company which believes we cannot create a healthy society without a clean environment while we are making productions to protect the human health is conscious of that the protection of the environment could only come true with educated man power.



“THE BEST MEDICINE: EDUCATION” PROJECT

This project, as a suite of the “Investment in Future from Waste” project, is carried out within the scope of the activities of “Environment and Education Volunteers Foundation of PharmaVision Employees”. The studies were initiated under the name of “The Best Cure: Education” in coordination with Contemporary Life Support Association in the school year of 2006-2007. Through this project, education grants are given to female students, as a priority, studying at faculties of pharmacy and vocational high school of chemistry. The students receiving grants pays technical visits to our plants and sees our activities in site. Scholarship students are primarily given the internship and then employment opportunities. The academic standing of the students is followed up.

2011 ENVIRONMENTAL SLOGAN CONTEST



In this contest participated by 118 employees of our company with 298 slogan, the following slogan of an employee of our company came first as a result of the evaluation made by the jury consisting of the representatives from “Istanbul Chamber of Industry ” and “Turkish Chemical Manufacturers Association”.

“The environment polluted by your indifference,
destroys the future of your dear ones.”

PHARMAVISION CULTURAL PUBLICATIONS

Expanding its sense of social responsibility contributing much to education through cultural activities, PharmaVision includes the historical values of various localities of Istanbul in each desk calendar it publishes. In addition to the desk calendars in which the cultural heritage is promoted, PharmaVision publishes valuable works describing different slice of pharmaceutical and pharmacy history, each of which constitutes a reference book under PharmaVision Cultural Publications.

Also, the magazine "HaberVizyon" which is contributed by our employees with their writings is published quarterly and delivered free of charge.



COLLABORATIONS WITH UNIVERSITIES AND VISITS

As the first step of education of Pharmaceutical Engineering, “Pharmaceutical Engineering” master’s degree program was initiated at Istanbul University Faculty of Pharmacy under the Project developed by ISPE Health Sciences Association and the leadership of our Company and the courses of “Pharmaceutical Engineering” program were included in curriculum of faculty of pharmacy.

Istanbul University is one of the first five educational campuses of Europe in the Sustainable Pharmaceutical Operations and Development joint master’s degree program. In line with the slogan “The biggest investment is the one in education!”, academic seminars are given by our managers in order to improve the cooperation between universities and the industry and to raise awareness. Information sharing on university-industry collaborations and applicable industrial projects is carried out with Istanbul University, Istanbul Technical University, Marmara University and Yıldız Technical University. Many students from various national and international universities visit our company to get informed on management systems, technical issues and pharmaceutical production. In such visits, the units of our plants are shown and introductory and informative presentations are made to the students.

The picture below shows the students from Schleswig-Holstein Wirtschaftsakademie who came from Germany to visit our company on 03.10.2011.



Some of Our Activities in 2011 and 2012:

- Participation in the workshop held by the Foundation of Politics, Economy and Social Research within the scope of the scientific study aiming to measure and analyze the qualification and skills demanded, and the problems faced in employment of human resources, by the Turkish manufacturing companies, on 23.12.2012 upon the request of the Ministry of Industry and in support of Turkish Union of Chambers and Commodity Exchanges.
- Membership of “Istanbul Technical University Environment Engineering Advisory Board” for the period 2011-2013 to improve and develop the Environment Engineering Program within the scope of Istanbul Technical University Environment Engineering Department ABET “Accreditation Board for Engineering and Technology – Quality Improvement Process in Engineering Education”.
- Seminar on “Waste Management/Company practices” held by Turkish Chemical Manufacturers association to be given to the students of Department of Environment Engineering of Marmara University.
- The trips to our plants by and the presentation on our Environmental Management System given to the students of Department of Environment Engineering of Marmara University.
- Organized by Turkish Chemical Society within the scope of The International Year of Chemistry Events, The students of Istanbul University Chemistry Department and Chemical Engineering Department visited our company. They were get informed on our Environment/Occupational Health and Safety practices.
- Training on our Environment Management System studies was given to the students of the Environment Engineering Department of Yıldız Technical University.
- The project study of the students of the Environment Engineering Department of Yıldız Technical University within the scope of the course named “Control of Industrial Pollution” was supported.

2012

→ | **Progress
Targets**

- Structuring “Human Rights Training” for Employees in 2012.
- Maintaining and developing our social responsibility projects in future years.

LABOUR STANDARDS

Principle 3: Supporting freedom of association and collective bargaining

Principle 4: Preventing forced labour and involuntary servitude

Principle 5: Preventing any kind of child labour

Principle 6: Preventing discrimination during employment and at work

Starting from the point of “People First” we provide an equal and safe work environment, for our employees, in which ethic values are held in high esteem.

Principle 3: Business world should support the freedom of association and collective bargaining of the employees.

This matter is explicitly regulated in Turkish Constitution in the Art. 49 and Art. 50 of Law No. 2821 On Trade Unions and the Law No. 2822 on Collective Labour Agreement, Strikes and Lockout. Working is everyone's right and obligation. The state takes the necessary actions to improve the living standards of the employees, to protect the employees and nonemployees in order to improve the business life, to create an economic setting sufficient to prevent unemployment and to maintain labour peace. Employees, at their sole discretion, may become a member of any trade union or not. Based on this, our employees' right to establish and participate in trade unions and collective bargaining right are respected. Our company has been one of the first 3 companies in which unionization is allowed in pharmaceutical industry since 1956 in which it started its manufacturing activities. We are currently in the 21st validity period of collective agreements which has been continuing since from the beginning.

Principle 4: Any kind of forced labour and involuntary servitude should be prevented.

The employees of our companies present their labour with their own free wills. They can work and resign in compliance with the laws. They are never exposed to pressure or violence. Each employee is employed for a compensation defined by the nature and requirements of the work under an employment contract and a definition of job and enjoys the leave rights stipulated in the relevant laws. This matter is discussed in the fourth and sixth sections of our company regulation.

Principle 5: Any kind of child labour should be prevented.

ILO conventions sets out that children should not be employed before the age of 15. The sexual abuse of children, children smuggling, debt bondage, forced labour and slavery should be prevented. The cheap child labour especially in developing countries implied child abuse. As regulated in (Art. 85 of) Turkish Labour Law, “Young workers under the age of sixteen and children as well as workers which has not received professional education for the job in which they work may not employed in heavy and hazardous occupations. The issues such as the occupations to be deemed heavy and hazardous, the types of heavy and hazardous occupations in which women and the young workers which has turned the age of 16 but are still under age, will be employed etc. shall be regulated in a regulation issued by the Ministry of Labour and Social Security in consultation with the Ministry of Health”.

Principle 6: Discrimination during employment and at work should be prevented.

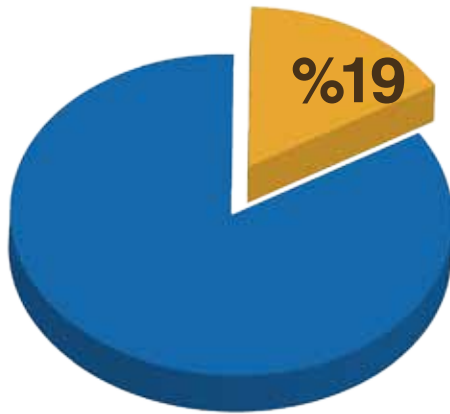
Nondiscrimination obligation is regulated in Art. 5 of Turkish Labour Law and our company acts responsibly in terms of discrimination and employment of disabled and ex-convicts. Those employed by our company are evaluated only by their competences and discriminating of sex, race and religion is prevented in employment. Our company does not discriminate in terms of employment, compensation, training, remuneration, dismissal or retiring, race, caste, national origin, religion, disability, sex, sexual orientation, association or trade union membership or political identity. Our company does not interfere with its employees in meeting their needs or requirements in connection with their race, caste, national origin, religion, sex, sexual orientation, association or trade union membership or political identities.

In our company, within the compass of rooted human resource development activities, the studies carried out with the sense and principle of providing the employees with opportunities to take office at management levels and revealing their leadership potential led to noteworthy improvements in employee profile. In line with these improvements, the number of the female employees at the top management levels increased. In our company, female managers were assigned to the positions of General Director, Officer of Quality Assurance Operations, R&D Manager, General Director Assistants and similar positions.

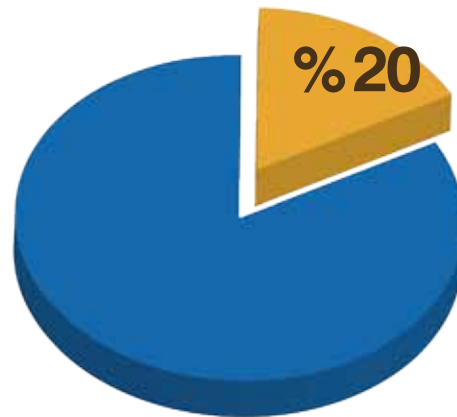
OUR EMPLOYEES

Personnel	2010				2011			
	Female	Male	Total	Female %	Female	Male	Total	Female %
	84	358	442	19	90	360	450	20

Our Female Employees



2010



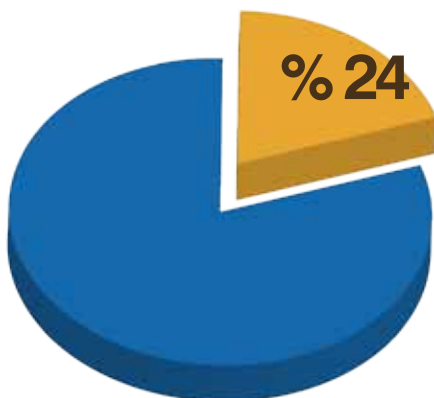
2011

EQUAL OPPORTUNITIES

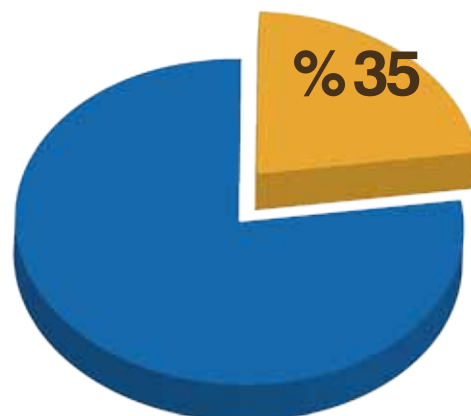
Our Directors

Directors	2010				2011			
	Female	Male	Total	Female %	Female	Male	Total	Female %
	11	34	45	24	17	32	49	35

Our Female Directors



2010



2011



In 2011:

% 11 ↑ Increase in the percentage of female directors

Distribution of Employees by Education:

	2010				2011			
	Female	Male	Female %	Male %	Female	Male	Female %	Male %
PhD	-	1	-	0,2	-	2	-	0,4
Master's degree	18	20	4,0	4,5	21	22	4,7	4,8
Bachelor's degree	21	124	4,8	28,0	27	128	6,0	28,3
Voc. school of higher education	10	61	2,3	13,8	8	60	1,8	13,3
Voc. High School/ High School	11	105	2,5	23,8	11	105	2,4	23,2
Primary School	15	47	3,4	10,6	15	43	3,3	10,0
Literate	9	-	2,1	-	8	-	1,8	-
Total	84	358	19,1	80,9	90	360	20,0	80,0

Increase in the percentages of educated employees:

%0,2 ↑ PhD
%1 ↑ Master's degree
%1,5 ↑ Bachelor's degree

Increase in the percentages of female employees:

%0,7 ↑ Master's degree
%1,2 ↑ Bachelor's degree

TRAINING OF OUR EMPLOYEES

Our Training Management Activities in line with Our Personnel Qualification and Human Resources Developments Targets

In our company, for personnel qualification purposes, it is important that all departments is equipped with sufficiently-educated, training and/or experienced personnel. Attention is paid to the training of the employees working at our plants and the employment of qualified personnel and for training and awareness raising activities of the employees, periodical internal and external trainings aiming for personal / corporate development are arranged every year by taking different training needs with a starting point of the principle of continuous improvement.

Training Categories:

- Job orientation training,
- Job-specific training,
- Current Good Manufacturing Practices (cGMP) training,
- "Responsible Care" training,
- Technical safety training,
- Management systems standards trainings,
- Information trainings due to the changes,
- Internal/external technical trainings and seminars aiming personal/corporate development,
- Internship trainings.

In-house awareness-raising trainings and job-specific trainings are also applicable to the contractors/suppliers that will work with company.

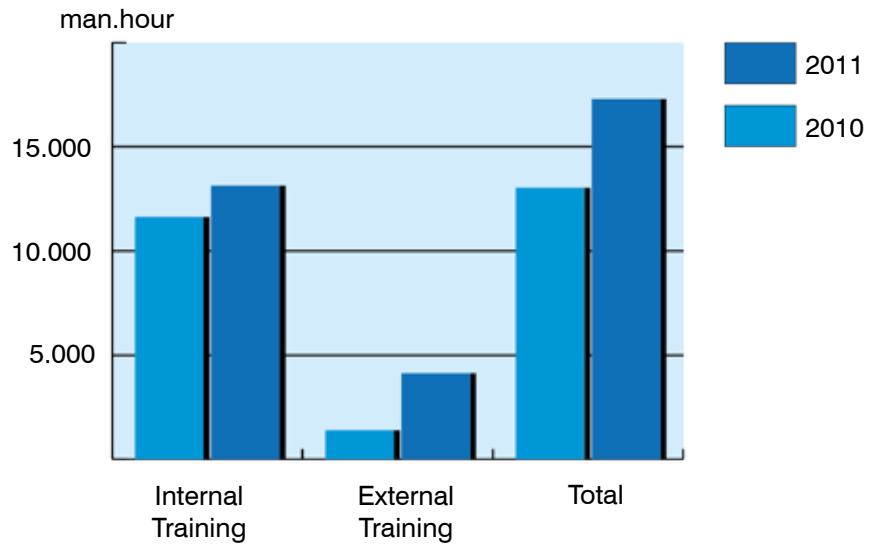
Our human resources development activities include to provide the current trainings on business ethics, our principles, GMP and the managements systems being implemented primarily targeting the orientation of the newly-hired employees; to carry our job-specific trainings in a view to enable that the employees ensure customer satisfaction in terms of all activities for which they are responsible and product quality; to ensure the potential persons to participate in the internal and external training programs in line with the corporate vision and to plan their career development. Also, training organizations that provide added value and facilitate employment in line with the corporate policies and within the scope of social responsibility are carried out in our company.

There are also need and gap analysis, planning, implementation and process performance evaluation activities carried out based on job definitions, the qualifications and competences required by the positions with a performance-oriented point of view in terms of recruitment and orientation, on-the-job performance and in career development, corporate development and social responsibility.

Employee Training	2010	2011	Increase %
Internal Training	11.633,9 man.hour	13.137,54 man.hour	12,92
External Training	1.396 man.hour	4.140 man.hour	196,56
Toplam	13.029,9 man.hour	17.277,54 man.hour	32,59

Environment, Occupational Health and Safety Trainings	2010	2011	Increase %
	1.001,32 man.hour	3.749,10 man.hour	274,00

Employee Trainings

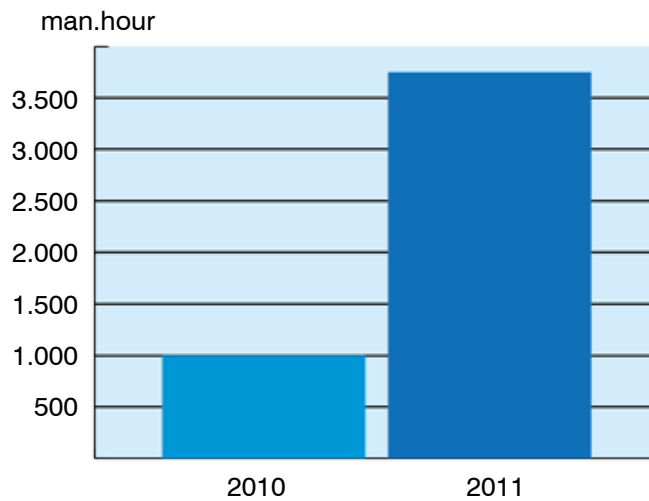


% 12,92 ↑ Increase in Internal Trainings

% 196,56 ↑ Increase in External Trainings

% 32,59 ↑ Increase in Total Trainings

Environment and Occupational Health and Safety Trainings



% 274,00 ↑ Increase in Environment and Occupational Health and Safety Trainings

Examples of Our Employee Trainings:

Training on “Heavy and Hazardous Occupations”

The methods and principles of the vocational training to be given in this industry is regulated by the communiqué requiring the training of the workers to be employed in “heavy and Hazardous Occupations” issued by the Ministry of Labour and Social Security. Due to certain activities included in the heavy and hazardous occupations at pharmaceutical manufacturing plant, the certified trainer of our Company has provided vocational trainings consisting of 40 hours of theoretical and 40 hours of practical training for 24 employees from warehouse, dump site and plant departments through the studies carried out by “Human Resources and Industrial Affairs Department” and “Environment Directorate” in coordination with “Engineering/Technical Safety Department” within the scope of vocational trainings and occupational health and safety trainings of the employees. Our employees are granted certificates as a result of the examination held in company with “Turkish Chemical Manufacturers Association” and “Kartal Vocational Training Center” in 2011.

“TSE ISO/IEC 27001 Information Security Management Systems, Internal Audit” Training

It is an aim of our company to review the up-to-dateness and implementation of our Information Security Management System through annual internal audits in accordance with our ISO/IEC 27001 Information Security Management System policy. Within this scope, the internal audit training required to review the implementation regarding the method of the internal audit was provided by TSE in our company on January 12th and 13th 2012. Following this two-day training, the participants were granted their certificates of internal auditor in an event held in PharmaVision. In an era in which the importance attached to information and the requirement to protect information increase each passing day, our Company is one of the very few companies holding an Information Security Management System certification.

Participation in TSE Marmara Quality Days

Within the scope of Marmara Quality Days, Environment OHS Integrated Internal Audit, Risk Analysis, ISO 50001 Energy Management System and ISO/IEC 17025 trainings of Turkish Standards Institute was participated by our employees from the relevant teams between June 22nd and 29th, 2012.

Technical Trainings Targeting Corporate Development

The department chiefs and training officers are ensured to update their technical knowledge and improve themselves through their participation in the seminars organized by our Company every month. The seminars given by the subject matter experts aim for in-company information sharing and continuous development. For example, in addition to the internal trainings such as “Carbon Footprint”, “Energy Saving” and “Occupational Safety Practices”, the plans for 2011 and 2012 also include “Energy Management” targeting all employees within the scope of transition to “Good Education Practices (GEP)” and ISO 50001 standard in order to improve the training methods used by the trainers in the on-the-job trainings and thus to ensure an increase of efficiency in all internal trainings.

INTERN TRAININGS

The internship studies of the students of vocational education at the plant, laboratory and other departments of PharmaVision on the condition that they are insured by their schools are planned by our training officers in accordance with the “Vocational Education Law No 3308”. In the last six years, total 420 students have been given internship opportunities and some of them had the chance to be employed in PharmaVision thereafter. The interns receive job orientation trainings followed by the job-specific training at the departments as well as planned seminars.



OUR PROJECT FOR SUPPORTING DEVELOPMENT

PHARMAVISION'S SUPPORT PROJECT TO PERSONAL AND PROFESSIONAL DEVELOPMENT

Development Seminars We Planned and Carried Out For Our Interns

Our company also plans development seminars for interns due to our rooted sense of social responsibility and the great importance we attached to the involvement of the students of vocational education in the industry as qualified graduates. In order to help the vocational high school and university students show the performance expected from them and improve themselves in all aspects, seminars targeting personal and professional development are structured with a huge care and devotion and with corporate discretion independently of compulsory training and production hours and organized under "Support to Development Project".

In the internship period of 2011-2012, the seminar programs that were applied periodically in previous years are developed more with the reconstruction of "The Support to Development (STD)" targeting the vocational high school students doing internship at our plant 3 days a week.

In PharmaVision STD/The Intern Training Seminars, first the "Compass Dialogue" on "Professional Targets" is applied to the students. A package program aiming to improve the communication, presentation preparing and project preparing skills of the students, to ensure them to socialize and be successful in team works and to increase the students' self-confidence letting them presenting the projects they have prepared and including mentoring activities is constructed for specially interns. Seminars are carried out with a director-employee team of 19 persons. Seminars are designed for a wide range from the vocational/technical training topics structured the contents of which are structured by the department chiefs and the training officers of the departments and the specifics topics such as GMP and hygiene to pharmaceutical manufacturing information and management systems standards. So, total hours of seminars participated by an intern within a time period of 9 months may sometimes exceed the total hours of training received by an employee.

Intern Development Seminars	2010-2011 Internship Period		2011-2012 Internship Period	
Personal development	2x30	60 man.hour	6x30	180 man.hour
Professional development	16x30	480 man.hour	18x30	540 man.hour
Total	18x30	540 man.hour	24x30	720 man.hour

Considering the different developmental needs of the interns, the training practices are carried out successfully under interviews, evaluations and collaborations. The disciplined and successful students are rewarded at the end of the period based on the performance evaluations carried out according to defined criteria.



“The biggest investment is the one into the education and the adults of future.”

2012

→ | **Progress
Targets**

- Improving our coaching and mentoring activities.
- Developing our career planning system.

“PROTECTION OF ENVIRONMENT”

Principle 7: Supporting the approaches preventing the environmental problems and protecting the environment

Principle 8: Supporting any type of activities and development increasing the environmental responsibility

Principle 9: Supporting the development and becoming widespread of environmental-friendly technologies

OUR INTEGRATED MANAGEMENT SYSTEM UNDER ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY & RESPONSIBLE CARE

In pharmaceutical industry, the sensitivity shown to quality should seamlessly and excellently continue from raw material selection and ordering process to expiry date and even be carried beyond it. It is not possible to generate quality by only high technology. The most important thing is that the people who will generate that quality has received required training and internalized the quality philosophy. Therefore, the main philosophy of PharmaVision is based on the approach of “People First”.

We, first of all, have to create the conditions ensuring our employees to be happy and peaceful and avoid to cause negative effects on the community in the neighborhood of our working area while carrying out activities for improving the life quality of people. So, technical safety, employee health and social responsibility are very important and top priority concepts for us.

Our activities in this sphere are based on the CEFIC’s “Responsible Care®” program the implementation of which was first made applicable by Turkish Chemical Manufacturers Association in our country in 1993. PharmaVision, with the activities it initiated as being one of the first companies committing to implement Responsible Care® Program, leaded to adopt the globally applicable standards in our industry.

The integration of the management systems developed on “Occupational Health and Safety”, “Environment”, “Distribution”, “Communication-Awareness Raising, emergencies”, “Process Safety” and “Product Liability” with our “Quality Management System” created the “Integrate Quality Management System”. Under the integration, the special requirements of our business partners regarding Quality, Environment, Occupational Health and Safety are also taken into consideration.

Our “Integrated Quality Management System” is an important factor for us to achieve a performance in carefully maintaining and improving the activities in all fields, benefiting from energy, raw material and workforce inputs in the most efficient way and carrying out manufacturing activities in respect for nature, going beyond the legal requirements.

It is possible to maintain a forward, well-based corporate culture thanks to the advice and participation of all our employees in the guidance of TQM (Total Quality Management) underlying our continuous improvement efforts in addition to the “Current GMP (Good Manufacturing Practice) Rules” applicable to the pharmaceutical industry.

The appreciation of our efforts with various awards contributed to the motivation of our employees and ensured a rapid increase in our activities in these fields.

As a minimum requirement, PharmaVision acts respectfully to human rights, sensitively to the environment and in compliance with the laws and ethics in all processes and, as a leader company in the sphere of sustainable development, continues its development-, change- and excellence-oriented activities.

The Company is determined to take these efforts that we, as the employees of it, initiated to internalize the sense of quality in line with the principle of “People First”, and its “Integrated Quality Management System” formed by the Responsible Care and Quality Management further.

Our Management System primarily includes the following activities:

- Sustainable use and management of the natural resources,
- Computer-aided manufacturing, automation systems,
- Energy saving efforts,
- Transition to dustless technology,
- Selection of such Technologies reducing pollution and minimizing the generation of waste product,
- Evaluation of the new investment in terms of load onto the environment and carrying out waste reducing activities in the existing processes,
- Ensuring continuous training of employees on environment, health, technical safety and energy,
- Ensuring collaboration of university and industry,
- Sharing the practices of the company with the students of the environment and chemistry departments of the universities,
- Emergency communication and cooperation with the neighboring companies; cooperation activities with Professional groups and non-governmental organizations and the contribution to the educational activities,
- Integrated Risk Management studies.

In our company, all of the activities are carried out with the awareness that the health of our employees and the protection of the environment is as important as making quality manufacturing while pharmaceuticals are manufactured to serve to the human health.

The General Quality Procedures prepared in the light of Standards cover the main principles included in our management system and Standard Operation Procedures the practices carried out according to such main principles.

Intensive training programs are organized to make the environment protecting activities on occupational health and safety widespread at each level of the company and to ensure the participation in such activities and the issues regarding emergency are kept updated with drills.

Our training and awareness raising activities such as environment management system trainings, occupational health and safety management system trainings, legislation trainings, industrial hygiene trainings, security information form trainings, emergency trainings, job-specific trainings, intern trainings etc are actively carried out every year starting from the employment. The consciousness and awareness raising activities and the job-specific trainings carried out within the company is also applicable to the contractors/suppliers which will work with us, whether in the short or long run. Within the scope of our environment, occupational health and safety activities, contests are organized to encourage the employees to such issues and those employees who are placed in such contests are rewarded.

With a sense of Risk Management, the legislation on environment and occupational health, developments in the sector and good practices are followed up by nationally and internationally by the work team built for environment, occupational health and safety issues.

Our bulletin "ÇevrEm" promoting our environment, occupational health and safety activities has been shared by our employees since 1997 and been published in "ÇevrEm" section of "HaberVizyon" Magazine since 2003.

We, as a company, are aware of our responsibilities to the society and share our environmental activities with it. The out of company collaborations and the collaborations with the neighbors, Professional associations, suppliers, local governments and universities are managed under the "Integrated Management System"

We, under our corporate activities, take part in;

TISD (Pharmaceutical Industry Association of Turkey), Environment, Occupational Health and Safety Working Group, ISO (Istanbul Chamber of Industry), Specialized Board, Technical Working Group of Environment, TKSD (Turkish Chemical Manufacturers Association Specialized Board of Environment), TEGEV (Technological Education Support Foundations) vocational standards and technical training improving activities, KİPLAS (Turkish Trade Union of Chemical, Petroleum, Rubber and Plastic Industry Employers) environment, occupational health and safety activities.

Our activities carried out in these fields with an active participation in the environment and occupational health boards of various institutions of the industry are shared with the other organizations in the industry. In addition, our company, as a member of the Advisory Committee of the Environment Engineering Department of ITU, contributes, in capacity of an external stakeholder, in the education process of the environment engineers of the future. With a sense of common action against regional problems, it makes periodical meetings with the neighbor companies to coordinate and manage the crisis and to ensure communication, cooperation and collaboration in case of a natural disaster/casualty occurred in the region. It also carries out joint works with the companies of other industries. The cooperation is developed between the industries with the comparison studies on environment, occupational health and safety.

It takes part as the speaker in the seminars and symposiums held on environment, occupational health and safety practices and shares information on the collaborations of university-industry, the projects applicable in the industry etc. In the visits made to the Environment Engineering Departments of universities. In the visits paid to the primary schools, the subjects such as importance of protecting the environment and waste management is shared with the students under our social responsibility. Within the scope of "Landscaping development Project" initiated for protection and improvement of the green fields in 1996, the inventories of the trees within the boundaries of the plant area are created and each tree is attached a plate showing the species and age of it. The environment planning and landscaping works are carried out under the annual plans prepared under supervision of an agricultural engineer.

In our company, all activities in connection with the new investments or changes planned to be made is based on the risk analyses carried out by the integrated management systems. The impact of all projects on the environment is taken into consideration and the environment-friendly Technologies which do not generate waste / minimize the waste generation are preferred.

RESOURCE CONSUMPTION

In all activities having been carried out by our company since 1985, environmental objectives are always considered equal with commercial objectives. In 2011, the share of the investments in environment, health, technical safety etc in the total turnover is about 2,17%.

The Safety Data Sheets of the materials used in all work processes including manufacturing, services, garden care, cleaning etc. Are obtained and the relevant personnel members are informed about the materials used.

In the water cooling unit the capacity of which is increased, non-hazardous chlorine-free gases are now used instead of CFC containing gases, which are hazardous for ozone layer. The existing CFC using coolers are being replaced under a program complying with the relevant legislation.

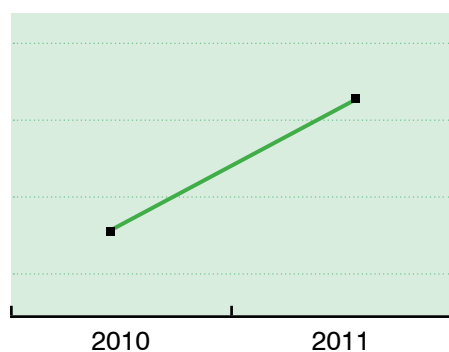
Direct infrared control system is used, instead of conventional methods, to identify raw materials and excipients.

Water is supplied from well and water mains. The waste water which is treated to below 60% of the limit values set out in the local legislations is discharged to service mains.

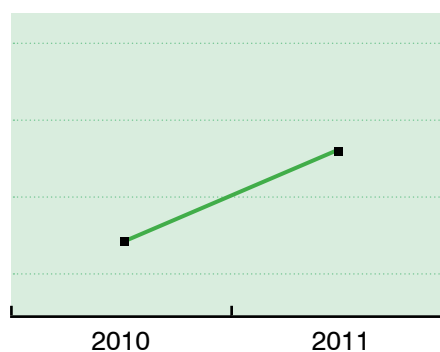
Natural gas and electricity is used as energy.

	Use of Electricity (kWh)	Use of Natural Gas (Sm ³)	Service Water (m ³)	Box/TEP	Performance %
2010	8.565.500	788.950	97.310	44.069	-
2011	9.145.500	847.000	103.770	47.024	% 6

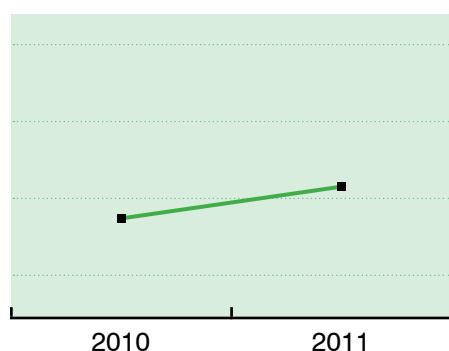
Our target for 2012 is to increase the performance value of "Box/TEP" by 1%.



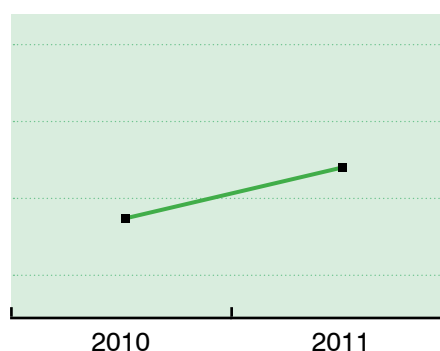
Use of Electricity (kWh)



Use of Natural Gas (Sm³)



Service Water (m³)



Box / TEP

WASTE MANAGEMENT & RECOVERY

In our company, the efficiency of the waste water treatment plants is continuously followed up by our Environment Laboratory.

Being generated by our company,

- Domestic and unrecyclable wastes are collected by the District Municipality under a contract.
- The wastes generated by the “Workplace Health Unit and Microbiology Laboratory” are sent to ISTAC under the contract made with the District Municipality.
- Hazardous wastes are sent to “Licensed Recovery/Disposal Plants” via licensed vehicles.
- Domestic and industrial waste water are discharged to “ISKI” sewers after having being treated in treatment plants.
- Recyclable wastes are, after the changes made in the legislation, started to be sent to licensed plants while they were sent to the municipal system in 2011.

2011 Hazardous Waste Figures:

Hazardous wastes generated from process and utility services.

Medical wastes: 934 kg

Pharmaceutical wastes: 55.804 kg

Contaminated packaging, occupational safety equipment, waste filters: 144.090 kg

Wastes from assisted/support services: 4.593 kg

Total: 205.421 kg/year

Sewage sludge: The sludge which is generated by the chemical and biological treatment plants is sent, as hazardous waste, to licensed recovery/disposal plants after having been compacted into cake.

2011 Sewage sludge volume: 166.280 kg

Waste vegetable oil sent by the catering company for recovery: 2.44 ton/year

These wastes do not cause soil pollution since they are stored within sealed containers in storage areas meeting the requirements set out in “Regulation of the Control of Hazardous Wastes”. In case of an emergency (such as spillage, leakage etc), the relevant emergency instructions are performed. A permit for temporary storage was obtained from Provincial Directorate of Environment and Forestry in 2009.

Our progress target for 2012 is to reduce the wastes by 2%.

EMISSION

For entire plant, total mass emission values released are below the limit values and meet the requirements set out in the relevant regulation. Official measurements are performed biyearly.

Pollutant Type	Total Emissions (kg/hour)
CO	0,852
SO2	0,092
NO2	0,048
NO	1,808
T.VOC	0,003
Dust	0,240

Total Emission values for the entire plant

Our progress target for 2013 is to reduce “total massive emission values” to below 1%.

WASTE WATER

Waste water parameters are evaluated according to the "ISKI Regulation on Discharge of Waste Water into Sewerage" all parameters are below the legal limits and the average effluent concentration of different pollutants in waste water and the quantity of the pollutants released to environment are shown in the table below. Daily volume of waste water discharged from the treatment plant is 150 m³ in average.

Parameter	Biological Treatment Effluent Concentration Value of Waste Water ** (mg/L)	Limit value* (mg/L)
COD	239	600
Total Nitrogen	16	40
TSS	31	350
Oil and grease	<10	50
pH	7	6-10

Treated Waste Water Analyses, 2011 average values.

*ISKI Discharge Limits.

** Average values for 2011 in ISKI analyses

An treated waste water discharge below 60% of ISKI limits has been ensured.

Our progress target for 2012 is to ensure a reduction by 5% in waste water effluent concentrations.

OUR ENERGY SAVING EFFORTS

- Automatic turning off of the monitors of the computers which remained unused more than for 15 minutes within daily office hours in our company for an efficient use of energy (an energy saving of 5000 kWh/year),
- Use of energy-saving bulbs and paying attention to the periodical cleaning of bulbs,
- Avoiding to leave the unused electronic devices in standby mode,
- Use of economizers in boilers,
- Recirculation in ventilating systems,
- Automatically-controlled air-conditioning systems,
- Uninterrupted production lines in manufacturing,
- Automatic lighting elements sensitive to daylight in outdoor lighting,
- Use of frequency-controlled compressor in supply of pressurized air,
- Reactive energy compensation,
- Training and awareness raising on energy saving for the employees,
- Replacement of the energy-dense equipment being in use with energy-efficient equipment,
- Efficient isolation.

OUR GOOD PRACTICES ON ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY AND ENERGY MANAGEMENT

The important objectives and good practices achieved in 2011 include:

- Obtaining “Certificate of Environment Officer”.
- Organization of “Contest of Environmental Slogan” in 2011. The owners of the first five slogans placed in the contest are given their plaques in a prize-giving ceremony.
- The employees and interns working in biological treatment plant were vaccinated and boosted against Hepatitis B.
- “Building and Plants Evacuation Drills” was performed.
- “Drill of environmental casualty caused by chemical spillage during storing activities” was performed.
- Samples were taken in each of 4 audits carried out by ISKI in 2011. The average results of analysis are below 60% of ISKI discharge limits.
- The exhaust measurements for the diesel forklifts and generators within the campus were performed and the results were determined to be below the limit values.
- For making the Responsible Care practices widespread, the activities of “Specialized Board of Environment” of Turkish Chemical Manufacturers Association is continued to be participated. In 2011, the company took part as the “Chairman of the Specialized Board of Environment” in 2011.
- The company participates as a member in “Specialized Board of Environment” of Istanbul Chamber of Industry. It is actively engaged in legislative works in “Technical Working Group of Environment”.
- It takes part as Chairman in TISD “Environmental Health and Safety (EHS) Working Group”. There are legislative studies carried out for the sector.
- A meeting was held with the neighboring companies in January, 2011. In this meeting, our company gave the participants information on “Environmental Legislation” and “Legislation on Occupational Health and Safety”.
- In 2011, one internal Environment and Occupational Health and Safety audit was performed.
- Our certificate of Environment Management System was renewed following the Environment Management System audit performed by “Turkish Standards Institute”.
- Our energy consumption data for 2011 were sent to the Directorate of Renewable Energy in compliance with the “Energy Efficiency Law”. “Energy Manager Training” was participated and the certificate received.
- “Energy Management System Training” was received. “TS 16001 Energy Management System” certificate was obtained following the establishment of the required system.
- Job-specific health and safety trainings and responsible care and industrial hygiene training as well as general management systems trainings are continued.
- The project initiated in 2005 for providing “Trainings on Environmental Legislation” for the employees also continued in 2011.
- “Integrated information training on” Environment and Occupational Health and Safety management systems” was received, as external training, in 2011.
- The employees are trained on the “Use of Fire Extinguishers” within the scope of annual training plan.
- “ISO 14064 Greenhouse Gas Inventory/Carbon Management” training and “Training on Reporting Greenhouse Gas Emissions” were received.
- “Environment and Occupational Health and Safety Management Systems Integrated Internal Auditor Training” was received, as external training, in 2012.
- In the first half of 2012, “Energy Management System Training” as updated was provided to all employees; and “Energy Working Group” was formed and “TS ISO 50001 certification” was obtained as a result of the required activities.
- The improvement of the condensers in compensation boards for 2011 was planned under an improvement project within the scope of ISO 50001 Energy Management System gone into operation in our company. With its cost of 33.000 TL, the Project was completed in July, 2012.

2012**Progress
Targets**

- To renew “Environmental Permit” issued by the Ministry of Environment and Urban Planning in 2012.
- To continue to improve our energy performance under ISO 50001 EMS.

Principle 10: Fighting against any kind of corruption

PharmaVision, pursuant to its sense of corporate management, base on, as minimum, the norms set out in national and international laws in making and implementing the decisions and follows a procedure complying with the general moralities and corporate values as well as the working principles. In this point, the basic values adopted include:

- Superiority of law,
- Transparency,
- Honesty,
- Compliance with confidentiality,
- Avoiding from conflicts of interests.

OUR PERSONNEL REGULATIONS

All basic principles that should be complied with by all our employees are described in detail under “EMPLOYEE’S RESPONSIBILITIES AND BUSINESS ETHICS”. The mentioned principles are conveyed to the employees through orientation trainings at the beginning of employment and through repeated trainings thereafter. Some examples of responsibilities for business ethics listed under total twelve subtitles are given below:

- Responsibility of due care,
- Responsibility of secrecy,
- Responsibility of care in the relationships with third parties and organizations,
- Responsibility for reporting those who breaches the business ethics,
- Responsibility for complying with the principles on conflicts of interests.

Accordingly, PharmaVision employees do not misconduct by ignoring the direct or indirect ethic values. On the other hand, for an effective corporate management, it is important to establish internal audit systems at international standards. Not only in financial areas but also in all business processes, periodical audits and transparency are cornerstones of our sense of corporate management. With the integration of the current international management systems, such audits are periodically performed. The standard operation procedures (SOPs) prepared for all business processes and internal instructions constitute our road maps in implementation. In internal audits focus on whether or not there is a deviation from the procedures. PharmaVision is also audited by independent audit companies for all of its financial activities. The tax dimension which is an important part of this process is evaluated and finalized according to the local laws and International Reporting Standards.

2012**Progress
Targets**

- To share “Business Ethics Policy”.
- To update and develop the contents and presentation of the orientations trainings.

→ | PROGRESS TARGETS

Principle 1: Supporting and respecting to Human Rights.

Principle 2: Not allowing to violation of Human Rights.

- **Structuring “Human Rights Training” for Employees in 2012.**
- **Maintaining and developing our social responsibility projects in future years.**

Principle 3: Supporting freedom of association and collective bargaining.

Principle 4: Preventing forced labour and involuntary servitude .

Principle 5: Preventing any kind of child labour.

Principle 6: Preventing discrimination during employment and at work.

- **Improving our coaching and mentoring activities.**
- **Developing our career planning system.**

Principle 7: Supporting the approaches preventing the environmental problems and protecting the environment.

Principle 8: Supporting any type of activities and development increasing the environmental responsibility.

Principle 9: Supporting the development and becoming widespread of environmental-friendly technologies.

- **To renew “Environmental Permit” issued by the Ministry of Environment and Urban Planning in 2012.**
- **To continue to improve our energy performance under ISO 50001 EMS.**

In addition, our performance targets include;

to increase the performance value of “Box/TEP” by 1% in 2012,

to reduce the wastes by 2% in 2012,

to ensure a reduction by 5% in waste water effluent concentrations in 2012,

to reduce “total massive emission values” to below 1% in 2013.

Principle 10: Fighting against any kind of corruption.

- **To share “Business Ethics Policy”.**
- **To update and improve the context and presentations of job orientation trainings.**



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