Taking responsibility for the future

A short guide to responsible choices
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What does responsibility mean to you?

Responsibility is an essential aspect of everyday life, but it is hard to encapsulate it in a concise dictionary definition. Perhaps it is the sorting of waste, the favouring of organic food, or an offer of help to those in need.

Ethical consumption, environmental protection or respect for human rights can all be counted as examples of responsible action. We are all encouraged to live responsibly, but to what extent we actually do that is ultimately up to us. Taking responsibility is worth it – in one way or another.

At Orion, we believe that responsibility is the foundation on which well-being is built. It is behind all deeds done for our loved ones, for our environment and for society as a whole. When the different areas of responsibility are in balance, even small deeds can produce amazing results together.

In this handbook, we outline economic, social and environmental responsibilities in more detail, and what Orion is doing to meet these. Read on!

Read Orion’s Responsibility Report to be published during the spring at www.orion.fi/en
Balanced finances
Well-being through stability

Profitability is the prerequisite for economic responsibility and sustainable corporate activity. When Orion succeeds financially, it is not only the company and its owners that benefit. Profitability ensures that we can fulfil our commitments as an employer, a taxpayer and a promoter of good health.

When the company’s finances are on a sound basis, Orion can do its best for the well-being of people and the environment. Responsibility in its varied forms is an integral part of the daily lives of Orion employees. As a responsible company, it will also be easier for us to achieve our economic goals in the future.

ECONOMIC RESPONSIBILITY IN ORION:

- Orion is a reliable salary payer and corporate citizen that always attends to its economic commitments on time.

- Orion has been able to make a profit even in economically hard times. This has allowed us to fulfil our core mission – the promotion of health and well-being.

- The Orion-Farmos Research Foundation awards grants and scholarships to the healthcare sector and medical researchers. UNICEF is also one of Orion’s main recipients of support.
Nearly every third medicinal product package sold in Finland comes from Orion. Our aim is to offer an inexpensive Orion product for as many primary illnesses as possible. Orion’s cost-effective medicines are always available at the pharmacy.
Battle against time

In August 2009, Paula Rytilä, Orion’s Medical Director, received an unexpected phone call from the United States.

New York’s Montefiore Medical Center had a patient in critical condition who was suffering from a rejection reaction after a heart transplantation. The doctors wanted to see if the Simdax® product developed by Orion for the treatment of acute heart failure could save the patient. The problem, however, was that the medicine was not available in the United States, for it lacked US marketing authorisation. The US Food and Drug Administration (FDA) had already granted the hospital an emergency approval for the use of Orion’s drug, but the nearest Simdax package containing the right dosage instructions was to be found in Europe.

After a rapid assessment, it was decided that it would be quickest to send the drug from Orion in Finland. This marked the start of a marathon race in which fate also played a role. In the morning after the hospital’s contact, Orion’s Espoo production line produced English-language Simdax packages for the very first time.
24 hours after the hospital’s first contact, a transport vehicle arrived at Orion, and on the same evening the package was flown to New York.

“In this kind of emergency, the patient’s survival may be a question of hours,” says Paula Rytilä.

As it turned out, the patient had good luck, for he began to recover even before the Simdax drug arrived. However, Orion’s actions were not in vain, as the medicine was later successfully used in the same hospital in treating another heart patient.

According to Paula Rytilä, Orion tries to meet the compassionate use requests of doctors, wherever possible, since this may represent the last ray of hope for patients:

“We are always ready to help and go that ‘extra mile’ if human life is at stake,” she says.

Responding to compassionate use requests concerning acute treatment is a test of the speed and flexibility of Orion’s operating procedures. Doctors presenting a request can also be given important information and advice on any drug that might possibly get a marketing authorisation for the country in question later.
For the people
Safety for employees and patients

What is important to you?

One’s sense of well-being at the workplace is often affected by the little things – enjoyment, atmosphere, the job itself, training opportunities, salary, the competence of one’s boss, the balance between work and home life. These are all factors that we pay a lot of attention to at Orion.

In the pharmaceuticals sector, occupational safety is a matter of primary concern. At Orion, this means that we protect our personnel from accidents at work and we make products that are safe to use. Quality is the key criterion against which we measure the results of our work, and all employees are committed to it.

SOCIAL RESPONSIBILITY AT ORION:

- Orion employs more than 3,100 people in different parts of Europe. An integral part of our corporate culture is respecting our fellow employees, regardless of their position.

- Orion employees are contented at work, as is witnessed by the low rate of turnover. Employees spend an average of over 11 years in the company.

- In order to meet its high quality requirements, Orion needs competent partners. Orion expects them to display the same responsible approach that Orion expects of itself.
According to our 2009 Happy@Work survey, 64% of Orion personnel felt the atmosphere in their unit was supportive and that new ideas were encouraged. The corresponding figure in 2008 was 53%.
Healthy at work

When Aino Pippuri, Orion’s Occupational Safety Manager, speaks, she is full of enthusiasm. The reason is not hard to find.

“In 2009, absences due to work accidents decreased in Orion by over 30 per cent compared with the previous year. This is wonderful progress.”

Much has been done at Orion for years already to eliminate occupational risks. The whole personnel, from top management down, has been committed to this project. Safety has been improved to such a high level that accidents related to machinery and chemicals handling, for example, are now extremely rare. The accidents that lead to absences are now mainly smaller problems such as unexpected falls due to slipping or tripping. All accidents and ‘near misses’ are recorded in the electronic monitoring system and the data is used to make necessary improvements.
Regular safety rounds in the various departments, personnel initiation pro-
grammes and occupational safety training for supervisors and managers are all part of Orion’s approach.

In 2009, a two-year project that was part of Orion’s more comprehensive ‘Healthy at Work’ project, was concluded at the Turku production facility. By fixing observed shortcomings and training the employees, sickness absences and accidents at the plant were dramatically reduced.

Orion’s goal is to reduce occupational accidents leading to absences of three or more days to a level of zero. This level has been reached already in most of Orion’s departments.

“I believe that the achievement of this target in the whole company is entirely realistic. Taking care of people is a fundamental value for us,” says Aino Pippuri.
During the last three years, Orion has invested almost EUR 8 million on environmental protection.
Our environment
For cleaner living surroundings

Few of us would throw rubbish on the floor at home or spill oil in the backyard. But what about outside of our home?

Sometimes it is difficult for us to take care of something we do not own. However, the environment is the property of everyone, and its well-being directly affects the quality of life of ourselves and our loved ones. Environmental protection is not just a question of safeguarding the biodiversity of nature. It can just as well be a question of improving the quality of air breathed in cities or the cleanliness of the water at the beach.

During recent years, Orion has made substantial environmental investments. We have developed waste recycling at our production plants, reduced emissions into the air and given up the use of hazardous chemicals in production wherever it is possible.

ENVIRONMENTAL RESPONSIBILITY AT ORION:

- The focal areas of environmental responsibility at Orion are air pollution control, wastewater issues, soil protection, waste management and recycling.

- During the last three years, Orion has invested almost EUR 8 million on environmental protection.

- None of the waste generated by Orion’s production is emitted into the environment without being treated.
In 2009, those Orion employees driving a company car took part in a voluntary programme aimed at achieving a substantial reduction in total emissions.

By the end of the year, almost all of the nearly 200 company car drivers had participated in individual courses in economic driving organised in co-operation with RingRoad, a specialist in traffic safety.

During the courses, the drivers were instructed in low-emission motoring through means such as engine braking, predictive driving and the use of a suitably high gear for the circumstances. Predictive driving is also one way of improving driving safety.

“After the course, the drivers were very enthusiastic. They decreased their fuel consumption considerably on the course, and they felt it had really improved their driving
habits,” says Tero Pietikäinen, Manager of Orion’s Company Cars. The maximum CO$_2$ emissions limit set by Orion for their company cars is 160g/km. And as a result of the economic driving course, the average fuel consumption was further reduced by about eight per cent. From the number of kilometres recorded by the drivers when refuelling, it could be seen that the average consumption per 100 kilometres at the end of 2009 was over half a litre lower than in the corresponding period of 2008.

“As Orion’s vehicles drive about 5.8 million km per year, more economical driving habits give rise to substantial cost savings,” says Pietikäinen.

Participation in the economic driving course will be obligatory in the future for all of Orion’s company car drivers.
The combined environmental, health and safety investments of companies signing up to the chemical industry’s global voluntary Responsible Care initiative totalled about EUR 85 million in 2008. Orion is also participating the initiative.
Responsibility for the future

You have just read some examples of how responsibility is approached at Orion. Now you can take time to reflect on what it means in your own life. Start with small steps, so you don’t run out of breath. Today you can turn off all the extra lights in your home and next week you can offer your friend a cup of ‘fair trade’ coffee. Actions are the best way to show that you care about your family, friends and neighbours and about the environment.

Taking responsibility for the future is our joint mission.

Orion is an innovative European, R&D-based, pharmaceuticals and diagnostics company with a special emphasis on developing medicinal treatments and diagnostic tests for global markets. Orion develops, manufactures and markets human and veterinary medicines, active pharmaceutical ingredients, and diagnostic tests.

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A brief responsibility test

Responsible living involves taking care not only of the environment, but also of other people and oneself. How do you take responsibility?

1. Clothes that I no longer use
   A. I throw them in the waste bin
   B. I alter them so they can be used again
   C. I take them for recycling or I donate them to charity

2. I travel to work mostly
   A. by car
   B. by public transport
   C. by walking or cycling

3. When at home
   A. I turn the lights on when I need them and off when I don’t
   B. I put on an extra article of clothing if I can save energy by reducing heating
   C. I always keep the home theater system on standby

4. Old medicines left in the cupboard
   A. I use them even though the deadline passed some years ago
   B. I take them to the pharmacy
   C. I leave them in the cupboard, dump them in the bin, or flush them down the toilet

Check your result on Orion’s web site at: www.orion.fi/en