

# Responsible Care

## *Roche, the Community and the Environment*

As a leading healthcare company dedicated to tackling some of the world's most aggressive diseases, Roche inherently believes in improving the quality of people's lives. We are committed to being a good corporate citizen, taking our responsibilities to our employees, to the communities in which we operate and to the environment around us very seriously indeed.

At Roche, we recognise and value the dedication and the quality of our people: they help to make Roche the innovative, world-beating organisation that it is. So we are constantly striving to ensure that their working lives are as pleasant and as safe as possible.

We encourage and support the good health of our people through the provision of subsidised health services and either on-site fitness facilities or membership of local sports facilities. At our main UK site in Welwyn Garden City site we also offer comprehensive information, training and support to prevent work-related health issues, such as stress and back problems.

Our Health, Safety and Environment Policy seeks to prevent accidents at work and to prevent harm to the environment. We achieve an excellent safety record by carrying out risk assessments, operating according to best practices and encouraging the involvement of all employees. Our record has been recognised by the Royal Society for the Prevention of Accidents who awarded our Welwyn Garden City site a Gold Medal in 2003 for an excellent safety record and good safety management system over nine consecutive years.

Roche's involvement with charities and the community is ever growing. Each year, Roche in the UK selects a corporate charity to raise money for. In 2002, for example, over £10,000 was raised for Macmillan Cancer Relief. Fundraising activities ranged from coffee mornings to a sponsored sky dive and included lunchtime sponsored walks: healthy fun for a great cause. The money raised went back into our local community, supporting a Macmillan nurse at the Queen Elizabeth II Hospital in Welwyn Garden City.

We support a wide range of other charities and organisations – primarily based in our local communities but some at a national level where we can support efforts to raise awareness of important health issues.

Take the Partnership in Health Awards in Hertfordshire, for example. This county-wide charity exists to recognise and reward local initiatives and

endeavors to promote good health in the community. Awards are presented to groups from recognised voluntary or statutory healthcare organisations who can demonstrate innovation and best practice in working together to improve the wellbeing of local people.

Another community project that we support is Sportswheels: a scheme which takes sport to young people on the street. Roche appreciates that sport not only improves health and increases self-confidence but it also acts as a focus for young people, improving community links.

At our site in Lewes, we have focused our efforts on supporting local schools. For example, in 2003, Roche was the main supporter of the 'Moving on' children's carnival that involved over 500 students and 14 schools. Sports equipment was also donated to a local residential care home for children with emotional, behavioural and learning difficulties.

Our employees contribute as individuals and departments. For example, around 80 of our pharmaceutical development team took a day out from a meeting to support the National Trust by helping to lay a boardwalk to preserve the ecosystem and improve visitor facilities at East Head beach in West Sussex.

Our commitment to protecting the environment is also demonstrated through our phasing out of chemicals that harm the ozone layer, control over waste disposal and recycling schemes. Any money raised through recycling is used to support local charities.

We are committed to the principles of sustainable development in order to secure benefits for this current generation, while protecting environmental resources for generations to come.

Going forward, Roche will maintain and develop its commitment to its employees, communities and the environment. Our watchwords remain: Responsible Care.

