

**Covid-19 | 9th Stakeholder Communiqué | 2<sup>nd</sup> September 2020**

Dear Team-Member, Customer, Supplier, Contractor, Neighbors and all other Stakeholders,

**Schools**

We are counting on the leadership of the school systems of the communities where our sites belong to create conditions so that the normal start of school activities progresses safely and allows normal community life to go on. It is not just a matter of enabling parents to go to work, we cannot continue to starve our children of all the good things that school provides them with. Also, our children need to see that adults know how to lead – we need to provide them with good examples on how one leads and faces adversity and how we find solutions that keep us all safe. This needs leadership and initiative. Every parent, every leader of a company, is counting on the school system to do it right. We know that this is difficult, needs ingenuity and costs money; Hovione is happy and ready to share our know-how on COVID-19 safety precautions and provide some monetary help to support the safe restart of schools in the communities where our sites belong. Count on us, we are counting on you.

**Uncertainty and Certainty**

Despite the massive uncertainty we all face – there is a great deal we know for sure:

- We need to plan and arrange to live as if the virus was here to stay (for a year, maybe two).
- We don't expect a 2<sup>nd</sup> wave to come, but are pretty certain that several, unpredictable, isolated, surges of positive cases will emerge in the most unexpected places – it is the responsibility of every leaders to do his/her best efforts that this does not happen in the organization he/she leads.
- We know how to act to stay safe, we know the drills and the risk factors, we have the proper procedures in place, everyone is trained, and we have allocated the necessary budget to support the effort.
- We have the procedures in place on how to act fast when we face positive cases in our sites, – these will be flagged, as per each site's local procedures, and testing and contact tracing will be implemented as quickly as possible.
- Return from working from home is taking place, but this is gradual and planned – each Team member must agree with its N+1. We still expect a significant number of those who can work from home to continue doing so, on an agreed rota basis to minimize numbers on site while maintaining an adequate site presence. Every TM should have a face to face meeting with its team at least once every 2 weeks.
- Our "[Practical Handbook](#)" is a comprehensive guide for our Team Members in Portugal to follow while on-site, contractors get specific training to qualify to work in our premises, see [website](#). Other sites have local guidelines on their home area intranet page.

To be successful, Hovione needs, and is counting on, everyone's support and commitment: Everyone has a role to play, complying with rules and procedures, that keep our workplaces safe and healthy. From suppliers we expect timely and quality deliveries, from contractors that work in our sites we expect reciprocity of respect for the procedures to fight Covid-19, from clients we expect you to give us advance warning of needs or changes to your needs – we ask from everyone extra communication and extra transparency. From our Team Members we ask that you live our values and allow Hovione to be a reliable link in the supply chain. Many bad reasons will remind us of 2020, it is up to us to also have stories that make us proud of *our* 2020.

**Our purpose**

65 clinical programs require re-supply from Hovione over the coming year. There are 5 NDAs that FDA approved in the last 12 months where Hovione produces a part of the medicine. 51 commercial products need to reach clients and patients in over 100 countries. Most importantly we manufacture one component of a critical anti-viral drug approved for Covid-19 – volumes are very large, and we cannot be a bottle-neck to its manufacture and timely delivery. Last month we were awarded a key new project to participate in the development of a new drug designed for low-income countries that could be a game-changer to the pandemic. Our work has never been more important, let us focus and do quality work.

**Social Responsibility**

The winners of our contest for the best video by school children for school children [www.ABCovid.pt](http://www.ABCovid.pt) will be announced on 21<sup>st</sup> September. For all other on-going activities see our webpage [Covid-19/Coronavirus](#).

Guy Villax  
Chief Executive

[Click here for our previous External Stakeholder Communiqués](#)

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