

Growth

is embedded in our DNA



Genomma Lab[®]
Internacional

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Chairman's Letter

Chairman's Letter



For Genomma Lab, our stakeholders are the engine driving our value generation from a co-responsibility and mutual benefit perspective. Our purpose is to maintain balance among economic development, social well-being and environmental care.

For second consecutive year, we submit a sustainability report —an exercise of account rendering and transparency, a space for contemplating our goals, actions and challenges in terms of sustainable development, and a way to ratify our commitment to the World Compact. The essence of our activities is the people's well-being; therefore, our first responsibility is to supply top-quality products at competitive prices in order to meet our clients' and consumers' needs.

Our broad product portfolio and our well-planned promotion and marketing strategies have enabled us to grow as a profitable company for investors; in addition, we are rather satisfied because we have sound Corporate Governance practices which allow us to guarantee our business's transparency and sustainability. During 2012, we promoted the development of our value chain through fair commerce practices, and a consistent and professional communication plan. Such actions enable us to boost the manufacturing of products and to obtain inputs under sustainable criteria, in line with the principles contained in our Ethics Code.

With the Responsible Value Chain program, we promote the generation of inputs to produce our QG5 phytomedicament. We work with indigenous communities that provide over three tons of guava leaves from which quercetin, the active ingredient of the drug, is obtained. Producing such organic substance renders revenues impacting over 1,500 families, with an environmental benefit resulting from production by means of ecotechniques that guarantee clean, economic and ecological operation without the use of insecticides. We invested in our staff's integral development through constant training, and aperture for promoting ideas, thus favoring an excellent work environment.

Regarding our community relations, we donated more than two million pesos to 8 Civil Society Organizations (CSO) mainly focused on health, culture and rehabilitation issues. We provided 17 organizations with over 2.5 million items, including drugs and personal care products.

Through the Genomma Lab Foundation, we sponsored the production of a video for the National Health Voluntary Service of the Ministry of Health in order to communicate the voluntary service's activities and to encourage participation in this task.

In 2012, Genomma Lab received the 2012 Award to Altruism granted by the Private Assistance Board of the State of Mexico for its altruistic work; the company also received the Dar es Dar Award (Giving is Giving) for its significant work for the underprivileged.

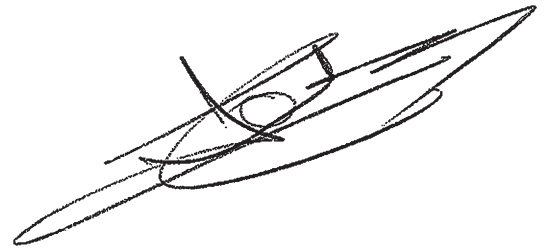
In our path to sustainability, we have investigated trends and estimated risks; we are always looking for innovation to improve people's health and well-being.

We have also communicated our environmental policy intended to have a positive contribution against the climate change by reducing the environmental impact of our operations with an appropriate management of our internal activities. We have addressed our efforts to exceed the standards set forth by environmental regulations.

For the second year, we renewed the collaboration agreement with the St. Ignacio de Loyola Foundation (FSIL) for the comprehensive waste management. Routinely, the foundation collects all the residues produced by our company and sells them to authorized recyclers. The economic resources gained by the FSIL were fully allocated to support its operation and to collaborate, with the Santa Teresita Hospital in the malnutrition issues among children in the Tarahumara Mountain Range. These environmental donations totaled over MX\$290,000 to benefit of that institution.

As of March 2013, our stocks belong to the Mexican Stock Exchange's Sustainability Index, which is a further encouragement to work in favor of sustainable development.

In this regard, our sustainability strategy is part of the Company's general platform; it is based on our principles, values and business vision. In addition, it has a management model led by our governance organs. This is the pathway we have chosen to prevail in time and render value for our stakeholders.

A handwritten signature in black ink, consisting of several overlapping loops and lines, positioned above the name of the signatory.

Lic. Rodrigo Herrera Aspra
Chairman of the Board of Directors and
General Director of Genomma Lab Internacional S.A.B. C.V.

*Value Lies Within
Our DNA*

Value Lies Within Our DNA

MISSION

Improving and preserving people's health and wellbeing with innovative, safe and effective products, by giving development opportunities to our collaborators and profitability to our shareholders, with a positive impact on both the community and the environment.

VISION

Becoming leading company in our drugs and personal care products categories, recognized by our positive impact on the health and well-being of people, communities, and the environment.

VALUES

Integrity

Behaving honestly in all the areas of our business; acting in ethical manner; being responsible and professional in our work; being straightforward and direct in our communication.

Innovation and Creativity

Generating new ideas, challenging the established criteria, taking on risks, backing up changes, stimulating innovation, and solving problems in a creative way.

Sustainability

Acting based on a long-term vision with an ethical and transparent management that considers social and environmental criteria, and also the stakeholders' expectations.

Teamwork

Collaborating with our workmates on a coordinated and harmonic basis. Assisting the team leader to meet the goals by taking advantage of the strengths and cooperating towards successful work.

Efficiency and Effectiveness

Timely responding to the achievement of assigned goals and tasks, by using the best means available for the proper performance of our work.



*The Main Achievements
of the Year*

The Year's Major Achievements

- Collaborators:**
- Over 1,200 direct job positions were created.
 - 190 training courses were provided for developing new labor skills, with the participation of 100% of collaborators in Mexico.
- Clients:**
- 43,000 points of sale in Mexico and 104,000 in international operations.
 - 98% satisfaction degree in customer service.
- Suppliers and manufacturers:**
- 95% are domestic suppliers and manufacturers.
 - Over 300 ongoing improvement projects.
- Community:**
- Over 2 million pesos donated to 8 Civil Society Organizations oriented towards health, culture, and rehab issues.
 - We provided 17 organizations with over 2.5 million items, including drugs and personal care products.
- Environment:**
- We recycled 130 tons of residues from our Headquarters and the Distribution Center.
 - The carbon footprint generated by Genomma Lab is equivalent to 4,783 tons of CO₂, similar to the electric consumption of 8,791 low-cost housing in the State of Mexico.
- Shareholders:**
- Our net sales increased by 21.6% as compared to 2011.
 - We started operations in the Dominican Republic and we are stepping firmly onto growth by acquiring 5 brands of products, including Fermodyl and XL-3, the latter a leading brand in flu remedies.



The Company's Profile

The Company's Profile

Who We Are

We render health and well-being by developing, marketing and promoting OTC (over-the-counter) products, personal care products, and a line of generic drugs in Mexico and other 15 international markets.

We are the fastest-growing company in the OTC* pharmaceutical products industry, generic drugs, and personal care products in Mexico. Our vision is to continue crossing borders, expanding and growing in new markets in order to be a progress engine in the countries where we operate in.

We are positioned as the Mexican pharmaceutical company leading OTC, and one of the major players in the markets of the generic drugs and personal care products.



International Presence

Genomma Lab is present in 16 countries of the Americas. In 2012, we started operations in the Dominican Republic.

Our vision is to continue crossing borders, expanding and growing in new markets in order to be a progress engine in the countries where we operate in.

*OTC – Over-the-counter, free sale products which can be obtained without medical prescription.



* Genomma Lab Internacional's headquarters are located in Mexico, with a Laboratory of Research and Development and the Distribution Center concentrating all the drugs and health products marketed by the company.

Major Brands

Some of Genomma Lab's best selling brands are ranked among the top brands in terms of market share, within the product category or industry segment they pertain to.

We offer over 700 products with high-growth rates in different categories: anti-acne, cream for improving the scarred skin texture, shampoos, soaps, deodorants, products to prevent hair loss, ointment for muscle pain, anti-fungal treatments, colitis relief treatments, anti-stress treatments, anti-aging products, antacids, anti-ulcer drugs, cold remedies, sexual protection and improvement products, wart removal products, anti-hemorrhoid products, varicose veins relief, drugs for osteoarthritis,

ophthalmic products, lotions, anti-cholesterol products and generic drugs, among others.

The five top-selling brands which, in general, account for 33.3% of the company's net sales are:



We have full confidence in the future and we will continue to grow.

Brand	Product Category	Share in the Category (1)	Position in the Category (2)	Percentage in total sales (3)
Asepxia	Antiacné (4)	65%	1	12.2%
Cicatricure	Scar fading	75%	1	10%
Goicoechea	Varicose veins treatment	49%	1	4.6%
Tío Nacho	Hair care	N/A	N/A	3.5%
Vanart	Hair care	N/A	N/A	3.4%

N/A A in this table means that the market information is not available in IMS Health.

(1) Share in the category in Mexico, in terms of sales for 2012. Source: IMS Health.

(2) The brand's position within the product category in Mexico as of December 31, 2012. Source: IMS Health.

(3) Percentage resulting from dividing the sales per brand by total sales in 2012.

(4) The anti-acne category with which the Asepxia's market share was calculated, is the sum of all the markets of oral and topical products, as reported by IMS Health. The determination of Asepxia's market share results from adding the sales per category, as reported by IMS Health.

If you want to become more familiar with the brands, please visit the following link: <http://www.genommalab.com/es/productos.aspx>

Genomma Lab in Figures

- Net sales (million pesos) **\$9,799.7**
- EBITDA (million pesos) **\$2,607.6**
- Mexico represents **77%** of total sales; international sales account for **23%**.
- We have **91** active brands, leaders and with strong shares within their categories.
- Our portfolio has **700** products with high-growth rates in different categories.
- 43,000 points of sale in Mexico and **104,000** in international operations.
- We have **1,268** collaborators.

In Mexico, during 2012, we acquired a package of personal care brands including **Fermodyl, Altiva, Zan Zusi, Amara, Larisá, Bioskin**, and **XL-3**.

Through our subsidiary Genomma Lab Argentina, we acquired, for the first time, brands out of Mexico: **Piecidex** and **Babysan**. Also, we signed an agreement to acquire the **Tafirol** medicaments brand. With our subsidiary Genomma Lab Brazil, we signed a license agreement for eight years with **Laboratorios Andromaco** for the use of the **Dermaglós** brand in Brazil.



Awards, Recognitions and Certifications



- Dar es Dar Award granted by the Private Assistance Board of the Federal District.
- State Altruism Award, granted by the Private Assistance Board of the State of Mexico.

Membership in Associations



- National Chamber of the Pharmaceutical Industry.
- National Association of Pharmaceutical Chemists-Biologists of Mexico.



- Chamber of Commerce of Lima.



- Association of Cosmetic Producers and Marketing Companies of Ecuador.
- Chamber of Commerce of Guayaquil.



- Chamber of Commerce of Bogotá.
- CEOs' Forum.

Sustainability

Sustainability

Sustainability Strategy

Our vision and our actions as to sustainability arise from our corporate values and aims, as well as from our responsibility towards all of our stakeholders.

We continue to work in sustainability-oriented actions, intended to multiply the positive economic, social, and environmental impact of Genomma Lab through transversal strategies which, in addition to involve all the areas of the Company, take into consideration our stakeholders' expectations.

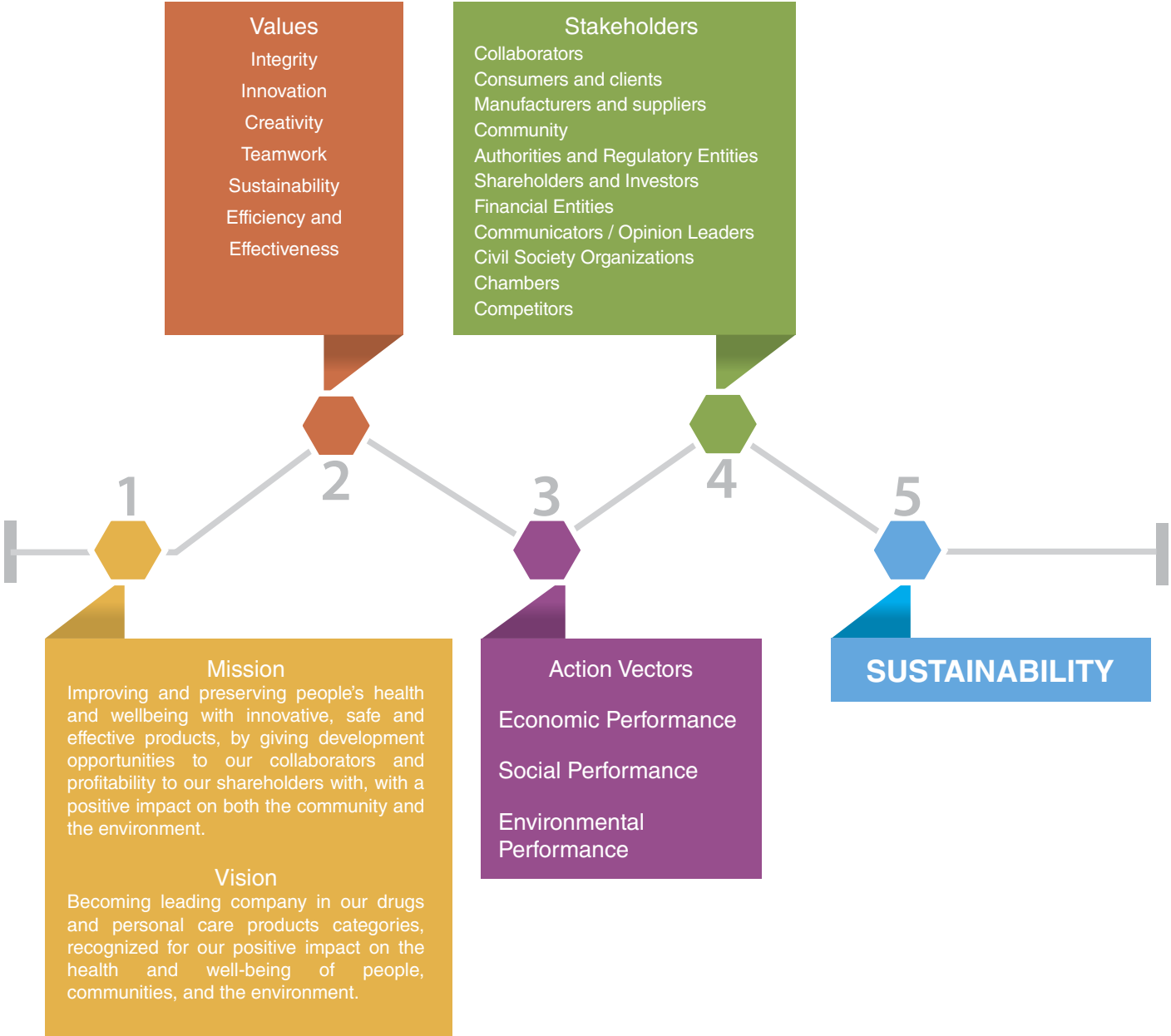
In 2012, we continued integrating sustainability aspects to our policies and procedures. This required internal restructuring, by reformulating undertaken actions, and aligning our performance to a series of indicators of several sustainability methodologies, such as the Global Compact, the Global Reporting Initiative, indicators proposed by the Sustainable Prices and Quotations Index, CEMEFI's indicators, as well as other schemes such as the Gender Equity Model, Inclusive Enterprise, and Family Responsible Company.

It is worth mentioning that we started a work process to step further into sustainability with initiatives that may allow us to redefine the strategic pillars and to set goals and commitments in the short and medium term. We know that all of this will result in a greater impact and the increased efficiency of our sustainable investment.

Our purpose is to maintain the balance among economic development, social well-being and environmental care.



Sustainability Model



The path we have chosen to prevail in time and render value for all of our stakeholders is based on our principles, values, and business vision.

Stakeholders

Collaborators	Our results and achievements are possible thanks to our collaborators' commitment and the creative and innovative work they provide to the company. Therefore, we generate several actions focused on their personal and professional development, in order to guarantee a healthy, safe, and diverse work environment.
Consumers	In Genomma Lab, we always act to meet our consumers' health and beauty needs by marketing products that provide well-being, beauty, and happiness.
Suppliers and Manufacturers	Our manufacturers and suppliers are fundamental allies for our business's development; we maintain relationships based on trust through different initiatives, and mainly, by promoting the best practices oriented to meeting strict quality control and sustainable performance.
Community	Through the Genomma Lab Foundation, we undertake several actions to assist the community's health care and quality of life.
Environment	Based on our environmental policy, we undertake actions and efforts to preserve and look after the planet.
Shareholders	We strive to secure our capacity for continued profitable growth in the future, creating value for our shareholders, generating jobs and wealth around us.

Communication with our Stakeholders

Our company's reason to exist lies on meeting our stakeholders' demands and expectations, aspects on which we focus our work with a perspective of efficiency and performance, based on ethical principles and sustainable standards where co-responsibility, constant communication and mutual benefit are the common denominators.

The table below shows the communication media that we use to communicate with our stakeholders, as well as the contact frequency and associated expectations.



Stakeholders	Ways of Communication	Contact Frequency	Expectations
Consumer	Market research Satisfaction Surveys Comments Box	Ongoing /yearly	Assortment Prices Product quality Service quality Environmental care
Collaborators	Constant communication Work climate surveys Compensation surveys	Ongoing /yearly	Training Programs and benefits for the collaborators and their families Recognition systems Environmental care
Suppliers and manufacturers	Constant communication	Ongoing	Value chain development Fair trade Long-term relations
Authorities and Regulatory Entities	Permanent contact	Ongoing	Compliance with laws and regulations Active involvement in the industry's key topics Environmental care
Financial entities	Permanent contact	Ongoing / weekly	Transparency True and timely information Compliance with laws and regulations
Investors	Permanent contact	Quarterly /yearly	Value creation Transparency Constant communication True and timely information
Communication media	Permanent contact	Ongoing	Constant communication True and timely information
Communicators / opinion leaders	Permanent contact	Ongoing	Constant communication Timely and truthful information
Society	Community perception surveys	Yearly	Community support Activity Information Access to drugs
Shareholders	Meetings Conferences Internet	Ongoing / monthly / yearly	Generation of social and economic value Environmental care Transparency Fair treatment True and timely information Constant communication
Civil Society Organizations	Meetings	Six-monthly	Support Synergies Environmental care
Chambers	Meetings	Monthly	Support Sharing good practices and experiences Driving the sector's agenda

Collaborators

Collaborators

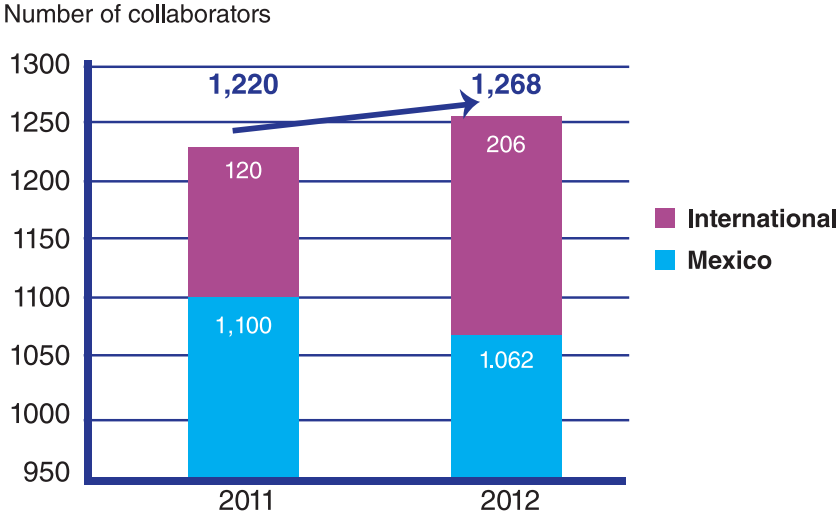
Well-being at Work

We support actions and projects promoting both human and professional development.

Our team of collaborators is integrated by young, educated people who are committed to innovation through work and dedication to the company's objectives.

The individuals working for Genomma Lab are fundamental pillars that contribute value to our business. Therefore, their motivation and sense of belonging are core objectives. We look after their satisfaction by promoting relationships based on trust and with actions that improve their quality of life, professional growth and the creation of an excellent work environment.

Number of collaborators:

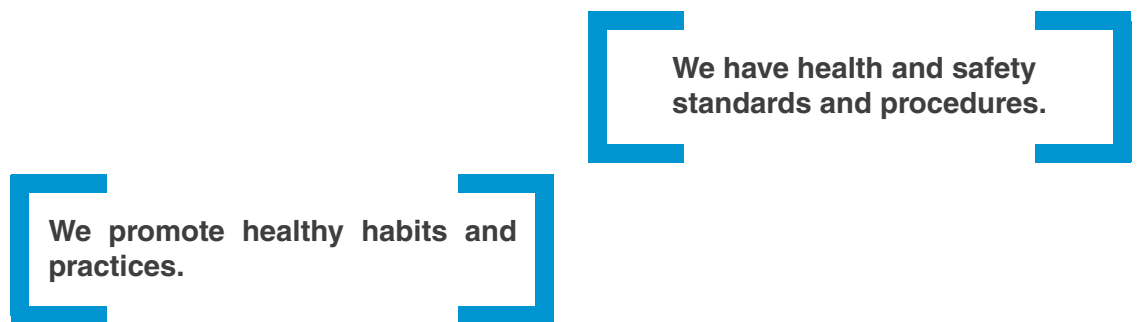


Health and Safety

We have several initiatives oriented towards our collaborators in order to secure their health, safety and the optimal development of their activities.

In our work centers we maintain strict standards to preserve our collaborators' health and safety. These are validated by the fact that we do not have mortal victims from work accidents. Our Distribution Center (CEDIS) meets all the safety, health and hygiene standards set forth by the Civil Protection Law for the State of Mexico. And for any contingencies which may occur, there is a head of health and safety working in coordination with a medical team throughout the working day.

This 2012, the most important actions include the implementation of ergonomic furniture, location variables, natural lighting, and increased ventilation, which have allowed us to optimize our environment and our collaborators' well-being. Recently, brigades have been created in order to provide health and safety training in adherence to the civil protection law.



Development and Training

We are convinced that our collaborators are a fundamental piece to maintain the company's success, so we have the commitment to seek their development and to observe their performance in a work environment promoting their comprehensive well-being.

Genomma Lab provides their collaborators with the means and education programs so that they can be in continuous learning and achieve professional and personal growth; therefore, we keep on propping the individual development program focused on potentiating values, abilities and skills.

Because of the requirements resulting from our incursion into international markets, we had to provide English language lessons in the mornings and evenings, extending such benefit to the families of collaborators for the Headquarters and the Distribution Center.

We started the "Development Circles," a program that provides free workshops and operates through an information network in order to spread among all the collaborators the new insights obtained by the Company's coworkers, and to become familiar with each area's activities.

Our main objective is to provide our collaborators with multiple tools that may help them identify and develop new skills that can be useful to grow in their expectations and work achievements. In 2012, these commitments meant 190 courses on different topics, providing training to 100% of the collaborators in Mexico.

Benefit Plan

Collaborators' motivation and sense of belonging are the main purposes which have driven us to offer, in addition to the benefits established by law, multiple social benefits as per our Talent Attraction Policy and other internal Policies, which promote work satisfaction and low voluntary rotation.

Our creative and innovative vision enables us to provide activities and benefits that promote an increased well-being for our collaborators and their families, including:

- Diner service.
- Accióante Plan.
- Life balance / assistance.
- Transportation for employees.
- Major medical insurance and life insurance.
- Vacations.
- Savings fund.
- Commercial benefits.
- Basket of the company's products.
- Integration events.
- Paternity leave.

Reconciliation of Work and Family Life

We seek to provide our collaborators with spaces and activities to enhance family integration and life; we continue promoting in our operation the principles of the "Life Balance / Assistance" policy which define diverse working hours, benefits for time management in and outside of the office, and leave permits for family and personal engagements in areas such as health, maternity/paternity, holidays, death, etc.

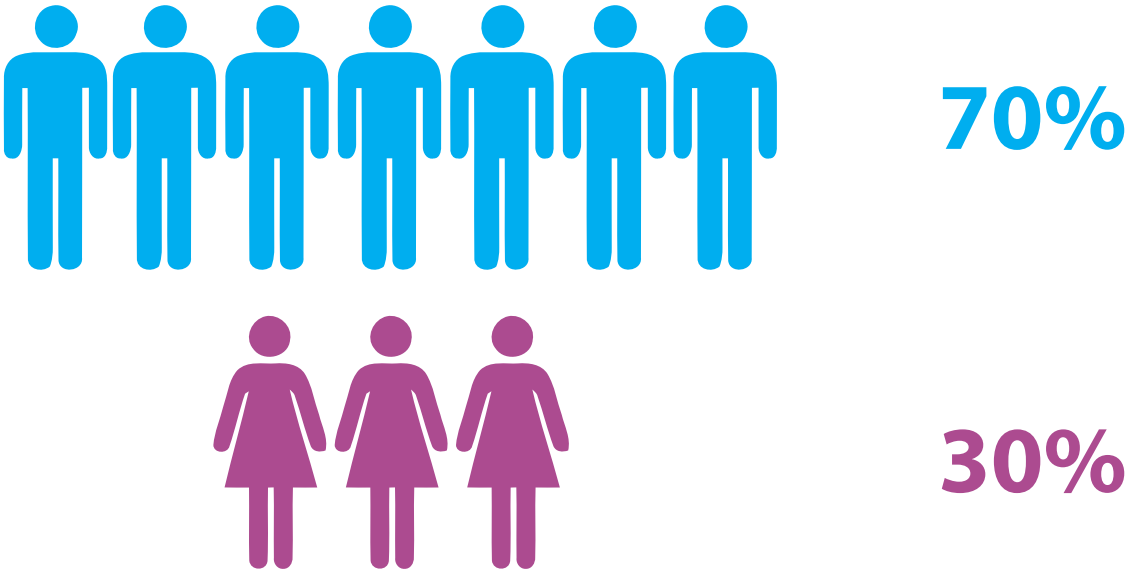
Equity and Equality of Opportunities

We have several policies and actions to ensure equal opportunities in hiring, promotion, transfers, indemnifications, social programs, disciplinary actions, dismissal, and all other labor practices, applicable to all the employees regardless of their gender, age, nationality, religion, sexual orientation, skin color, ideology, political affiliation, and mental or physical disability.

Resulting from such actions, in 2012 we obtained the Gender Equity Model (MEG:2003) re-certification granted by the National Women Institute (INMUJERES), as a recognition for organization promoting equal opportunities among their collaborators; this is the outcome of the implemented management model and of the following achievements:

- Sensitization and training program on equity and diversity.
- Performance evaluation system.
- Staffing based on knowledge, skills and abilities.
- Fostering professional education and development.
- Correcting problems of occupational segregation.
- Increasing the number of women in higher positions and equal wages.

Participation per Gender.



Inclusive Enterprise

Throughout the year we have implemented various actions associated with the inclusion to work of disabled individuals. We continue adding to our work force, persons in vulnerable conditions, providing them with training so that they can acquire new skills and become their family's support.

We keep our offices furnished with ramps, elevators and toilets that facilitate the access and stay of any disabled persons.

Resulting from these and other actions, we have been recognized four times by the Ministry of Labor and Social Welfare with the "Gilberto Rincón Gallardo" Inclusive Enterprise Award. We also obtained the Family Responsible Company Award because we have several activities to foster work-family reconciliation, equality of opportunities, fighting work violence, and sexual harassment.



Human Rights

In Genomma Lab we are committed to secure, honor and support human rights both internally and externally in all of the Company's influence areas. This topic has become an acquired responsibility at all levels in the Company, from the Senior Management to the organization's collaborators, including our suppliers.

In this sense, the Office of the Business Expansion and Human Capital Vicepresident works together with other Vice-Presidents' Offices in meeting the guidelines set forth in the conduct code:

- Refraining from discriminating based on religion, gender, socioeconomic level, sexual orientation, nationality, ethnic group, age, civil status, or disability.
- Refraining from participating in any sort of harassment or hounding, whether psychological, economic, sexual or power.
- Understanding and honoring the person's human rights, as well as avoiding and denouncing any act against human dignity.
- Respecting the culture, usages and customs, indigenous languages, and any normal expression of cultural diversity in the countries and regions we operate in.
- Rejecting the use of bodily punishments, mental or physical constraint, and verbal abuse between collaborators and managers.

In order to make sure that such principles are fulfilled and to penalize any practices contrary to those established, we have accessible and anonymous denunciation means to hear any comments, complaints, or suggestions.

Labor DNA

Our labor DNA is synthesized as follows:

- Values are promoted and experienced.
- People are appreciated.
- Ideas are valued.
- Talents are discovered and potentiated.
- Differences are honored.
- Human rights are respected and promoted.
- Responding to the balance work and family life needs.
- Development opportunities are offered.

Besides constantly adding benefits, we are convinced that it is important to recognize our collaborators' efficient work and personal achievements.

Clients and Consumers

Clients and Consumers

Satisfaction and Communication

We are continuously evaluating the comments and claims we receive, and we implement actions to meet consumers' and clients' expectations.

Meeting our consumers' and clients' needs is essential to achieve long-term success of our business. Keeping their trust and loyalty depends on supplying beauty products, generic drugs and OTCs that meet their needs and fulfill the promise with state in our advertising messages.

The foundation of our relationship with consumers and clients is aligned with doing what we know how to do, under the sustainability perspective proposed by the United Nations in the 10 Principles of the World Compact' and our own sustainability model action core lines. In this sense, besides offering quality products at competitive prices, our bet is that our consumers meet their basic health needs, obtain safe and quality products to enhance their well-being, and have the information required to make an informed decision.

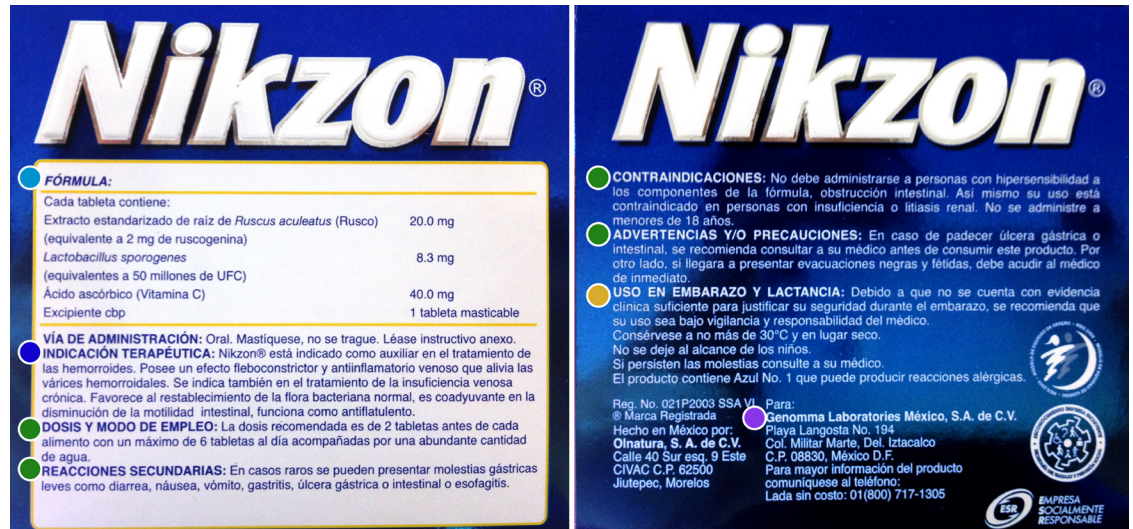
Consumer Communication

Our consumer communication is oriented towards increasing our brands' value and our products' sales with innovative advertising campaigns developed internally by our creative production team. This, we inform consumers clearly about the medical conditions to be treated with the products we promote, highlighting their characteristics and efficacy.

Product Labeling

Since we are aware of our responsibility, we include in all of our products the information required by the labeling regulations set forth by the laws of the various countries we operate in. Our labels contain all the information needed to properly choose the drugs and how to use them safely.

We always make available information about use, handling, and consumption, to our consumers.



Below we include the references we use in our labels:

It contains the “active ingredient”, which is the drug’s scientific name, and indicates the amount contained.

It identifies the “uses”, indicating the symptoms or problems treated by the drug.

It shows “warnings and contraindications” which state what persons should not use it; it indicates what to do and what not to do, and also any potential side effects.

It makes clear “how to use the drug”; this is, who can use it, age, intake, time, etc.

It informs the “contact data”, customer service telephone number for doubts and comments.

Innovation and Technological Development Center (CIDET)

Another important element for developing sound relationships with our consumers in the Innovation and Technological Development Center (CIDET), an applied research laboratory which gathers a group of renowned scientists and specialists in the fields of natural products, with capacity for conducting studies and developing methods to ensure all of our medications’ safety, efficacy, and high quality levels.

Regulatory Compliance

Our marketing and communication policies demand compliance with the highest regulatory standards.

The Company’s regulatory matters division is responsible for verifying and complying with any applicable regulations regarding the development, sale and promotion of a wide variety of the pharmaceutical products (OTC), generic drugs and personal care products marketed by the Company.

We fully adhere to the compliance with the standards and laws set forth by the governments and health authorities of the countries we operate in.

Genomma Lab fully complies with all the different laws, regulations and standards, such as the General Health Law, the Regulation for Health Inputs, the Regulation for the Sanitary Control of Products and Services, the regulation of the General Health Law in Advertising Matters, the Pharmacopoeia for the United Mexican States, the Herbalist's Pharmacopoeia for the United Mexican States, the Federal Law for Consumer Protection and the various Mexican Official Norms.

In addition to the norms, we subject our operations, advertising messages, and facilities verification to the varied legal provisions for Health Ministries or Secretariats in the countries we operate in, and other decentralized organs, such as the COFEPRIS and the PROFECO in Mexico.

The COFEPRIS is the authority in charge of regulating the safety, production, labeling, and distribution of pharmaceutical products (OTC), generic drugs, and personal care products, and it has the authority to regulate the advertising of any such products, including printed materials, television, billboards, etc. The PROFECO is the agency in charge of advising and generating equality in the relationship between consumers and suppliers to resolve any differences.

In 2012, we had none significant non-compliances with the COFEPRIS, only observations that were immediately dealt with. In regarding consumer claims in the PROFECO, we addressed them all and reached settlements with the parties involved to their full satisfaction

Client and Consumer Service

In order for our ongoing improvement and to serve clients and consumers, we make available for them several communications means such as the telephone line 01 800 71 71 305, the inserts in all of our drugs and products, communication through social networks such as Facebook and Twitter, and through our site at: www.genommalab.com and via e-mail at: atencion.clientes@genommalab.com.

In 2012, we served 100% of all the complaints, questions and comments we received.



Suppliers and Manufacturers

Suppliers and Manufacturers

Quality and Safety

Both suppliers and manufacturers are critical for our business's success. Therefore, we must make sure that they meet all the quality, safety, health, and environmental requirements and that they adhere to the existing regulations in the countries where we market our pharmaceutical products (OTC), generic drugs, and personal care products.

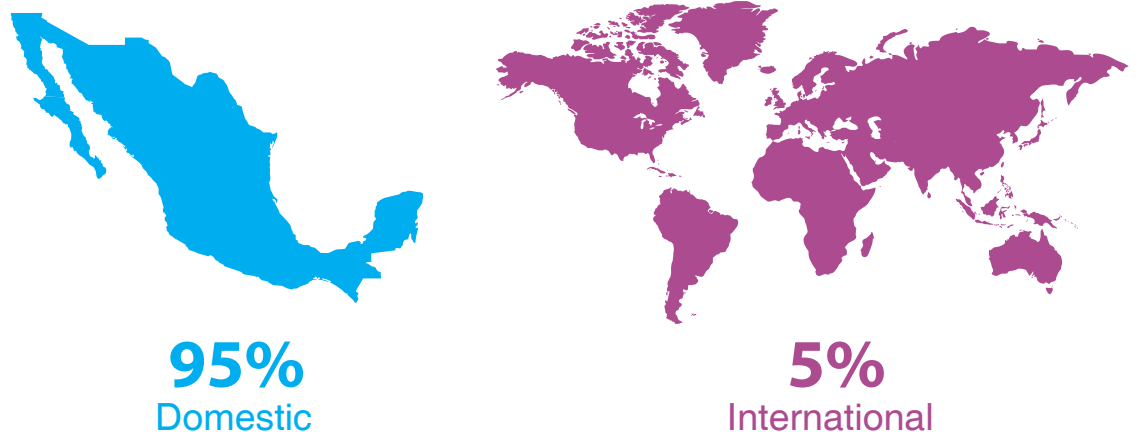
Quality and safety are present in selecting raw materials, throughout the production process, and in the post-consumption phase.

Our supplier selection, evaluation, and admission policy contains the guidelines and involves the area in charge of obtaining quality inputs, machinery selection and verification criteria, facilities, quality certifications, and staff conditions in topics such as health, safety, human rights, among others.

The criteria on which we base our relationship with manufacturers and suppliers include:

- Quality in every action
- Cost optimization
- Joint effort in common challenges
- Ongoing innovation
- Identifying joint business opportunities
- Adhering to legal and regulatory compliance
- Honoring human rights
- Environmental care in the operations
- To share best practice on social responsibility and ethics
- Long-term relationships and good service

Percentage of suppliers and manufacturers:



Regulatory Compliance

All of our suppliers and manufacturers adhere to the compliance of laws and regulations in Mexico and the other countries we operate in.

We have our guidelines and procedures required to select and assess the performance of suppliers and manufacturers as to quality, health, safety, and environmental matters. All of them must pass several strict audits in adherence to the international guidelines of good manufacturing practices, legal compliance, efficient facilities, and trained staff in order to meet the regulations of the Ministry of Health and other regulatory aspects required in the countries we operate in.

Our suppliers and manufacturers network meets the national and international standards of good manufacturing practices

for establishments within the chemical-pharmaceutical industry, dedicated to drug manufacturing. They also conduct strict testing to ensure high quality, as well as safety and effectiveness.

For those drugs which require animal testing prior to be launched to the market, we make sure that such are conducted in certified labs meeting all the regulations and which have protection programs for such species.

Audits

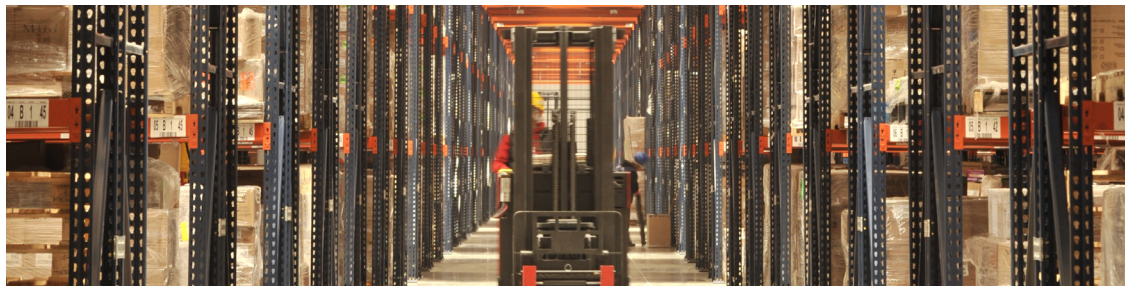
Absolutely all of our products are tested with scientific methodologies in order to guarantee their quality.

We conduct good practices compliance reviews, including product quality. We also prepare follow-up protocols to guide our suppliers and manufacturers to achieve higher quality standards and ongoing improvement.

Shared Value Generation

We have established a long-term relationship with two underdeveloped communities which have become our exclusive suppliers of guava leaves, the source of quercetin, the QG5 active ingredient, an antispasmodic (muscle relaxant) regulating the bowel function when it is altered due to the action of several factors on the bowels (stress, food, etc.) and cause excessive bowel movements, cramps and abdominal bloating. This initiative has transcended in time and has brought benefits to patients, the community and our company.

Where are we headed to?



Genomma Lab considers its product suppliers and manufacturers as partners in creating brand equity. We share with them the responsibility of all that we do. The Office of the Business Expansion and Human Capital Vicepresident is evaluating how to continue to add value to the chain with them and to

spread criteria that add ethical and social topics to their businesses, as well as to favor energy saving, water saving, emission control and residue disposal to the benefit of all.

Community

Community

Social DNA

Our vision and actions as to sustainability stem from our corporate values and objectives, and to this date, they are oriented in three basic performance lines:

- **Community:** contributing to the sustainable development of communities by allocating economic resources to support productive projects and promote food self-sufficiency.
- **CSOs:** supporting the free access to drugs and personal care products of the population in underdeveloped communities served by civil organizations.
- **Academy:** we support the conduction of medical activities in communities in the State of Mexico by students in the final semesters of their medical education.

We are actively involved in social programs for community development and participation, as well as in Associations supporting people in underdeveloped locations.



CSO's Support

In 2012, we continued with several of previously undertaken projects, with highly positive results. We granted our traditional donations in species: throughout the year, we delivered over 2 million medications and personal care products in collaboration with 17 civil society organizations.

Through several civil organizations, we seek to provide low-income people with access to drugs to cure basic diseases or illnesses.

We also donated over 2 million pesos to several organizations, including; Asociación Cultural del Rosedal, Fundación Teletón México, Instituto Mexicano de Enfermedades Respiratorias, Consejo de la Comunicación, Aquí Nadie se Rinde, Copa del Rey, Asociación A Favor de lo Mejor, and Patrimonio de la Beneficencia Pública. The Lotería Nacional para la Asistencia Pública (Lotería; Mexico's national lottery) awarded Genomma Lab with its logo printed in 2.4 million lottery tickets for the Major Lottery number 3412 to recognize its efforts in supporting the communities where it is hard to get resources and provide assistance.



Community Programs

Through the Genomma Lab Foundation, we sponsored a video production for the National Health Voluntary Service of the Ministry of Health in order to communicate the voluntary service's activities and to encourage participation in this task. For Christmas, we launched an internal campaign called "Alegra un corazón" (enlighten a heart) through which, owing to our staff's commitment, we were able to collect over 500 new toys to be delivered to impoverished children in the General Hospital of Mexico, the Juguetería de TV Azteca, and DIF of State of Hidalgo.

We conducted an immunization campaign against the influenza for the employees and their relatives at Genomma Labs facilities.

With the "Responsible Value Chain" initiative in 2012, we continued to support two highly underdeveloped communities which have become our exclusive suppliers of guava leaves, the source of quercetin, the QG5 active ingredient, and antispasmodic (muscle relaxant). This initiative has transcended through time and has rendered benefits for indigenous communities with jobs that impact positively their development and social and economic growth.



The Environment

The Environment

Environmental DNA

Although our business characteristics and operation rank us a company with low environmental impact, we consider that preserving and caring for our environment are fundamentals for our activities.

By launching our environmental policy and creating the team to be in charge of this topic, environmental considerations have become an integral part of our operation. We want to reduce, from our standpoint, the climate change by reducing the environmental impact of Genomma Lab's operations.

We are focused on four broad themes:

- Energy and emission reduction
- Residues
- Water (water footprint)
- Environmental practices added to our value chain

Our commitments:

- To continue measuring our carbon footprint
- To establish a plan to control and reduce water and energy consumption
- Potentiating our waste management program
- To add environmental criteria to the products design, research and development
- To establish measurable and achievable environmental criteria for our suppliers' and manufacturers' production processes.

Carbon Footprint

The results of the carbon footprint study will allow us to evaluate and undertake activities to reduce our environmental impact in our Headquarters and the Distribution Center.

Supported by the Life Cycle and Sustainable Design Analysis Center, we obtained our carbon footprint report, intended to measure the greenhouse gases emissions produced by our activities in the Headquarters and the Distribution Center. Thus, we were able to quantify our environmental impact and to take any corrective actions required.

The study was evaluated through the life cycle assessment (LCA): a methodology that quantifies the environmental impact of products, processes and services in a comprehensive manner. It is the single instrument standardized by the International Standardization Organization (ISO) under the ISO 14040 standard series.

Our operation generates 4,783 tons of CO₂, similar to the electric power consumption of 8,791 low-cost homes in the State of Mexico.

Tested concepts include:

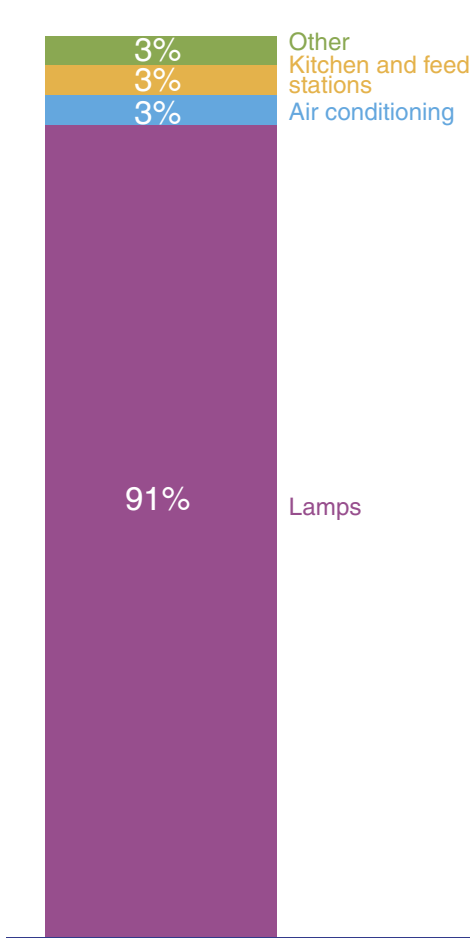
- Transport
 - o From /to the office
 - o Airplane travel
- Electric consumption
 - o Computers
 - o Information technologies
 - o Printers / multifunctional devices
 - o Lamps
 - o Screens
 - o Telephone
 - o Air conditioning
 - o Kitchen / office appliances
- Fuels
- Paper
- Water
- Consumables
- Residues

Measurement of our environmental impact based on the tested factors:

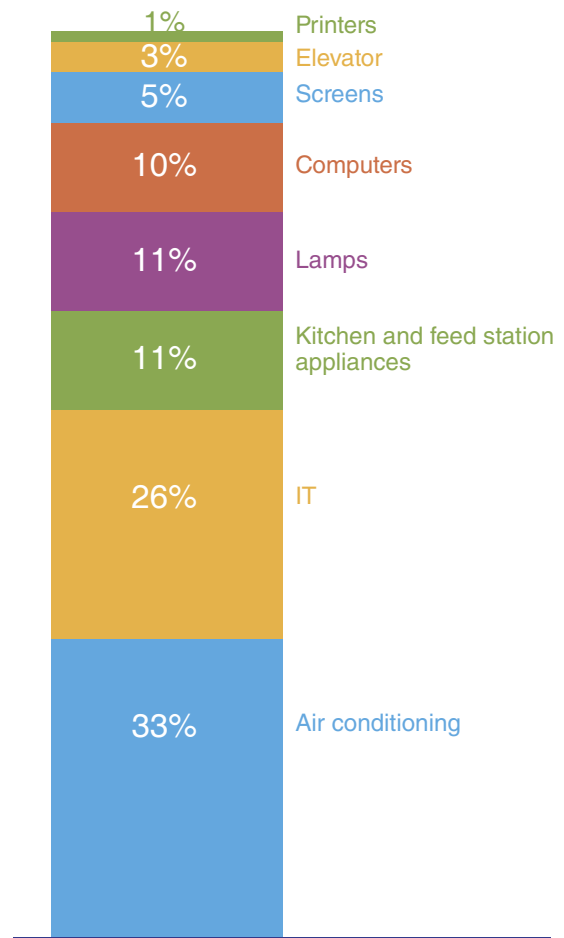
Genomma Lab's Carbon Footprint	SAMARA	CEDIS	Units
Electricity			
Energy consumption records to the electric power provider	1,032,264	3,589,300	KWh
Calculated total	1,311,427	4,007,970	KWh
Computers	130,129	67,941	KWh
IT	338,442	21,028	KWh
Printers	8,022	47,497	KWh
Lamps	142,258	3,651,565	KWh
Screens	70,332	0	KWh
Telephones	467	211	KWh
Air conditioning	440,294	117,822	KWh
Elevator	36,307	(-)	KWh
Kitchen and feed stations appliances	145,175	101,806	KWh
Office supplies and devices	(-)	100	KWh
Fuels			
Consumption and payment records to the gas provider	(-)	22,296	Liters
"Diesel (operation of the power plant used for advertising production and design)"	28,913	(-)	Liters

Genomma Lab's Carbon Footprint	SAMARA	CEDIS	Units
Water			
Water consumption	(-)	10,660	m ³
Consumables			
Acquisition of letterhead paper and copy/printer paper	3,347	678	Kg
Printer cartridges	15	8	Kg
Travels			
Personnel transportation to work (car)	2,947,277	2,875,392	Km
Personnel transportation to work (public transport)	575,078	9,105,408	Km
Short airplane trips (less than 1600 km)	324,994	17,105	Km
Long-haul flights (over 1600km)	917,567	48,293	Km
Recovered Residues			
Cardboard (recycled)	17,064	649,392	Kg
PET (recycled)	14,376	(-)	Kg
Pellets	(-)	503,364	Kg
Platforms	(-)	140,460	Kg
Burning wood	(-)	98,028	Kg

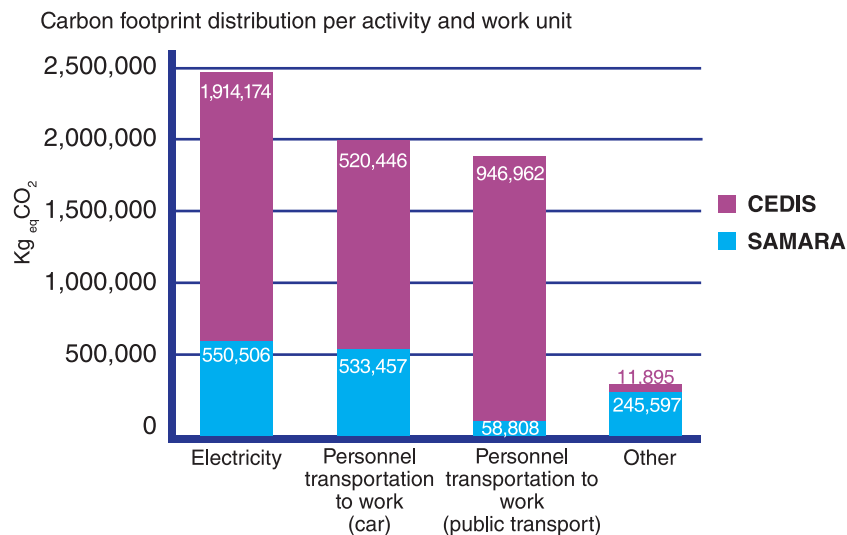
Energy consumption at the CEDIS



Energy consumption at corporate offices SAMARA



	SAMARA	CEDIS	Units
Number of Employees	390	576	
Electricity			
Energy consumption records to the electric power provider	550,506.40	1,914,173.70	kgCO2
Fuels			
Consumption and payment records to the gas provider	0	8.5	kgCO2
Diesel (operation of the power plant used for advertising production and design)	94,546	0	kgCO2
Water			
Water consumption	0	3,389.90	kgCO2
Consumables			
Acquisition of letterhead paper and copy/printer paper	1,161.30	276.1	kgCO2
Printer cartridges	683.6	371	kgCO2
Travels			
Personnel transportation to work (car)	533,457.10	520,446.00	kgCO2
Personnel transportation to work (public transport)	59,808.20	946,962.40	kgCO2
Short airplane trips (less than 1600 km)	50,049.10	2,634.20	kgCO2
Long-haul flights (over 1600km)	99,097.20	5,215.60	kgCO2
Total	1,389,308.70	3,393,477.30	kgCO2



- Electric power consumption added 51.5% to the carbon footprint. The electricity used at the headquarters and the distribution center equaled the consumption of 3,984 low-cost homes.
- 43% of the carbon footprint resulted from the personnel transportation to work by car or public transportation. The largest environmental load was associated with the staff’s bus travel to the distribution center.
- The remaining 5.5% resulted from fuels (gas at CEDIS and diesel for the energy plant for advertising production), water consumption, fuels, and airplane travels.

The activities with the highest impact are electric power consumption and the personnel transportation to work.

Based on the carbon footprint study, we will evaluate and program the activities to be undertaken in order to reduce such consumption in upcoming years.

Residue Management

We continue with our “Take Care of Your World 3Rs: Reduce, Reuse, Recycle” program where, in addition to the proper disposal of organic and inorganic waste (PET, batteries, paper and cardboard), we delivered internal guidelines that will assist the proper use of the company’s inputs.

We recycled 130 tons of residues, thus preventing the cutting of 603 trees for cellulose extraction.

For second consecutive year, we renewed our collaboration agreement with the San Ignacio de Loyola Foundation (FSIL) for the company’s comprehensive waste management, which are collected every day by the Foundation and sold to authorized recyclers. We collected over 291,000 pesos which were delivered to the Santa Teresita Hospital to support children in malnutrition situation in the Tarahumara Mountain Range.

We recycle 130 tons of receipts, preventing the logging of 603 trees.



Shareholders

Shareholders

Economic DNA

We are economic drivers since we provide 1,200 direct jobs, pay taxes on a timely manner and generate indirect jobs among our manufacturers, suppliers and distributors, thus increasing the quality of life of our collaborators and their families. Below, we show our sustainable development in figures:

Sustainable Development Figures	(thousands MX pesos)
Economic Value Generated	9,841,482
Economic Value Distributed	8,235,513
Economic Value Retained	1,605,969



Corporate Governance

Corporate Governance

Even prior to becoming a public company, we had private investors. Thus, we took the first sound steps to corporate governance, where we learned the importance of transparency, communication, collegiate decision-making, the prevention of conflicts of interest, and well as of reporting and evaluating our performance, among other significant aspects.

As a public company, we added the best corporate governance practices in order to strengthen our steps. We are convinced that this is the best way to meet our clients' expectations and ensure our sustainability.

The Company's management is managed by a Board of Directors integrated by 11 members, who are designated or ratifies every year by Genomma Lab's Annual General Shareholders' Meeting.

The current members and deputy members of the Board of Directors were selected based on their broad and proven experience, as well as on their outstanding achievements in different professional areas, such as management, business, finance, advertising, logistics, society and economics, etc. Their performance and compensation are assessed on a yearly basis, considering market conditions.

58% of our members are independent, higher than established by the Stock Market Law.

The Board of Directors is assisted by the Audit Committee and the Corporate Practices Committee; both presided by independent members and an Executive Committee.

Members of the Board	Deputy Members
Rodrigo Alonso Herrera Aspra ^{***} (1)	Renata Virginia Herrera Aspra (1)
Sabrina Lucila Herrera Aspra ^{***} (1)	Renata Virginia Herrera Aspra (1)
Arturo José Saval Pérez ^{**}	Alejandro Diazayas Oliver
Luis Alberto Harvey MacKissack ^{**}	Alejandro Diazayas Oliver
Gerardo de Nicolás Gutiérrez*	Not appointed
Fernando Paiz Andrade*	Not appointed
Juan Alonso*	Not appointed
Luis Ernesto Maccise Uribe*	Not appointed
José Manuel Sainz González*	Not appointed
José Luis Fernández Fernández*	Not appointed
Andrés Conesa Labastida*	Not appointed

Independent members

^{**} Patrimonial members

^{***} Patrimonial members

Secretary

Mr. Marco Francisco Forastieri Muñoz is the appointed secretary, not a member of the Company's Board of Directors; and Mrs. Tatiana Suzette Treviño García is the deputy secretary, not a member of the Company's Board of Directors.

Committees

Audit Committee

Their main function is to assist the Board of Directors in determining, implementing and evaluating the Company's internal control system, as well as to verify the business management and implementing the resolutions adopted by the Shareholders' Meeting. Such committee is presided by Mr. José Luis Fernández Fernández; Messrs. Gerardo de Nicolás Gutiérrez, Fernando Paiz Andrade and Luis Ernesto Maccise Uribe are appointed members of such committee.

Corporate Practices Committee

The Corporate Practices Committee is in charge of advising the Board of Directors in connection with the performance of the Company's senior managers, the compensation of the members of the Board of Directors, and the transactions with related parties. Also, the Corporate Practices Committee is responsible for obtaining opinions from experts and independent third parties, and to call the shareholders meetings and assisting the Board of Directors to prepare the annual reports to be submitted to the Company's shareholders. This committee is presided by Mr. Gerardo de Nicolás Gutiérrez, and the members are Juan Alonso and Arturo Saval Pérez.

Executive Committee

The Executive Committee is in charge of intervening in finance and general planning matters, including the appointment, removal, and compensation of the Company's officers and employees; to enter into financing agreements, of calling the general shareholders' meetings, and any other matters as delegated by the Board of Directors.

**We conduct our business activities
in a responsible and transparent
way.**

Business Ethics

Business Integrity and Ethics

Genomma Lab's success, prestige and growth have been constructed on business integrity. We have an ineludible commitment to behave honestly, both with our collaborators and with the industry we are involved in, and in our community. This commitment includes the improvement and preservation of people's health and well-being with innovative, safe and effective products, manufactured in environmentally and socially responsible processes.

In order to achieve this, we back up our actions with programs, procedures, and policies and law compliance that govern us and steer our way of planning and executing the daily business operations.

Our conduct code emphasizes the importance of always acting in adherence to the law; establishes the frame for developing and maintain honest, trusting, and respectful relationships with all the individuals we have professional or business relations. It comprises a set of guidelines to self-regulate our corporate behavior, based on the highest personal and professional integrity standards in areas such as: Business Practices, Gifts and Extraordinary Payments, Confidentiality and Intellectual Property, Legality, and Work Ethics.

On this Report

On this Report

Genomma Lab submits, for the second time, a Sustainability Report intended to communicate and disclose in a transparent way to the company's stakeholders the main actions undertaken in the fields of economic, social and environmental performance.

This report is published on a yearly basis and includes the programs conducted between January 1st and December 31, 2012. For the second time it is in line with the Global Reporting Initiative (GRI), version 3.1, achieving a self-stated C application level.

The document's materiality is based on the most important topics for the business's future and for the stakeholders. Measurement and data collection techniques are subject to internal audit controls by the areas involved in the preparation process.

Application Level

Memory Application Level	C	C+	B	B+	A	A+
Basic Contents	Profile Information as per G3	Reports on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	External memory Verification	Reports on all the criteria listed in C Level plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	External Memory Verification	The same requirements as for Level B
	Information on the Management Focus as per G3	Not necessary		Information on the Management Focus per Indicator Category.		Information on the Management Focus per Indicator Category
	Performance Indicators as per G3 and Performance Indicators for Sector Supplements	Reports on at least 10 Performance indicators, and at least one of each dimension: economic, social, and environmental.	External Memory Verification	Reports on at least 20 Performance Indicators and at least one of each dimension: economic, environmental, human rights, work practices, community, product liability.	External Memory Verification	Reports on each main indicator and on the Indicators if the Sector Supplements* as per the materiality principle, whether a) by informing on the indicator or b) by explaining the reasons for its omission.

*Final version Sector Supplement

GRI INDEX		Information	Page & Direct Answer
Profile Disclosure	Disclosure		
1. Strategy and Analysis			
1.1	Statement from the most senior decision-maker of the organization.	Fully	5-6
1.2	Description of key impacts, risks, and opportunities.	Not	Not disclosed
2. Organizational Profile			
2.1	Name of the organization.	Fully	62
2.2	Primary brands, products, and/or services.	Fully	12, 14-15
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	12-13
2.4	Location of organization's headquarters.	Fully	62
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	13
2.6	Nature of ownership and legal form.	Fully	62
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	12-13
2.8	Scale of the reporting organization.	Fully	12-15
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	15
2.10	Awards received in the reporting period.	Fully	16
3. Report Parameters			
3.1	Reporting period for information provided.	Fully	50
3.2	Date of most recent previous report.	Fully	50
3.3	Reporting cycle.	Fully	50
3.4	Contact point for questions regarding the report or its contents.	Fully	62
3.5	Process for defining report content. <ul style="list-style-type: none"> • Determinación de la materialidad • Prioridad de los aspectos incluidos en la memoria • Identificación de los grupos de interés que la organización prevé que utilicen la memoria 	Fully	19
3.6	Boundary of the report.	Fully	50

Profile Disclosure	Disclosure	Information	Page & Direct Answer
3.7	State any specific limitations on the scope or boundary of the report.	Fully	50
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	50
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	50
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	Fully	50
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	50
GRI CONTENT INDEX			
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	51-59
VERIFICATION			
3.13	Policy and current practice with regard to seeking external assurance for the report.	Not	Not disclosed
4. Governance, commitments, and engagement			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	47-48
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	47
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	47
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Not	Not disclosed
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organization's performance.	Not	Not disclosed
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Not	Not disclosed
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Fully	47
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Partially	8

Profile Disclosure	Disclosure	Information	Page & Direct Answer
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Not	Not disclosed
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Not	Not disclosed
COMMITMENTS WITH EXTERNAL INITIATIVES			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Not	Not disclosed
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Not	Not disclosed
4.13	Memberships in associations.	Fully	16
PARTICIPATION OF STAKEHOLDERS			
4.14	List of stakeholder groups engaged by the organization.	Fully	19
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	19-20
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	21
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Not	Not disclosed
ECONOMIC PERFORMANCE			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	45
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Not	Not disclosed
EC3	Coverage of the organization's defined benefit plan obligations.	Not	Not disclosed
EC4	Significant financial assistance received from government.	Fully	No help from government
MARKET PRESENCE			
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Not	Not disclosed

Profile Disclosure	Disclosure	Information	Page & Direct Answer
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	33-34
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Not	Not disclosed
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Not	Not disclosed
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Partially	32-34,37
Environmental			
MATERIALS			
EN1	Materials used by weight or volume.	Not	Not disclosed
EN2	Percentage of materials used that are recycled input materials.	Not	Not disclosed
ENERGY			
EN3	Direct energy consumption by primary energy source.	Not	Not disclosed
EN4	Indirect energy consumption by primary source.	Not	Not disclosed
EN5	Energy saved due to conservation and efficiency improvements.	Not	Not disclosed
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Not	Not disclosed
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Not	Not disclosed
WATER			
EN8	Total water withdrawal by source.	Not	Not disclosed
EN9	Water sources significantly affected by withdrawal of water.	Fully	None water source affected
EN10	Percentage and total volume of water recycled and reused.	Not	Not disclosed
BIODIVERSITY			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not	Not disclosed

Profile Disclosure	Disclosure	Information	Page & Direct Answer
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not	Not disclosed
EN13	Habitats protected or restored.	Not	Not disclosed
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Not	Not disclosed
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not	Not disclosed
EMISSIONS AND WASTE			
EN16	Total direct and indirect greenhouse gas emissions by weight.	Not	Not disclosed
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	42
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Not	Not disclosed
EN19	Emissions of ozone-depleting substances by weight.	Not	Not disclosed
EN20	NO, SO, and other significant air emissions by type and weight.	Not	Not disclosed
EN21	Total water discharge by quality and destination.	Not	Not disclosed
EN22	Total weight of waste by type and disposal method.	Partially	41
EN23	Total number and volume of significant spills.	Not	Not applicable
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not	Not applicable
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	Not disclosed
PRODUCTS AND SERVICES			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Not	Not disclosed
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not	Not disclosed
COMPLIANCE			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Not	Not disclosed

Profile Disclosure	Disclosure	Information	Page & Direct Answer
TRANSPORT			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Not	Not disclosed
EN30	Total environmental protection expenditures and investments by type.	Not	Not disclosed
Labor Practices and Decent Work			
EMPLOYMENT			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Partially	23,26
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Not	Not disclosed
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully	25
LABOR / MANAGEMENT RELATIONS			
LA4	Percentage of employees covered by collective bargaining agreements.	Not	Not disclosed
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Not	Not disclosed
OCCUPATIONAL HEALTH AND SAFETY			
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Not	Not disclosed
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Not	Not disclosed
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	24
LA9	Health and safety topics covered in formal agreements with trade unions.	Not	Not disclosed
TRAINING AND EDUCATION			
LA10	Average hours of training per year per employee by gender, and by employee category.	Fully	10, 24
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully	24
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Not	Not disclosed

Profile Disclosure	Disclosure	Information	Page & Direct Answer
DIVERSITY AND EQUAL OPPORTUNITY			
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Partial	26,47
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Not	Not disclosed
LA15	Return to work and retention rates after parental leave, by gender.	Not	Not disclosed
Human Rights Performance			
HUMAN RIGHTS			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Not	Not disclosed
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Not	Not disclosed
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Not	Not disclosed
HR4	Total number of incidents of discrimination and actions taken.	Not	Not disclosed
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Not	Not disclosed
CHILD LABOR			
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Fully	27
FORCED AND COMPULSORY LABOR			
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Not	Not disclosed
SECURITY PRACTICES			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not	Not disclosed
INDIGENOUS RIGHTS			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not	Not disclosed

Profile Disclosure	Disclosure	Information	Page & Direct Answer
ASSESSMENT			
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Not	Not disclosed
REMEDIATION			
HR11	“Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.”	Not	Not disclosed
Society			
LOCAL COMMUNITIES			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Partially	36-37
CORRUPTION			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Not	Not disclosed
SO3	Percentage of employees trained in organization’s anti-corruption policies and procedures.	Not	Not disclosed
SO4	Actions taken in response to incidents of corruption.	Not	Not disclosed
PUBLIC POLICY			
SO5	Public policy positions and participation in public policy development and lobbying.	Partially	30, 34, 37
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not	Not disclosed
ANTI-COMPETITIVE BEHAVIOR			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Not	Not disclosed
COMPLIANCE			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Not	Not disclosed
SO9	Operations with significant potential or actual negative impacts on local communities.	Not	Not disclosed
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Not	Not disclosed
Product Responsibility			
CUSTOMER HEALTH AND SAFETY			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Not	Not disclosed

Profile Disclosure	Disclosure	Information	Page & Direct Answer
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Fully	30
PRODUCT AND SERVICE LABELING			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	29-30
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Not	Not disclosed
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	29-31
MARKETING COMMUNICATIONS			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	30
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Not	Not disclosed
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not	Not disclosed
COMPLIANCE			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Not	Not disclosed

Content Global Compact

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Human Rights	
Businesses should support and respect the protection of internationally proclaimed human rights.	27, 33
Businesses should make sure that they are not complicit in human rights abuses.	27, 33
Labour	
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	22
Businesses should uphold the elimination of all forms of forced and compulsory labor.	23-27
Businesses should uphold the effective abolition of child labor.	27
Businesses should uphold the elimination of discrimination in respect of employment and occupation.	23-27
Environment	
Businesses should support a proactive, preventive approach to environmental challenges.	8, 38-43
Businesses should undertake initiatives to promote greater environmental responsibility.	8, 33, 38-43
Businesses should encourage the development and diffusion of environmentally friendly technologies.	8, 33, 37-43
Corruption	
Businesses should work against corruption in all its forms, including extortion and bribery.	48

Glossary

CEMEFI: Mexican Philanthropy Center (Centro Mexicano para la Filantropía)

COFECO: Federal Competition Commission (Comisión Federal de Competencia)

COFEPRIS: Federal Commission for Sanitary Risk Protection (Comisión Federal para la Protección contra Riesgos Sanitarios)

EBITDA: Earnings before interest, taxes, depreciation and amortization.

Generic drugs: Pharmaceutical products with expired patents.

GRI: Global Reporting Initiative.

IMS Health: IMS Health Incorporated, a major pharmaceutical and health care market information provider.

CSOs: Civil Society Organizations.

OTC: For pharmaceutical products, over-the counter, free sale products which can be acquired without medical prescription.

PROFECO: Federal Consumer Attorney General's Office (Procuraduría Federal del Consumidor)

Closing Message



Genomma Lab is committed to improve social well-being by increasing its consumers' quality of life, by researching and analyzing of the best ingredients for the development and marketing of personal care products and OTC drugs, thus seeking to render the highest possible yield to its investors.

Contact Details

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