

ICELAND

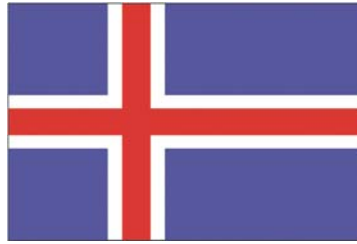


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Model of Good Practice

A. General information about the company

Company/organisation:	Actavis Iceland
Address:	Reykjavíkurvegur 76 – 80. Dalshraun 1 (Actavis Group Headquarters).
Name of contact person:	Leo Sigurdsson
Function of contact person:	Occupational Health, Safety and Environmental manager
Telephone number:	354 - 550 3300; 354 - Fax 550 3301
Email:	LSigurdsson@actavis.is
Sector:	development, manufacture, and sale of generic pharmaceuticals
Number of employees:	617 in Iceland. 11,000 employees operating in about 40 countries around the globe

Age	Sex		total
	male	female	
up to 35	83	179	262
35 to 50	106	184	290
50+	28	37	65
Total	217	400	617

B. Integration of WHP in company policy and culture

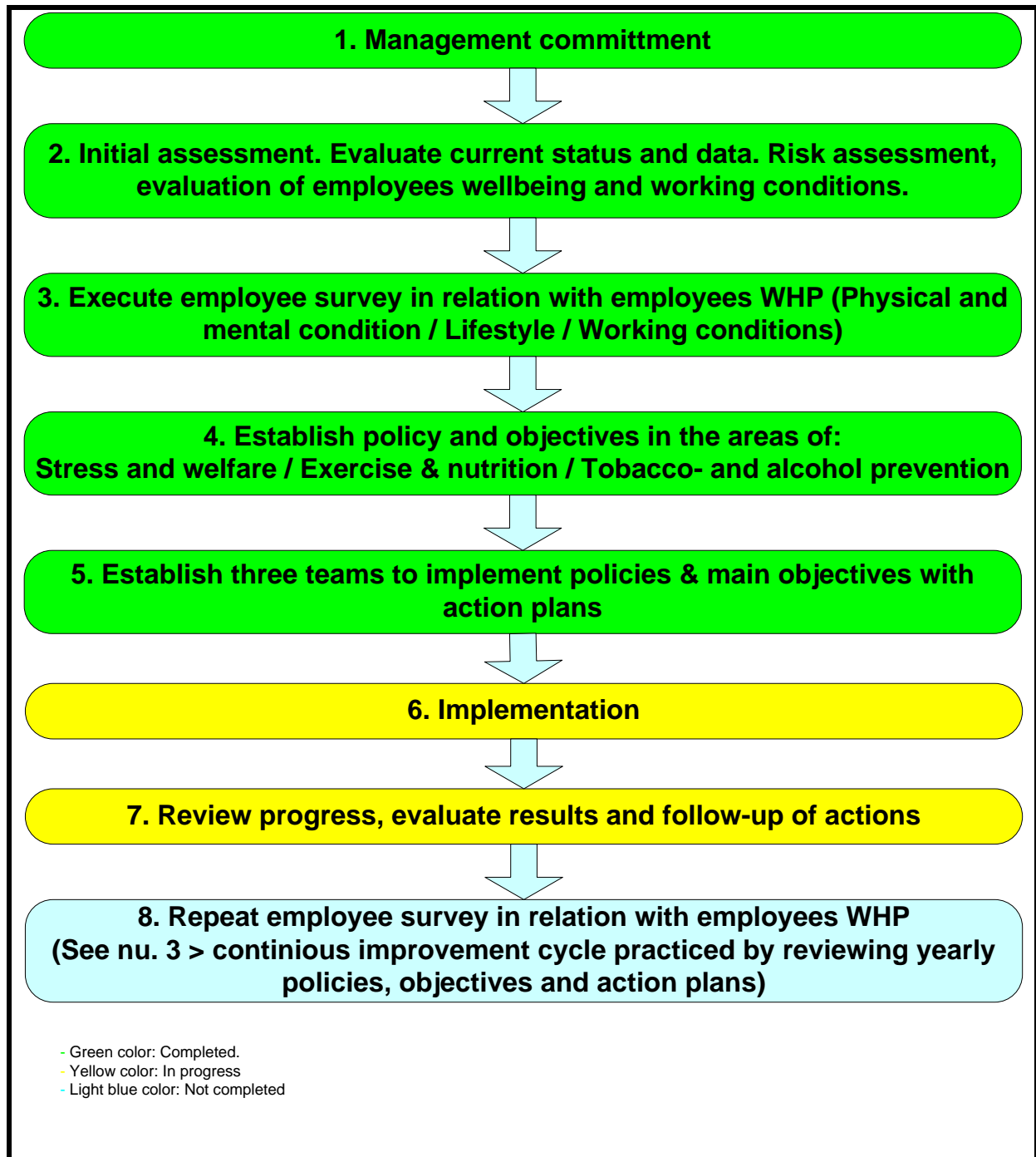
Actavis Iceland has been practicing an employee and Health & Safety (H&S) Policy for many years where the wellbeing, plus health and safety of the employees is well integrated. The employee police covers among other items; the roles and duty of the employees, education and job development, equality, flow of information, family policy and the wellbeing of employees health (e.g. financial support to do sports activities), health and safety issues with focus on Environmental, Health & Safety (EHS) committee (with employee safety representatives) and employees responsibilities in regards to EHS standards.

Actavis Group has an EHS Mission Statement: Actavis is committed to managing all aspects of its business in a safe and responsible manner that protects the environment, and promotes the health and welfare of employees we operate in.

Actavis in Iceland has implemented above corporate requirements in an effective way with Environmental, Health & Safety (EHS) Management System certified in accordance with OHSAS 18001 and ISO 14001 requirements. Strong management and employee's commitment and participation in the internal EHS work can be demonstrated by regular meetings of the EHS Steering committee and the EHS committee where the company policy, objectives, action plans, risk assessments, health initiatives and operations are under review. Objectives and actions plans are driven by teams (current number of teams are 10) with employees with the skills and experience required, consultants are used when professional skilled are required, e.g. physical therapist, nurses, company doctor, physiologist. Actavis participates and supports and motivates employees to participate in many public WHP campaigns, e.g. "bicycle to work" and "healthy lifestyle" (Lifshlaup).

To reinforce Actavis human resource with improved health condition and welfare it was decided in 2008 to conduct WHP survey which concluded the need to establish and implement policies with action plans by cross-functional teams in three main areas; (1) Stress&Welfare; to improve employees working conditions, minimize stress and contribute to a healthier condition; (2) Health&Nutrition; to provide good and healthy food and support and encourage employees to take care of their mental and physical conditions; (3) Tobacco&Alcohol prevention; to support and encourage employees to practice a healthy lifestyle, by promoting Actavis as a smokeless company which supports employees who have problems with tobacco or alcohol.

The implementation strategy into the company's culture is demonstrated in below flowchart:



C. Described health topics

X	Smoking-prevention
X	Healthy eating
X	Physical activity
X	Stress

D. Smoking prevention

D.1. Organisation & structures

Actavis has established a policy for smoking- and alcohol prevention:

Tobacco- and alcohol prevention:

It is the policy of Actavis to encourage and support employees in developing healthy life style. Actavis is a smoke-free workplace and we support our employees in giving up smoking. We also support those who have problems with alcohol.

Our main objectives by in implementing this policy are:

- To discover how many Actavis employees use tobacco, the type of tobacco they use and their interest in giving up smoking.
- To establish a support system for those who like to give up smoking.
- To introduce rules on using smoke-free tobacco.
- To educate employees about the harmful effects of tobacco.
- To introduce rules on the consumption of alcohol in the workplace.
- To inform on the support Actavis provides to its employees who have alcohol- and/or drug problems.
- To give employees information on the harmful use of alcohol- and drugs.

A team with 4 people was established to implement the above policy with employees and management representatives. The team has a designated team leader with the role of coordinating the implementation of the policy. The team had the task to put forward an action plan to demonstrate the implementation of the policy, where each objective is analysed and divided into target, actions, responsible person and a certain time frame is given to complete the actions.

The team got consultancy from local experts in this field (from the Public Health Institute in Iceland) to increase the competency of team members.

Commitment and financial support from Actavis is absolute, as can be seen by the work of the team and the fact that the company provides courses for employees who want to stop smoking.

D.2. Strategy & implementation

An assessment about how many do smoke within Actavis Iceland was conducted in 2008 during the employee health surveillance. The results were presented in a report made by health care professionals and the results demonstrated that 33% of employees smoke. The health surveillance is repeated every year which gives the opportunity for comparison between years.

The employee policy states that Actavis is committed to the company's duty of providing employees with a safe and healthy working environment. Smoking may have an adverse impact on the company's business by increasing the risk of absenteeism, fire, and health problems. Smoking is therefore forbidden in all areas of Actavis facilities except those areas marked as designated smoking areas. Actavis Iceland is considered as a smoke free company as smoking within all buildings are forbidden. It is also forbidden to smoke on the company's lot, except in one designated area where special bins are provided. The smoke policy is introduced during hiring process, to all new employees and on the company's intranet. On the intranet special WHP area employees can find a lot of information material about smoking prevention and support material for those who want to give up smoking.

Actavis has provided employees with a course in giving up smoking, which also includes support after the course. Actavis supports employees financially by covering partly or fully the course cost.

The action plan for the implementation of the smoke prevention policy includes the establishment of a support system for those who like to give up smoking. This will be firstly accomplished with a comprehensive course following up with a several months of support by a health care professional. Secondly, the idea is to dedicate those employees that will be successful giving up smoking to be supportive mentors for other employees who want to give up smoking in the future.

D.3. Evaluation & results

The first evaluation was carried out in 2008 after that health surveillance for all employees of Actavis Iceland was completed. The evaluation is performed by a health care professional, nurse, by asking employees if they smoke or not. 33% answered yes, 66% answered no. The same evaluation will be carried out in 2009 so it possible to compare statistics between years. The plan is to continue with these evaluations on a yearly basis. The percentage of smokers within the company has reminded management of the importance to motivate and support smokers to give up smoking. This was discussed in the EHS Steering Committee meeting after the report when the health surveillance results were presented.

The action plan is also used to monitor the progress made, e.g. (1) when are the health surveillance taken place and what are the results, (2) how many will attend a course in giving up smoking and how many will succeed. The action plan is kept up to date by the team members and the plan is accessible on the company's intranet to the team and all employees.

E. Healthy eating

E.1. Organisation & structures

Actavis has established a policy for healthy eating and physical activity (note that the two topics are combined in one policy and one action plan):

Physical activity and healthy eating:

It is our policy to encourage good and healthy food consumption in the workplace, and support and motivate the employees to carefully tend to their mental and physical wellbeing.

Our main objectives by implementing this are:

- To encourage employees to participate in athletic activity by offering financial support to pay for this.
- To form exercise groups and to participate in various health efforts, for example those that focus on cycling, running, etc.
- To offer fruit free of charge during work.
- To offer healthy nourishment during meetings.
- To improve employees nutrition by following guidance from the Public Health Institute of Iceland.
- To provide information on the nutritional value of main courses.
- To organize a special health week in order to focus on what is available as well as to introduce new methods for health improvements (for example lectures on exercising and healthy diet).

A team with 7 people was established to implement the above policy with employees and management representatives. The team has a designated team leader with the role of coordinating the implementation of the policy. The team had the task to put forward an action plan to demonstrate the implementation of the policy, where each objective is analysed and divided into target, actions, responsible person and a certain time frame is given to complete the actions.

Among the seven team members is the company professional chef and the company professional physical trainer but this is considered to ensure the competency of the team.

Commitment and financial support from Actavis is absolute, as can be seen by; the work of the team; fruits free of charge (since 2007); healthy nourishment during meetings (since 2008); subsidy of meals; offering financial support to pay for sporting activities and a professional personal trainer is available for employees in a gym located in one of Actavis buildings.

E.2. Strategy and implementation

An employee WHP survey was conducted in early 2008 in order to investigate healthy eating. This was done under the category healthy lifestyle where we asked about how important healthy food is for the individual, how satisfied employees are with the food, the canteen and how important healthy food is for them. Thereby giving management the opportunity to improve if needed. For instance, 89% of employees think it is rather or very important to have healthy food, 76% of employees think that the food made in the canteen had improved since the company had hired a new chef and made improvements for the canteen facility, 72% of employees think that a healthy food is available in the canteen.

A designated canteen with operation license from the local Health Authority is operating in accordance with local regulations and very strict internal requirements, e.g. SOPs (Standard Operating Procedures) covering internal control, cleaning, etc.

It is the company policy to provide only healthy food and a new initiative is to provide only healthy snack, such as fruits, during meetings. The company offers fruit free of charge and distributes fruits to all areas and departments. In addition, when special health or sports activities are ongoing the company provides special healthy food to motivate employees in practicing a healthy lifestyle. Drinking water is available and easily accessible in all working areas but the WHP program has resulted in even better access to drinking water in production areas.

On the intranet special WHP area employees can find a lot of information material about healthy eating and lifestyle. The menu from the canteen is published weekly on the intranet.

The plan according to the action plan is to provide information about food nutrients.

The company private trainer provides nutrition counselling and support plus advice in selection of food during the day/week in relation to each individual's needs.

E.3. Evaluation and results

The first evaluation was carried out in 2008 after that health surveillance for all employees of Actavis Iceland was completed. The evaluation is performed by a health care professional, nurse, by measuring standard factors in relation with the health condition and lifestyle, e.g. blood pressure, cholesterol and BMI, plus questions regarding physical activities. The same evaluation will be carried out in 2009 so it possible to compare statistics between years. The plan is to continue with these evaluations yearly.

The results from this evaluation were discussed in the EHS Steering Committee meeting after the report with the health surveillance results was presented. The evaluation results demonstrated to management the importance to motivate employees to eat healthy and practice regularly exercises.

In addition to above mentioned health surveillance, a special WHP employee survey was conducted yearly 2008 in order to investigate healthy eating. This was done under the category healthy lifestyle and employees were asked about how important healthy food is for the individual, how satisfied employees are with the food, the canteen and how important healthy food is for them. Thereby giving management the opportunity to improve if needed. For instance, 89% of employees think it is rather or very important to have healthy food, 76% of employees think that the food made in the canteen had improved since the company had hired a new chef and made improvements for the canteen facility, 72% of employees think that a healthy food is available in the canteen. The same survey will be repeated yearly in order to monitor employees opinion and progress made. The results from this survey were discussed in the EHS Steering Committee and in the EHS Committee meetings after the report with the survey results were presented. The evaluation results demonstrated to management the importance of this subject to employees and the importance of continuing motivating employees to eat healthy and practice regularly exercises.

The action plan is also used to monitor the progress made, e.g. (1) when is the Actavis Health Week taking place and how many did attend certain events. The action plan is kept up to date by the team members and the plan is accessible on the company's intranet to the team and all employees.

F. Physical activity

F.1. Organisation & structures

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F.2. Strategy & implementation

An employee WHP survey was conducted in early 2008 in order to investigate physical activity of Actavis employees. This was done under the category healthy lifestyle where we asked about how often they exercised during one week, for how long time they have been doing that (months/years), what type of exercise, what is motivating them to perform physical activities and how physical activities is having effect on their physical and mental well being. Thereby giving management the opportunity to improve if needed.

New and fully equipped gym is located in one of Actavis buildings, it was opened in the end of 2007 after Actavis management got an agreement with a privately owned company, World Class, to open the gym which is now one of many World Class chain of gyms in the capital area. Special offers are for Actavis employees and their family members. Professional personal trainer, hired by Actavis, is available for employees in the gym. Physical activity groups are meeting during working hours or after work, e.g. soccer-/basketball- teams meet in a gymnasium provided by the company once per week and there are active lunch time marathon (running) / walking groups. Change rooms and showers are available in the company buildings. Actavis encourage employees and participates in many public WHP campaigns, e.g. "bicycle to work" and "healthy lifestyle" (Lifshlaup). During these campaigns Actavis motivates participants by offering healthy food, breakfast, barbeques and by providing safety vests to ensure the safety of the employees when bicycling or running outside.

F.3. Evaluation and results

The first evaluation was carried out in 2008 after that health surveillance for all employees of Actavis Iceland was completed. The evaluation is performed by a health care professional, nurse, by measuring standard factors in relation with the health condition and lifestyle, e.g. blood pressure, cholesterol and BMI, plus questions regarding physical activities. The same evaluation will be carried out in 2009 so it possible to compare statistics between years. The plan is to continue with these evaluations on a yearly basis.

The results from this evaluation were discussed in the EHS Steering Committee meeting after the report with the health surveillance results was presented. The evaluation results demonstrated to management the importance to motivate employees to eat healthy and practice regularly exercises.

In addition to above mentioned health surveillance, a special WHP employee survey was conducted yearly 2008 in order to investigate employees' physical activity. This was done under the category healthy lifestyle, employees were asked about how often they exercised during one week (2-3 times most common or 54% and 37% exercise more often), for how long time they have been doing that (32% increase during the last 11 months), what type of exercise (Gym most common or 60%), what is motivating them to perform physical activities (self motivation most common, or 83%) and how physical activities is having effect on their physical and mental well being (more then 80% believe it is having positive effect on physical and mental well being). Consequently giving management the opportunity to improve if needed. The same survey will be repeated yearly in order to monitor employees opinion and progress made. The results from this survey were discussed in the EHS Steering Committee and in the EHS Committee meetings after the report with the survey results were presented. The evaluation results demonstrated to management the importance of this subject to employees and the importance of continuing motivating employees to eat healthy and practice regularly exercises.

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G. Stress

G.1. Organisation & structures

Actavis has established a policy for stress and welfare:

It is our policy that all employees feel good at work and it is kept in mind that there shall be a natural balance between them as individuals, the workplace and the organization. By this we intend to improve the employees' facilities, minimize stress and promote emotional wellbeing.

Our main objectives by implementing this policy are:

- To conduct a risk assessment of the employees' work environment.
- To create a follow-up system to implement corrective actions which emerge and which are believed that can lead to better working conditions.
- To conduct annually an employee survey, which enables us to measure stress and general wellbeing.
- To offer health surveillance and thereby acquiring information on possible health changes of certain groups; taking risk factors in the work environment into specific consideration.
- To enhance the employees mental wellbeing by informing management of its the importance and offering prevention courses in stress management.

A team with 4 people was established to implement the above policy with employees and management representatives. The team has a designated team leader with the role of coordinating the implementation of the policy. The team had the task to put forward an action plan to demonstrate the implementation of the policy, where each objective is analysed and divided into target, actions, responsible person and a certain time frame is given to complete the actions.

Among the four team members is the EHS Manager which has an International General Certificate in Occupational Health and Safety (by NEBOSH) and the HR Manager. The team is supported by a physical therapist who has been working for the company for many years in assessing employees working condition and stress factors, plus given lectures about mental wellbeing, stress preventive measures and relaxing methods. The team is also working closely with another Actavis site in UK which has the experience in implementing workplace stress policy.

Commitment and financial support from Actavis is absolute, as can be seen by; the work of the team; budget plans do cover for instance necessary training in regards to stress and to cover cost of a psychologists when employees need support because of mental ill health or in the case of personal crisis.

G.2. Strategy & implementation

Risk assessment regarding stress has been conducted for in all areas and for all employees in every department of the company. Each group was assessed in relation to working conditions, stress and mental wellbeing. A questionnaire was used to assess the stress by asking relevant questions and the results presented in a report for each area or department. The responsible manager, EHS manager, HR manager and a safety employee representative were present when the results were presented and then it was presented to employees. The risk assessment process is repeated yearly.

In addition to above, the WHP employee survey does also include questions regarding stress, such as mental condition at work, working stress, conflict at work, communication, mirth and how well employees think that Actavis is fostering the health and well-being of their employees, plus asking employees to submit their recommendations so Actavis can improve in this field.

Risk assessment results, discussion between employees and management has lead changes in regards to adapting work load and reduce job loads, e.g. changes in shift arrangements, job rotations, flexibility in relation to family needs, regular employees meetings. A new department, Business Improvement (BI) was establish in 2008 to improve processes, procedures, working condition and work efficiency, recent completed projects have demonstrated improved working conditions and methods resulting in less working load. Actavis has offered different training courses in time management.

Employees who suffer from stress have several ways to seek support within the company. The support is provided by fixed 4 half days per month presence of the company doctor and the company physical therapist. If a case is considered serious the employee is referred to the company psychologists. This support will be strengthen even further by informing management of its importance and offering prevention courses in stress management as stated in the company stress policy and action plan.

On the intranet special WHP area employees can find information material about stress, WHP promotion and the action plan.

G.3. Evaluation & results

The corrective actions from risk assessment results are recorded in to a database and it is monitored if actions are completed. Regular meetings are held with responsible managers to review the progress of completed actions and the progress is reported to the EHS steering committee. The risk assessment process is repeated yearly.

In addition to above mentioned corrective actions database, a special WHP employee survey was conducted yearly 2008 in order to investigate employees' mental conditions. Employees were asked about mental condition at work (88% rather or very well mental condition, 3% rather bad), working stress, conflict at work, communication between colleges, mirth (82% rather or very much mirth, 3% rather or very little mirth) and how well employees think that Actavis is fostering the health and well-being of their employees (53%; Either well or bad. 35%; rather well or very well. 8%; rather badly or very badly), plus asking employees to submit their recommendations so Actavis can improve in this field. Consequently giving management the opportunity to improve which was considered needed according to the results. The same survey will be repeated yearly in order to monitor employees' opinion and progress made. The results from this survey were discussed in the EHS Steering Committee and in the EHS Committee meetings after the report with the survey results were presented. The action plan is also used to monitor the progress made. It is kept up to date by the team members and the plan is accessible on the company's intranet to the team and all employees.

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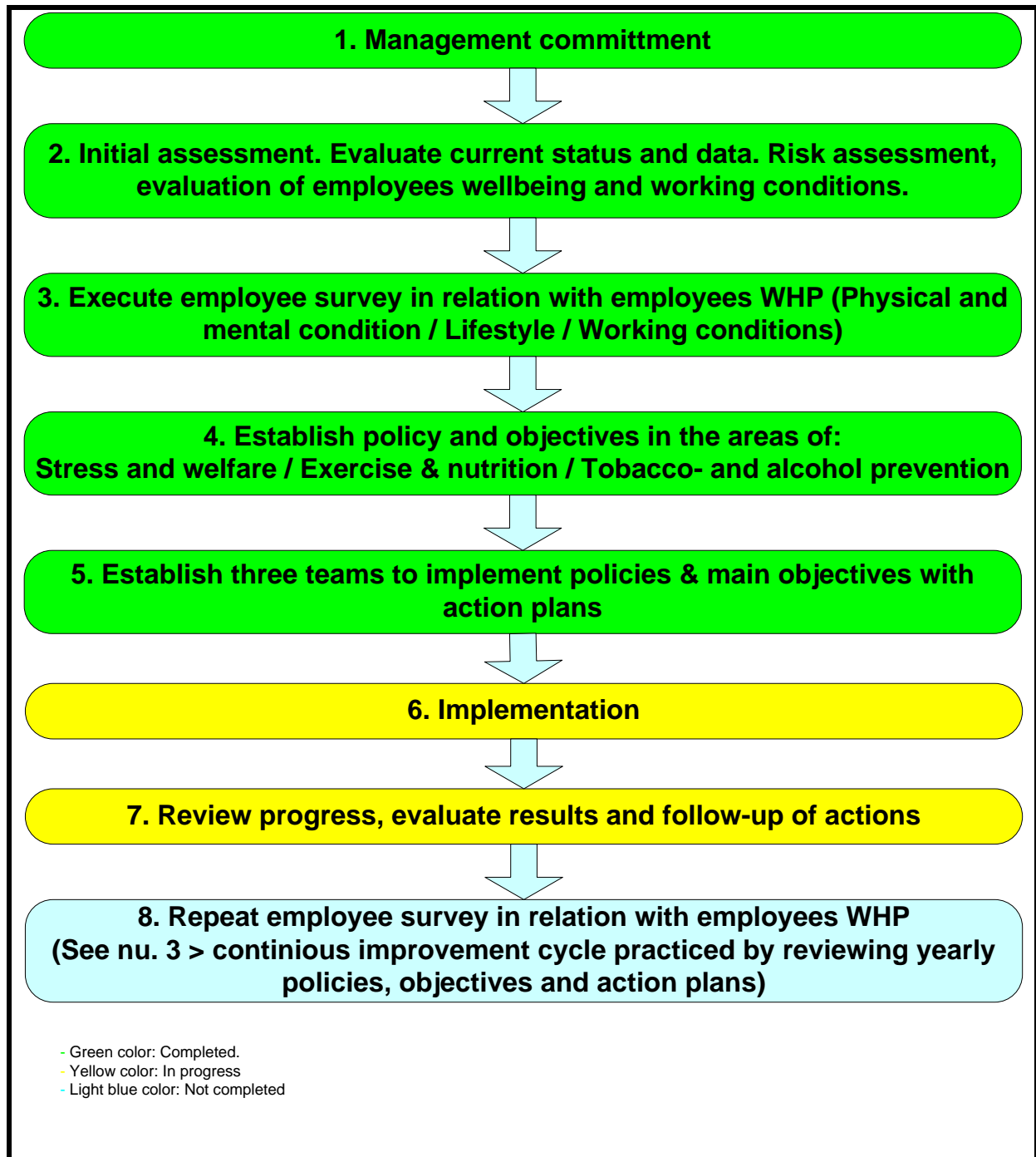
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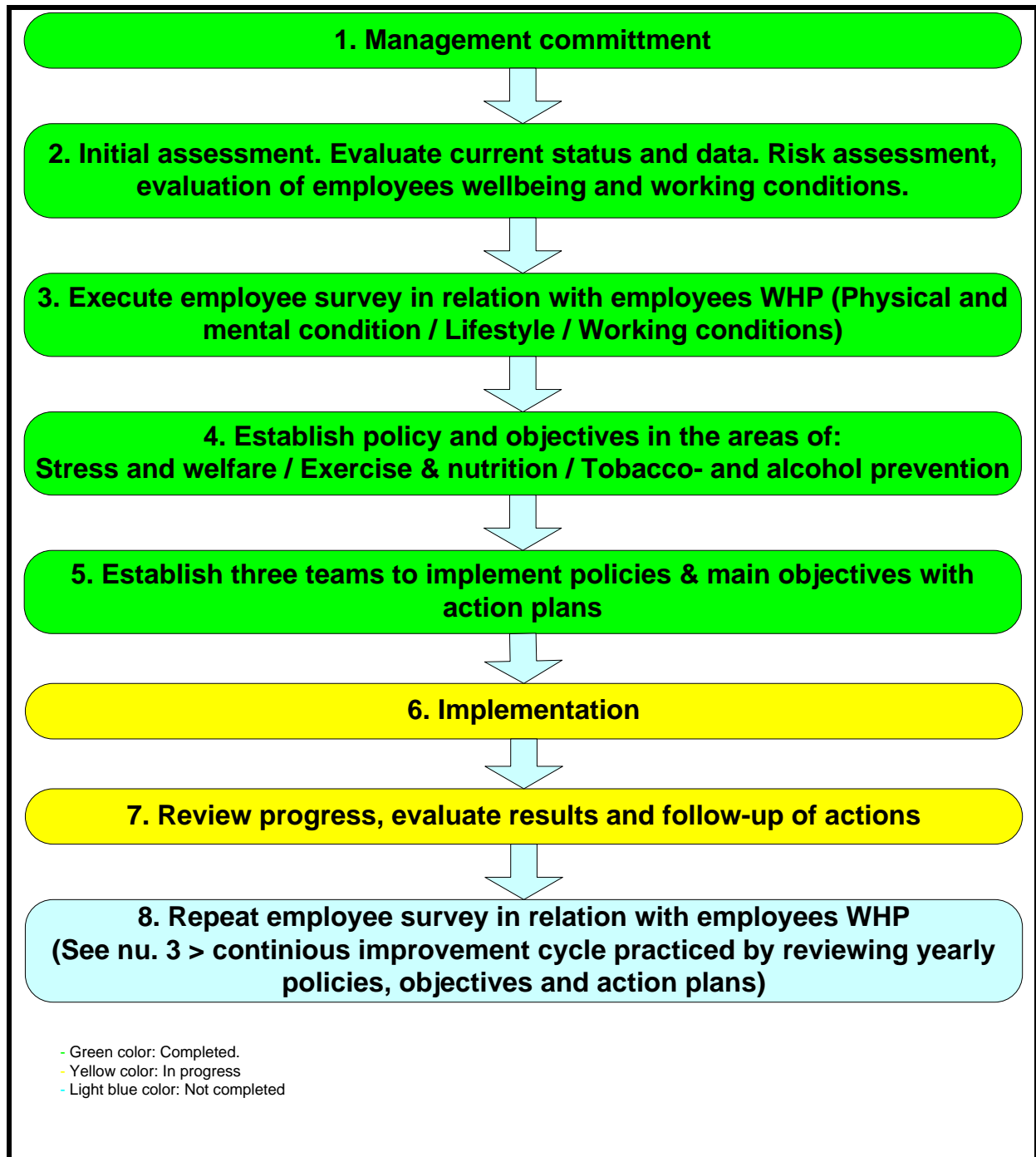
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To reinforce Actavis human resource with improved health condition and welfare it was decided in 2008 to conduct WHP survey which concluded the need to establish and implement policies with action plans by cross-functional teams in three main areas; (1) Stress&Welfare; to improve employees working conditions, minimize stress and contribute to a healthier condition; (2) Health&Nutrition; to provide good and healthy food and support and encourage employees to take care of their mental and physical conditions; (3) Tobacco&Alcohol prevention; to support and encourage employees to practice a healthy lifestyle, by promoting Actavis as a smokeless company which supports employees who have problems with tobacco or alcohol.

The implementation strategy into the company's culture is demonstrated in below flowchart:



C. Described health topics

X	Smoking-prevention
X	Healthy eating
X	Physical activity
X	Stress

E. Healthy eating

E.1. Organisation & structures

Actavis has established a policy for healthy eating and physical activity (note that the two topics are combined in one policy and one action plan):

Physical activity and healthy eating:

It is our policy to encourage good and healthy food consumption in the workplace, and support and motivate the employees to carefully tend to their mental and physical wellbeing.

Our main objectives by implementing this are:

- To encourage employees to participate in athletic activity by offering financial support to pay for this.
- To form exercise groups and to participate in various health efforts, for example those that focus on cycling, running, etc.
- To offer fruit free of charge during work.
- To offer healthy nourishment during meetings.
- To improve employees nutrition by following guidance from the Public Health Institute of Iceland.
- To provide information on the nutritional value of main courses.
- To organize a special health week in order to focus on what is available as well as to introduce new methods for health improvements (for example lectures on exercising and healthy diet).

A team with 7 people was established to implement the above policy with employees and management representatives. The team has a designated team leader with the role of coordinating the implementation of the policy. The team had the task to put forward an action plan to demonstrate the implementation of the policy, where each objective is analysed and divided into target, actions, responsible person and a certain time frame is given to complete the actions.

Among the seven team members is the company professional chef and the company professional physical trainer but this is considered to ensure the competency of the team.

Commitment and financial support from Actavis is absolute, as can be seen by; the work of the team; fruits free of charge (since 2007); healthy nourishment during meetings (since 2008); subsidy of meals; offering financial support to pay for sporting activities and a professional personal trainer is available for employees in a gym located in one of Actavis buildings.

E.2. Strategy and implementation

An employee WHP survey was conducted in early 2008 in order to investigate healthy eating. This was done under the category healthy lifestyle where we asked about how important healthy food is for the individual, how satisfied employees are with the food, the canteen and how important healthy food is for them. Thereby giving management the opportunity to improve if needed. For instance, 89% of employees think it is rather or very important to have healthy food, 76% of employees think that the food made in the canteen had improved since the company had hired a new chef and made improvements for the canteen facility, 72% of employees think that a healthy food is available in the canteen.

A designated canteen with operation license from the local Health Authority is operating in accordance with local regulations and very strict internal requirements, e.g. SOPs (Standard Operating Procedures) covering internal control, cleaning, etc.

It is the company policy to provide only healthy food and a new initiative is to provide only healthy snack, such as fruits, during meetings. The company offers fruit free of charge and distributes fruits to all areas and departments. In addition, when special health or sports activities are ongoing the company provides special healthy food to motivate employees in practicing a healthy lifestyle. Drinking water is available and easily accessible in all working areas but the WHP program has resulted in even better access to drinking water in production areas.

On the intranet special WHP area employees can find a lot of information material about healthy eating and lifestyle. The menu from the canteen is published weekly on the intranet. The plan according to the action plan is to provide information about food nutrients.

The company private trainer provides nutrition counselling and support plus advice in selection of food during the day/week in relation to each individual's needs.

E.3. Evaluation and results

The first evaluation was carried out in 2008 after that health surveillance for all employees of Actavis Iceland was completed. The evaluation is performed by a health care professional, nurse, by measuring standard factors in relation with the health condition and lifestyle, e.g. blood pressure, cholesterol and BMI, plus questions regarding physical activities. The same evaluation will be carried out in 2009 so it possible to compare statistics between years. The plan is to continue with these evaluations yearly.

The results from this evaluation were discussed in the EHS Steering Committee meeting after the report with the health surveillance results was presented. The evaluation results demonstrated to management the importance to motivate employees to eat healthy and practice regularly exercises.

In addition to above mentioned health surveillance, a special WHP employee survey was conducted yearly 2008 in order to investigate healthy eating. This was done under the category healthy lifestyle and employees were asked about how important healthy food is for the individual, how satisfied employees are with the food, the canteen and how important healthy food is for them. Thereby giving management the opportunity to improve if needed. For instance, 89% of employees think it is rather or very important to have healthy food, 76% of employees think that the food made in the canteen had improved since the company had hired a new chef and made improvements for the canteen facility, 72% of employees think that a healthy food is available in the canteen. The same survey will be repeated yearly in order to monitor employees opinion and progress made. The results from this survey were discussed in the EHS Steering Committee and in the EHS Committee meetings after the report with the survey results were presented. The evaluation results demonstrated to management the importance of this subject to employees and the importance of continuing motivating employees to eat healthy and practice regularly exercises.

The action plan is also used to monitor the progress made, e.g. (1) when is the Actavis Health Week taking place and how many did attend certain events. The action plan is kept up to date by the team members and the plan is accessible on the company's intranet to the team and all employees.



Model of Good Practice

A. General information about the company

Company/organisation:	Actavis Iceland
Address:	Reykjavíkurvegur 76 – 80. Dalshraun 1 (Actavis Group Headquarters).
Name of contact person:	Leo Sigurdsson
Function of contact person:	Occupational Health, Safety and Environmental manager
Telephone number:	354 - 550 3300; 354 - Fax 550 3301
Email:	LSigurdsson@actavis.is
Sector:	development, manufacture, and sale of generic pharmaceuticals
Number of employees:	617 in Iceland. 11,000 employees operating in about 40 countries around the globe

Age	Sex		total
	male	female	
up to 35	83	179	262
35 to 50	106	184	290
50+	28	37	65
Total	217	400	617

B. Integration of WHP in company policy and culture

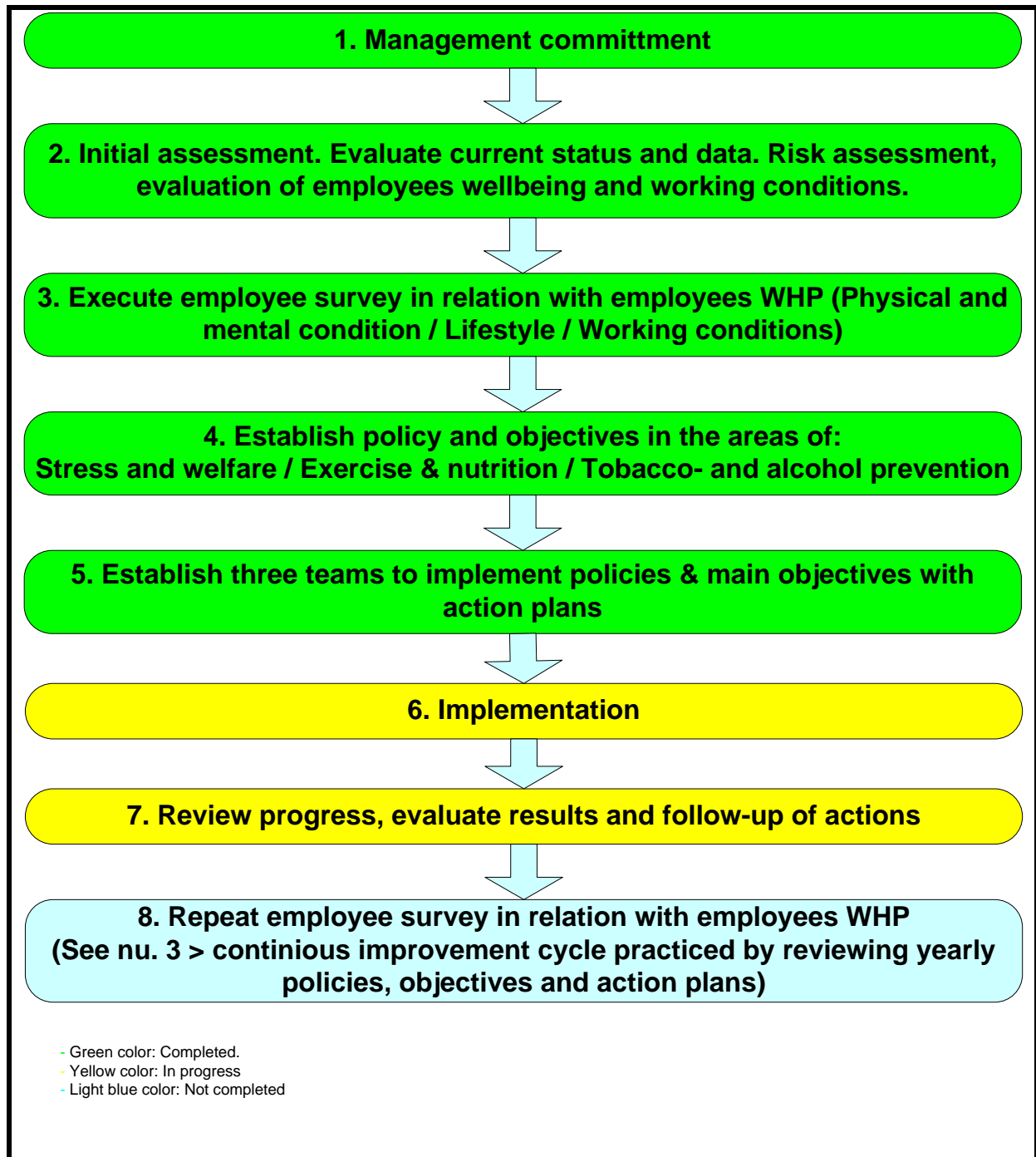
Actavis Iceland has been practicing an employee and Health & Safety (H&S) Policy for many years where the wellbeing, plus health and safety of the employees is well integrated. The employee police covers among other items; the roles and duty of the employees, education and job development, equality, flow of information, family policy and the wellbeing of employees health (e.g. financial support to do sports activities), health and safety issues with focus on Environmental, Health & Safety (EHS) committee (with employee safety representatives) and employees responsibilities in regards to EHS standards.

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To reinforce Actavis human resource with improved health condition and welfare it was decided in 2008 to conduct WHP survey which concluded the need to establish and implement policies with action plans by cross-functional teams in three main areas; (1) Stress&Welfare; to improve employees working conditions, minimize stress and contribute to a healthier condition; (2) Health&Nutrition; to provide good and healthy food and support and encourage employees to take care of their mental and physical conditions; (3) Tobacco&Alcohol prevention; to support and encourage employees to practice a healthy lifestyle, by promoting Actavis as a smokeless company which supports employees who have problems with tobacco or alcohol.

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C. Described health topics

X	Smoking-prevention
X	Healthy eating
X	Physical activity
X	Stress

F. Physical activity

F.1. Organisation & structures

Actavis has established a policy for healthy eating and physical activity (note that the two topics are combined in one policy and one action plan):

Physical activity and healthy eating:

It is our policy to encourage good and healthy food consumption in the workplace, and support and motivate the employees to carefully tend to their mental and physical wellbeing.

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A team with 7 people was established to implement the above policy with employees and management representatives. The team has a designated team leader with the role of coordinating the implementation of the policy. The team had the task to put forward an action plan to demonstrate the implementation of the policy, where each objective is analysed and divided into target, actions, responsible person and a certain time frame is given to complete the actions.

Among the seven team members is the company professional chef and the company professional physical trainer but this is considered to ensure the competency of the team.

Commitment and financial support from Actavis is absolute, as can be seen by; the work of the team; fruits free of charge (since 2007); healthy nourishment during meetings (since 2008); subsidy of meals; offering financial support to pay for sporting activities and a professional personal trainer is available for employees in a gym located in one of Actavis buildings.

F.2. Strategy & implementation

An employee WHP survey was conducted in early 2008 in order to investigate physical activity of Actavis employees. This was done under the category healthy lifestyle where we asked about how often they exercised during one week, for how long time they have been doing that (months/years), what type of exercise, what is motivating them to perform physical activities and how physical activities is having effect on their physical and mental well being. Thereby giving management the opportunity to improve if needed.

New and fully equipped gym is located in one of Actavis buildings, it was opened in the end of 2007 after Actavis management got an agreement with a privately owned company, World Class, to open the gym which is now one of many World Class chain of gyms in the capital area. Special offers are for Actavis employees and their family members. Professional personal trainer, hired by Actavis, is available for employees in the gym. Physical activity groups are meeting during working hours or after work, e.g. soccer-/basketball- teams meet in a gymnasium provided by the company once per week and there are active lunch time marathon (running) / walking groups. Change rooms and showers are available in the company buildings. Actavis encourage employees and participates in many public WHP campaigns, e.g. "bicycle to work" and "healthy lifestyle" (Lifshlaup). During these campaigns Actavis motivates participants by offering healthy food, breakfast, barbeques and by providing safety vests to ensure the safety of the employees when bicycling or running outside.

F.3. Evaluation and results

The first evaluation was carried out in 2008 after that health surveillance for all employees of Actavis Iceland was completed. The evaluation is performed by a health care professional, nurse, by measuring standard factors in relation with the health condition and lifestyle, e.g. blood pressure, cholesterol and BMI, plus questions regarding physical activities. The same evaluation will be carried out in 2009 so it possible to compare statistics between years. The plan is to continue with these evaluations on a yearly basis.

The results from this evaluation were discussed in the EHS Steering Committee meeting after the report with the health surveillance results was presented. The evaluation results demonstrated to management the importance to motivate employees to eat healthy and practice regularly exercises.

In addition to above mentioned health surveillance, a special WHP employee survey was conducted yearly 2008 in order to investigate employees' physical activity. This was done under the category healthy lifestyle, employees were asked about how often they exercised during one week (2-3 times most common or 54% and 37% exercise more often), for how long time they have been doing that (32% increase during the last 11 months), what type of exercise (Gym most common or 60%), what is motivating them to perform physical activities (self motivation most common, or 83%) and how physical activities is having effect on their physical and mental well being (more then 80% believe it is having positive effect on physical and mental well being). Consequently giving management the opportunity to improve if needed. The same survey will be repeated yearly in order to monitor employees opinion and progress made. The results from this survey were discussed in the EHS Steering Committee and in the EHS Committee meetings after the report with the survey results were presented. The evaluation results demonstrated to management the importance of this subject to employees and the importance of continuing motivating employees to eat healthy and practice regularly exercises.

The action plan is also used to monitor the progress made, e.g. (1) when is the Actavis Health Week taking place and how many did attend certain events. The action plan is kept up to date by the team members and the plan is accessible on the company's intranet to the team and all employees.

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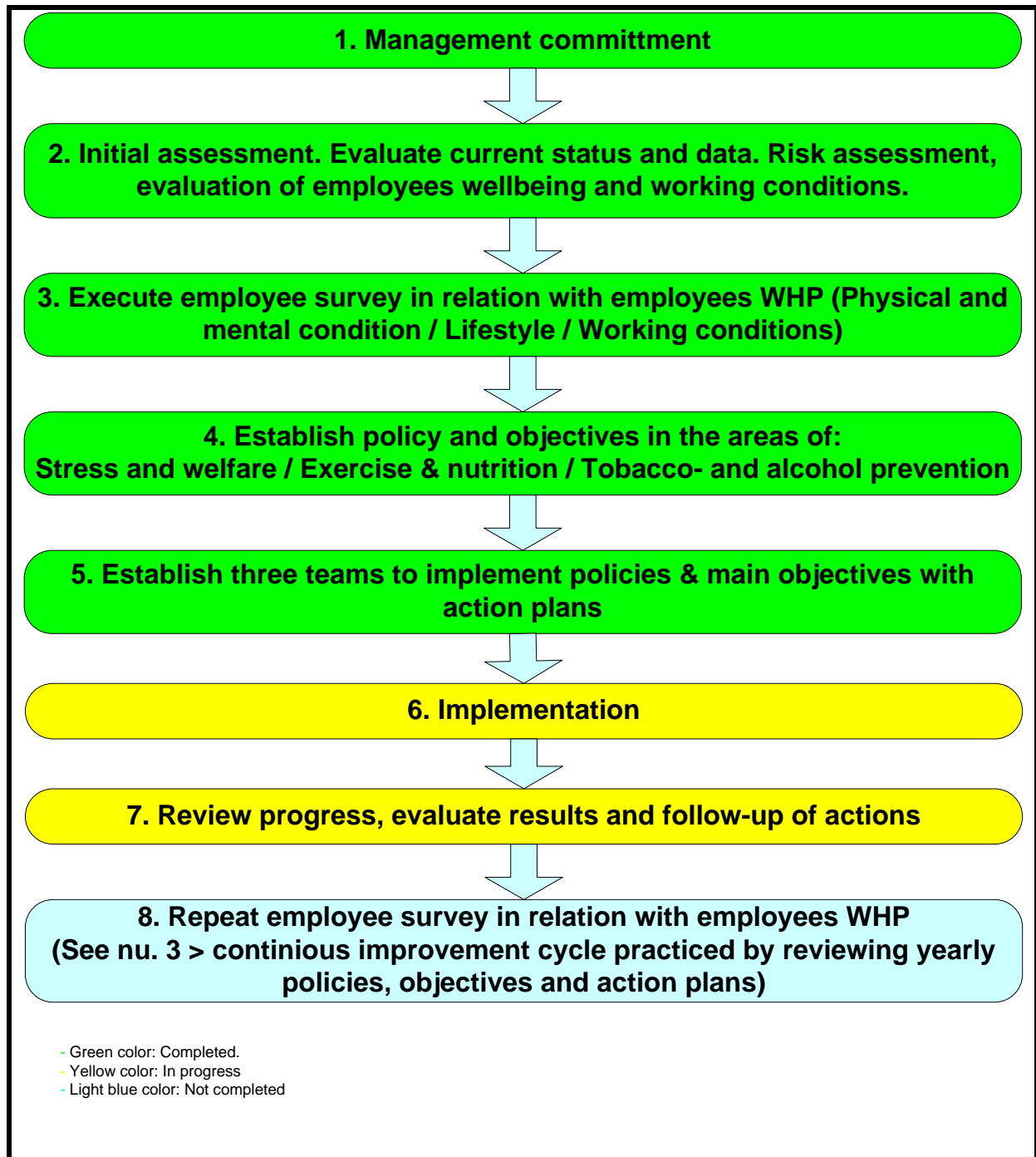
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C. Described health topics

X	Smoking-prevention
X	Healthy eating
X	Physical activity
X	Stress

G. Stress

G.1. Organisation & structures

Actavis has established a policy for stress and welfare:

It is our policy that all employees feel good at work and it is kept in mind that there shall be a natural balance between them as individuals, the workplace and the organization. By this we intend to improve the employees' facilities, minimize stress and promote emotional wellbeing.

Our main objectives by implementing this policy are:

- To conduct a risk assessment of the employees' work environment.
- To create a follow-up system to implement corrective actions which emerge and which are believed that can lead to better working conditions.
- To conduct annually an employee survey, which enables us to measure stress and general wellbeing.
- To offer health surveillance and thereby acquiring information on possible health changes of certain groups; taking risk factors in the work environment into specific consideration.
- To enhance the employees mental wellbeing by informing management of its the importance and offering prevention courses in stress management.

A team with 4 people was established to implement the above policy with employees and management representatives. The team has a designated team leader with the role of coordinating the implementation of the policy. The team had the task to put forward an action plan to demonstrate the implementation of the policy, where each objective is analysed and divided into target, actions, responsible person and a certain time frame is given to complete the actions.

Among the four team members is the EHS Manager which has an International General Certificate in Occupational Health and Safety (by NEBOSH) and the HR Manager. The team is supported by a physical therapist who has been working for the company for many years in assessing employees working condition and stress factors, plus given lectures about mental wellbeing, stress preventive measures and relaxing methods. The team is also working closely with another Actavis site in UK which has the experience in implementing workplace stress policy.

Commitment and financial support from Actavis is absolute, as can be seen by; the work of the team; budget plans do cover for instance necessary training in regards to stress and to cover cost of a psychologists when employees need support because of mental ill health or in the case of personal crisis.

G.2. Strategy & implementation

Risk assessment regarding stress has been conducted for in all areas and for all employees in every department of the company. Each group was assessed in relation to working conditions, stress and mental wellbeing. A questionnaire was used to assess the stress by asking relevant questions and the results presented in a report for each area or department. The responsible manager, EHS manager, HR manager and a safety employee representative were present when the results were presented and then it was presented to employees. The risk assessment process is repeated yearly.

In addition to above, the WHP employee survey does also include questions regarding stress, such as mental condition at work, working stress, conflict at work, communication, mirth and how well employees think that Actavis is fostering the health and well-being of their employees, plus asking employees to submit their recommendations so Actavis can improve in this field.

Risk assessment results, discussion between employees and management has lead changes in regards to adapting work load and reduce job loads, e.g. changes in shift arrangements, job rotations, flexibility in relation to family needs, regular employees meetings. A new department, Business Improvement (BI) was establish in 2008 to improve processes, procedures, working condition and work efficiency, recent completed projects have demonstrated improved working conditions and methods resulting in less working load. Actavis has offered different training courses in time management.

Employees who suffer from stress have several ways to seek support within the company. The support is provided by fixed 4 half days per month presence of the company doctor and the company physical therapist. If a case is considered serious the employee is referred to the company psychologists. This support will be strengthen even further by informing management of its importance and offering prevention courses in stress management as stated in the company stress policy and action plan.

On the intranet special WHP area employees can find information material about stress, WHP promotion and the action plan.

G.3. Evaluation & results

The corrective actions from risk assessment results are recorded in to a database and it is monitored if actions are completed. Regular meetings are held with responsible managers to review the progress of completed actions and the progress is reported to the EHS steering committee. The risk assessment process is repeated yearly.

In addition to above mentioned corrective actions database, a special WHP employee survey was conducted yearly 2008 in order to investigate employees' mental conditions. Employees were asked about mental condition at work (88% rather or very well mental condition, 3% rather bad), working stress, conflict at work, communication between colleges, mirth (82% rather or very much mirth, 3% rather or very little mirth) and how well employees think that Actavis is fostering the health and well-being of their employees (53%; Either well or bad. 35%; rather well or very well. 8%; rather badly or very badly), plus asking employees to submit their recommendations so Actavis can improve in this field. Consequently giving management the opportunity to improve which was considered needed according to the results. The same survey will be repeated yearly in order to monitor employees' opinion and progress made. The results from this survey were discussed in the EHS Steering Committee and in the EHS Committee meetings after the report with the survey results were presented. The action plan is also used to monitor the progress made. It is kept up to date by the team members and the plan is accessible on the company's intranet to the team and all employees.