

WA SUSTAINABILITY TRANSPARENCY TEMPLATE R&D site TIBOTEC - VIRCO Mechelen ( Be) year 2005 - 2009							
Location	Mechelen , Belgium						
Date	Jan 28 th , 2010						
Company name	<b>Tibotec -Virco Virology BVBA</b>						
Business facts	<p>Tibotec-Virco Virology BVBA is a biotechnical company , engaged in research in various fields of discovery and development of:</p> <ul style="list-style-type: none"> <li>-Innovative HIV/AIDS drugs and anti-infectives for diseases of high unmet medical need ( ie HCV, TB, MRSA )</li> <li>-Advanced diagnostic solutions for viral infections, helping doctors to make better therapeutic decisions by prescribing personalized therapies and thereby contributing to an improved quality of life for their patients.</li> </ul>						
	<u>Year</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	
Footprint	Surface m2 offices and labs	18490	19880	21230	21230	21230	
Employment	Number of employees ( headcount)	419	432	460	485	450	
Environmental , Health and Safety Performance							
Our policy	We are committed to care for the safety and health of our employees and to minimize the impact of our R&D operations on the environment.						
Environmental	<p>Yearly publication of environmental report  Environmental management system in place similar to ISO 14001</p>						
	<u>Year</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	
	Reportable non-compliance	0	0	0	0	0	
	Minor non-compliance	3	1	1	1	0	
	CO2 emissions	Tons	3600	3706	4036	3835	Tbd
	Energy use natural gas	MWh	2600	2800	2070	1800	Tbd
	Energy use electricity	MWh	5532	5100	5829	5587	Tbd
	Energy use total	MWh	8132	7900	7899	7387	Tbd
	Primary energy use	GJ	58151	55003	60263	57240	Tbd
	Energy efficiency	KWh / m2	439	397	372	347	Tbd
	CO2 offset offices	Tons	0	0	116	0	Tbd
	Energy reduction offices	MWh	0	0	420	0	Tbd
	CO2 offset labs	Tons	0	0	0	143	Tbd
	Energy reduction labs	MWh	0	0	0	520	Tbd
	Paper use	Tons	na	70	62	13	12
	From sustainable forests	%	22	85	98	98	98
	Hazardeous waste	Tons	na	70	62	50	64
	Non hazardeous waste	Tons	na	84	103	65	50
	Water use	m3				5079	5034
Employee safety	<p>Yearly publication of safety &amp; health report  Safety &amp; Health management system in place</p>						
	<u>Year</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	
	Lost workday cases on the job	Number	3	1	1	0	1
	Lost workdays	Number	14	4	14	0	6
	Frequency rate (Belgian law def)	%	4.8	1.45	1.43		Tbd
	Lost workday cases work-home	Number	4	5	3	5	2
	Company car accidents per million n	Number	5.9	9.7	10.0	10.6	13.8
Employee health	<u>Year</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	
	Presenteism all employees	%	97.5	98.0	97.8	98.1	97.6
	Risk profile of employees that took the test:						
	Low health risk employees	%	na	na	85	na	na
	Tobacco use	%	na	na	9	na	na
	High blood pressure	%	na	na	12	na	na
	High Cholesterol	%	na	na	7	na	na
	Inactivity	%	na	na	39	na	na
	Unhealthy eating	%	na	na	66	na	na
Miscellaneous	Visit our websites : <a href="http://www.tibotec.com">http://www.tibotec.com</a> and <a href="http://www.vircolab.com">http://www.vircolab.com</a>						