

# *ECOMpetition*



## **What is the Roche ECOMpetition?**

In 1995, the Roche divisional eco-delegates developed a Group-wide initiative which they called the ECOMpetition. This competition is designed to give employees an opportunity to contribute ideas and suggestions on how the company can further enhance its sustainability culture and performance. The ECOMpetition raises awareness of environmental protection and aims particularly to encourage sustainability by identifying ways which financial savings can be achieved through environmental protection.

## **How does it work?**

Employees submit their suggestions as to how Roche can help to protect the environment or use energy or natural resources more efficiently, and prizes are awarded for the best submissions. The competition is open to individuals or teams of up to three employees.

Managers at the local site level then examine the feasibility of their employees' suggestions, estimate the potential cost savings, and commit to implementing the proposed improvements.

Ideas are evaluated by a team consisting of the eco-delegates and two members of the Corporate SHE department (CSE). The inclusion criteria have been tightened up over the years in order to focus on those projects which are significant at a group level.

## **Facts & Figures**

<b>Year</b>	<b>No. of suggestions</b>	<b>Participants</b>	<b>Winning proposals</b>
1995	2500	1400	52
1999	550	865	26
2004	130	214	18
2007	130	201	22

**Estimated financial savings through ECOMpetition'07 ideas: US\$ 2.3 mio per year**

## **What impact does it have?**

Ideas submitted as part of the ECOMpetition have resulted in significant successes in a variety of areas including energy conservation, waste reduction, decreased consumption of water and raw materials, and reduced air pollution. Additionally, a number of submissions have addressed the social aspect of sustainability. As well as yielding environmental improvements, suggestions relating to individual manufacturing processes have resulted in major cost savings at specific Roche sites. Other ideas, including measures to reduce energy consumption of air-conditioning systems, have proved useful at multiple sites. Closed-loop systems and water reuse schemes have been set up in countries where water conservation is an issue due to its scarcity as a resource. In the social responsibility sphere, ideas have included a paper recycling scheme managed by a charitable institution, and helping schools and universities to dispose appropriately laboratory chemicals.

The financial savings yielded by ECOpetition'07 ideas are estimated to be at least US\$ 2.3 mio on a minimal one time investment. The initiative will thus have long-term positive effects.

**Example: Fighting birds with birds.**

For many years the Cuernavaca site in Mexico – part of the Roche Group until the end of 2005 – had to contend with hygiene problems caused by bird droppings. One of the ideas submitted for the ECOpetition'04 was to use falcons to drive away other birds from the site. Three employees set up a falconry club and trained three falcons to circle in the sky above the plant and frighten off other birds. The investment of US\$ 8'500 was well below the cost of anything tried before and the scheme proved very well.

**Why an employee competition?**

Roche has a long tradition of commitment to environmental protection as is reflected in our participation in a variety of national and international programs. We believe that engaging each of our employees, and encouraging them to apply the concept of sustainability to their daily work activities is essential to long-term success in this area.

Employees benefit from the challenge of being asked to come up with new ideas and Roche benefits by having all employees apply their unique skills and perspective to the question of how to improve the company's sustainability performance.

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