



**2007 US Corporate Responsibility Summary Report**

## **About the Report**

This Corporate Responsibility Summary Report details the social, economic and environmental activities of AstraZeneca. Most of the content addresses our activities in the United States, although portions of this report summarize the approach of AstraZeneca to corporate responsibility at the global level.

## **Reporting Time Frame**

All reported data are for the 2007 calendar year, unless otherwise noted. Although we do not have a specific timetable for future reporting, we do update information and metrics on our corporate responsibility Web site throughout the year.

## **Global Reporting Initiative**

We used the principles set forth in both the Global Reporting Initiative (GRI) Guidelines and the AA1000 Assurance Standard as a guide while preparing this report.

## **Policy Considerations**

The pharmaceutical industry in the United States is highly regulated and therefore, public policy at the federal, state and local levels often influences the decisions we make. Key issues addressed throughout this report, particularly in the Corporate Governance and Compliance, Sales and Marketing, Access to Medicines, Patient Safety and Clinical Trials sections, reflect our policy priorities.

We regularly identify and explore key issues and engage the public, legislators and policy makers on important health policy initiatives for the benefit of the people who use our medications. In addition to our own advocacy efforts, we work closely with the Biotechnology Industry Organization (BIO) and with our industry trade association, the Pharmaceutical Research and Manufacturers of America (PhRMA), which lobbies and communicates on behalf of the industry and its members, including AstraZeneca.

This document is not to be used for promotion of AstraZeneca products. It is not to be used by the sales force or any external marketing team during the conduct of product promotional activities.

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## A Letter from Tony Zook

AstraZeneca is one of the world's leading pharmaceutical companies, and at the heart of our business lies one single purpose: making a meaningful difference in people's health through life-changing medicines.

We have a history of developing effective, innovative medicines but more importantly, we are focused on future treatments to address serious and chronic diseases that are the leading causes of death and disability. These include cancer, chronic respiratory ailments, diabetes, infectious diseases, mental health illness and obesity.

While delivering on our promise of advancing life-changing medicines will always be our main focus, we also ask ourselves every day, what more can, and should, a pharmaceutical company do to improve healthcare? We don't have all the answers, but we are committed every day to meet this challenge.

For example, working with patients, healthcare professionals, policy makers and other stakeholders, we support policies and practices that save lives and reduce healthcare costs through more effective prevention and treatment of chronic diseases. We also support initiatives for helping keep people healthy before they may ever need our medicines.

- AstraZeneca is a proud national sponsor of START!, the American Heart Association's national movement to encourage all Americans to live longer, stronger lives by taking up walking and other healthy habits in the workplace.
- AstraZeneca is the first company to give nationwide, large-scale support to the American Cancer Society's Patient Navigator Program. AstraZeneca also provided financial support to build two AstraZeneca Hope Lodge Centers, in Boston and Philadelphia, to provide a home-away-from-home for cancer patients and their families who must travel to receive treatment.
- People suffering from mental illness deserve the same equal access to treatment and services as other patients. In 2007, AstraZeneca announced a multiyear partnership with the National Alliance on Mental Illness's (NAMI) Connection Recovery Support Group. Through this program, NAMI will provide a support group in English and Spanish within reasonable traveling distance for every American who lives with mental illness, every day of the week by the 2010.

We also recognize that treatments, no matter how effective, will not work if they don't reach the people who need them most. For example, lower income patients are disproportionately affected by chronic diseases such as diabetes and heart disease.

In 2007, AstraZeneca helped nearly a half million people fill 2.8 million prescriptions resulting in more than \$500 million in savings to patients this year. Our collaborative partnership with Christiana Care Health System, the State of Delaware, and the United Way of Delaware on "Healthy Delawareans Today & Tomorrow" is dedicated to help Delaware's uninsured children and families gain access to free or low-cost healthcare services.

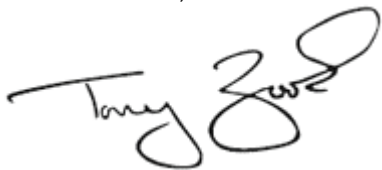
Our commitments and beliefs extend to our communities and employees.

- In 2007, AstraZeneca was named one of the "100 Best Companies to Work For" by *FORTUNE Magazine*, a "Top Employer" by *Science Magazine*, one of the "Best Places to Work in Industry," by *The Scientist*, one of the "100 Best Companies for Working Mothers," by *Working Mother* magazine, and was the first recipient of the Fit-Friendly Company Award by the American Heart Association. AstraZeneca also received CEO Gold Standard Reaccreditation by the CEO Roundtable on Cancer for its ongoing promotion of employee cancer-prevention initiatives
- Globally, AstraZeneca set an ambitious goal of an 11% reduction from 2005 levels in the total worldwide waste we generate indexed to sales by 2010. US energy use in 2007 decreased by 2% versus 2005 and Associated Carbon Dioxide (CO2) emissions also decreased by 21% in 2007 versus 2005. We became a partner in EPA's Green Power Partnership and have joined the US Green Building Council with three current U.S. projects on track to receive LEED certifications
- To support our communities, in 2007 AstraZeneca provided over \$47 million in contributions to nonprofit programs and projects aimed primarily at improving health across the U.S. This includes asthma education and screening, heart disease prevention, support for cancer patients and suicide prevention.

I believe the work we do, the commitments we make, and the way we conduct ourselves will raise the bar for what people expect from a healthcare company. We don't have all the answers, but we do know that how we treat people are just as

important as the medicines we make. We're committed to listening and learning with the hope that AstraZeneca, now and in the future, will help improve a healthcare system that lets us all live longer, healthier lives.

Yours in Health,

A handwritten signature in black ink, appearing to read "Tony Zook". The signature is fluid and cursive, with the first name "Tony" written in a simple, slightly slanted script, and the last name "Zook" written in a more stylized, cursive font with a large, looping 'Z' and 'O'.

Tony Zook  
President and CEO, North America  
Executive Vice President, Global Marketing  
AstraZeneca

## Global Corporate Responsibility Approach

At AstraZeneca, we understand that how we conduct our business is just as important as the medicines we deliver. To maintain the trust and confidence of all our stakeholders, we must ensure that wherever we have a presence or make an impact, we live and work by our values and standards of ethical behavior.

Our enduring challenge is to ensure that we translate our values and standards into consistent and appropriate actions worldwide. While we have made positive strides in recent years, we still have more work to do to fully integrate corporate responsibility into all of our business processes and practices. So, for us, corporate responsibility has become a continuing process of improvement that we strive every day to reflect in our decisions and actions.

The AstraZeneca Board owns our corporate responsibility (CR) strategy and we have a Non-Executive Director with responsibility for overseeing implementation of that strategy within the company. Our Senior Executive Team and other senior managers are accountable for CR management within their areas, based on the global framework but taking account of national, functional and site issues and priorities. Individually, everyone at AstraZeneca has a responsibility to integrate CR considerations into their day-to-day decision-making, actions and behaviors.

During 2007, we strengthened our CR leadership and governance with the establishment of a new function, Group Public Affairs, which is leading the development of our strategic approach and aligning the tactical delivery. The new group works closely with Global Compliance and with senior business and functional leaders across AstraZeneca to ensure that we have appropriate systems in place for identifying the risks and opportunities associated with our corporate responsibility, together with effective frameworks for managing them, monitoring progress against our objectives and ensuring compliance with all relevant policies and standards.

Our parent company, AstraZeneca PLC, annually publishes information on our global commitment to corporate responsibility, which is available to shareholders in our annual report and Form 20F/annual review. This report is available at <http://www.astrazeneca.com/>

The screenshot shows the AstraZeneca International Corporate Responsibility page. The left sidebar contains a navigation menu with the following items: Home, About us, Careers, Investors, Media, Partnering, Products, Research, Responsibility (highlighted), CEO introduction, Our medicines, Our research, Our people, Climate change, Sustainable production, In the community, In the developing world, Projects & partnerships, Governance, management & measurement, Local implementation, Reporting performance, and Contact us. The main content area has a header 'Corporate responsibility' and a large image of a person flying a kite on a beach. Below the image is a quote: 'Our reputation is built on the trust and confidence of all our stakeholders and is one of AstraZeneca's most valuable assets.' The text below the quote states: 'Our business activities touch many people's lives, including patients, physicians, employees, investors and the communities around us. We know that how we do business, as well as what we do, is important to our reputation among these groups and wider society. Maintaining their trust and confidence in AstraZeneca as a responsible company means making sure that our high-level values and principles are translated into consistent and appropriate behaviour worldwide.' Further down, it says: 'This section of our website describes our approach to managing the challenges and opportunities associated with our corporate responsibility to ensure that, alongside our commitment to competitiveness and top-tier performance, we continue to be led by our core values to achieve sustainable success.' At the bottom, it mentions: 'In 2007, we conducted a project to review the possibility of applying the Global Reporting Initiative (GRI) guidelines to our reporting. GRI provides guidance for organisations to use as the basis for sustainability performance reporting, which gives stakeholders a consistent, comparable framework in which to understand disclosed information. A cross-functional team including Human Resources, Compliance, Global Safety, Health and Environment and Corporate Communications, as well as Global CR, reviewed the GRI indicators against a number of criteria, such as their relevance to our CR approach and to the key target audiences for our reporting. The review also served as a means of'.

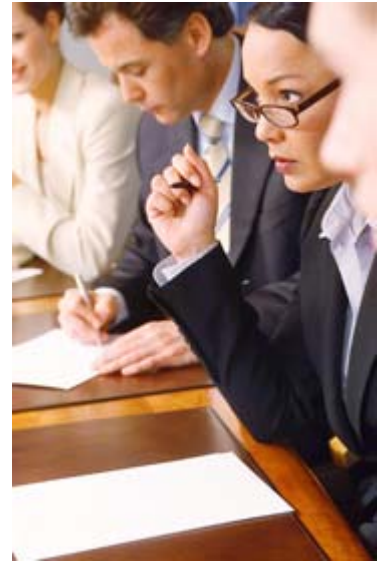
## **Corporate Responsibility at AstraZeneca in the United States**

At AstraZeneca US, we recognize that corporate responsibility issues and expectations are constantly evolving. We understand that our corporate responsibility efforts must align with our company's values and standards, as well as the expectations of our stakeholders. We are committed to a continuing dialogue with our various stakeholders and external opinion leaders concerning their thoughts on what a responsible pharmaceutical company should be.

In the US, our CR Council spearheads our corporate responsibility efforts. AstraZeneca's US CR Council is a cross-functional group of managers that reports through the US Compliance Officer to the AstraZeneca Business Integrity and Assurance Team. The Council creates the US Priority Action Plan, and monitors the implementation across the US organization. The US CR Plan is aligned with our Global Plan and there are identified managers with responsibility for overseeing progress in each of the key issue areas.

### **Putting insights into action**

Feedback from opinion leaders and stakeholders helped us develop the 2007 US CR Report. We also shared our findings with Group Public Affairs so the ideas and concerns of US stakeholders could help to shape our worldwide strategies. In addition, we committed ourselves to a continuing stakeholder dialogue that has enabled us to respond more effectively to issues and expectations.



## Access to Medicine

AstraZeneca recognizes that the issue of the uninsured and underinsured is one of the healthcare system's most significant challenges. Lack of healthcare coverage and inadequate coverage acts as a major barrier to patients accessing the healthcare they need.

In an effort to connect people with the important medicines they need, we support a number of initiatives that are designed to improve access to medicines. We strive to provide people with more affordable access to medicines through our active participation in the Medicare Part D program and state pharmaceutical assistance programs, as well as through contracting with health plans.

In addition, AstraZeneca both offers and participates in a variety of assistance programs that provide qualified participants with medicines free of charge or at significant savings. AstraZeneca is also the first company to use all televised product advertising to provide patient assistance information for those unable to afford our medicines.



In 2007, AstraZeneca changed the name of our suite of assistance programs to AZ&Me™ Prescription Savings programs.

### **AZ&Me™ Prescription Savings program for people without insurance**

For nearly three decades, AstraZeneca has offered patient assistance side by side with our medicines. In 2007, AstraZeneca helped nearly half a million people fill 2.8 million prescriptions resulting in more than \$500 million of savings to patients.

The median household income in the US is \$46,000. But we know that a family earning more than that may still have difficulty affording their medicines. As a result, in November 2006, AstraZeneca expanded the eligible annual income of our industry-leading AZ&Me™ Prescription Savings program for people without insurance to \$60,000 for a family of four (\$30,000 for an individual), which equates to an expansion of the qualifying eligibility up to approximately three times the Federal Poverty Level. With the change in our income eligibility criteria, 3.8 million more people could be eligible to qualify for help.

### **AZ&Me™ Prescription Savings program for people with Medicare Part D**

Additionally, in November 2006, AstraZeneca launched a new retail-based program designed to help people enrolled in Medicare Part D who are having difficulty paying for their AstraZeneca medicines. The new program is called AZ&Me™ Prescription Savings program for people with Medicare Part D (formerly called AZ & Medicine and Me™ for people in Medicare Part D). Access and affordability to medicines are important issues among our seniors, which is why a couple making up to \$40,000 per year may qualify to receive savings on AstraZeneca medications right at the pharmacy counter. This program is special because it is easy to sign up, has no enrollment fee and is available at local pharmacies. The program is designed specifically to help qualifying Medicare Part D enrollees receive additional savings on their AstraZeneca medicines. Enrolled members will pay no more than \$25 for a typical 30-day supply of AstraZeneca medicines available through Medicare Part D.

### **AZ&Me™ Prescription Savings program for healthcare facilities**

AstraZeneca opened its AZ&Me™ Prescription Savings program for healthcare facilities to new facilities on October 1, 2007. This program will provide medicines free of charge to community free clinics, community health centers, and hospitals that serve the uninsured. The AZ&Me™ Prescription Savings program for healthcare facilities plans to provide free AstraZeneca medicines to hundreds of thousands of patients through approximately 250 facilities by the end of 2008. Additionally, AstraZeneca expanded the patient eligible annual income to \$60,000 for a family of four (\$30,000 for an individual). Qualifying patients at these facilities receive our prescription medicines free of charge.

The program for healthcare facilities builds on the current AstraZeneca patient assistance programs by extending prescription drug assistance directly to the sites where uninsured patients interact with healthcare providers, supporting patients at one central place where they can get the medicine and the care they need.

### **Partnership for Prescription Assistance (PPA)**

The Partnership for Prescription Assistance brings together America's pharmaceutical companies, doctors, other healthcare providers, patient advocacy organizations and community groups to help qualifying patients who lack prescription coverage get the medicines they need through the public or private program that is right for them. Many will get them free or nearly free. Its mission is to increase awareness of patient assistance programs and boost enrollment of those who are eligible.

### **Together Rx Access™**

In 2007, AstraZeneca, along with the nine other leading pharmaceutical companies, provided significant savings on more than 275 brand-name drugs through the Together Rx Access™ Prescription Savings Program. This free program offers savings of approximately 25% to 40% for qualified low-income Americans who are not eligible for Medicare and who lack prescription drug coverage.

In October of 2007, AstraZeneca announced it would no longer participate in the Together Rx Access™ program as of February 1, 2008 and instead would provide assistance to those patients through its expanded AZ&Me™ Prescription Savings program for people without insurance, which provides AstraZeneca medicines free to individuals making up to \$30,000 for an individual, or \$60,000 for a family of four.

In the two years AstraZeneca has participated in the Together Rx Access™ program, we're proud to have helped patients save millions of dollars on their prescription drugs. We continue to encourage patients to use the Together Rx Access™ Card to receive savings on their other medications.

### **Help for People in Medicare**

The Medicare Prescription Drug Improvement and Modernization Act of 2003 brought about the single biggest change in healthcare delivered by the US government in nearly 40 years. As of January 1, 2006, the government made prescription drug coverage available to everyone with Medicare, regardless of income, health status, or prescription drugs used. This benefit, commonly called Medicare Part D, affected the lives of more than 43 million Americans.

In 2006, the Wall Street Journal Online/Harris Interactive Health-Care Poll reported the Medicare Part D drug benefit as highly successful in its first year. Seventy-five percent of seniors enrolled in a Medicare drug plan said they are satisfied with their current plan and seventy percent said it saves them money.

In addition to providing savings to those enrolled in Medicare Part D who qualify, AstraZeneca is engaged in a number of Medicare outreach and education efforts designed to provide important information to beneficiaries and their trusted sources: physicians, pharmacists, caregivers, employers and community-based organizations.

### ***My Medicare Matters™***

Through an initial grant of \$10 million, we supported *My Medicare Matters™*, a community-based national education campaign sponsored by the National Council on Aging and the Access to Benefits Coalition. In 2006, during the first-ever Medicare Part D enrollment period, *My Medicare Matters™* sponsored more than 3,100 events and provided one-on-one education and information to more than 210,000 people in an effort to help them better understand the new coverage. Now, nearly 24 million Medicare beneficiaries are enrolled in Medicare Part D plans.

In 2007, AstraZeneca was presented with the National Council on Aging's Arthur Flemming Award for Public/Private Partnerships for its leadership and support of the *My Medicare Matters™* program. AstraZeneca is the first pharmaceutical company to receive this award. AstraZeneca, along with NCOA, won the PRSA Silver Anvil award for Public Service Partnerships for the *My Medicare Matters™* program.

In 2007, *My Medicare Matters™* undertook a number of activities designed to help community organizations that work directly with people at the local level, including groups that reach out to people with limited incomes. These activities included:

- Access to technology such as laptops, touch-screen kiosks, and hand-held units. This technology is being made available to a number of community organizations with which the campaign has worked in the past for use at local events and in one-on-one outreach sessions.
- Updating the *My Medicare Matters™* English and Spanish language Web sites with new information relevant not only to those new to Medicare, but also to those who currently have Medicare prescription drug coverage and may be assessing their options under Medicare Part D.

- Providing user-friendly tools, materials and training for community organizations in an effort to help them help others. *My Medicare Matters* is developing an on-line community that will be designed to further assist the outreach efforts of these local organizations.

## AmeriCares

In 2007, AstraZeneca continued its collaboration with AmeriCares, an international relief organization. In a quarter century, AmeriCares has delivered more than \$7 billion of aid to 137 countries. Our partnership with AmeriCares supported patients around the world who were in need of medicine in three major ways:

1. We provided financial support to AmeriCares on an annual basis. AmeriCares used our contribution to ensure that all medications got to the people in countries that need it, as well as to expand their outreach efforts.
2. We supported medical missions. AmeriCares' Medical Outreach Program donates medical products to qualified US healthcare professionals who are traveling overseas to provide charitable medical care to some of the neediest and most under-served people in over 80 countries around the world.
3. We helped to ensure that people affected by disasters around the world have the medicine they need. The AstraZeneca support was primarily US-based and we supported on-the-ground efforts following the tornado in Greensburg, Kansas, and the wildfires in Southern California.

AstraZeneca and AmeriCares also initiated a long-term project with Hope Worldwide's Sihanouk Hospital Center of Hope in Phnom Penh in the effort to increase access to quality healthcare in Cambodia. Through this exciting three-year commitment by AstraZeneca, AmeriCares and the Center of Hope, we are aiming to make more diagnostic services and treatments accessible to more patients, raise public awareness about breast cancer and build the capacity of healthcare providers to successfully diagnose and treat this deadly disease.

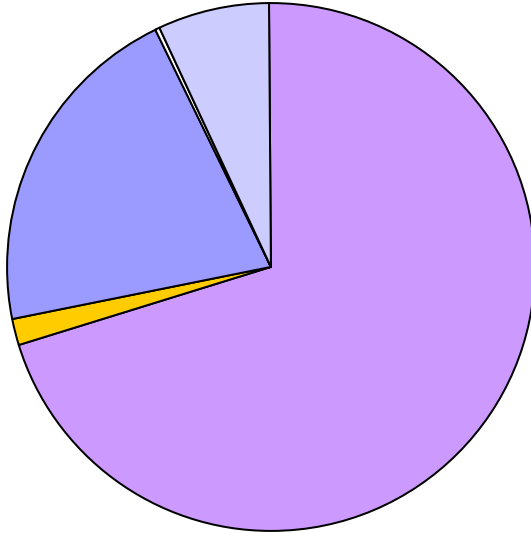
Over the last two years, AstraZeneca has donated prescription medicines having a value of \$31 million in support of AmeriCares ongoing programs around the world, including its medical outreach programs and disaster relief and preparedness. Through AmeriCares, AstraZeneca medicines have reached 53 countries.

## Providing Assistance to Those in Need

In 2007, AstraZeneca helped nearly a half million people fill 2.8 million prescriptions resulting in more than \$500 million of savings to patients.

- AZ&Me™ Prescription Savings program for people without insurance\*
  - \$ 362,019,922            258,947 patients
- AZ&Me™ Prescription Savings program for people with Medicare Part D†
  - \$ 8,687,611            11,479 patients
- AZ&Me™ Prescription Savings program for healthcare facilities\*
  - \$ 109,319,544            160,175 patients
- Together Rx Access™†
  - \$ 1,561,203            14,174 patients
- Other product donations
  - \$ 36,087,672

## Providing Assistance to Those in Need



- \*AZ&Me™ Prescription Savings program for people without insurance\* \$362,019,922 258,947 patients
- \*AZ&Me™ Prescription Savings program for people with Medicare Part D† \$8,687,611 11,479 patients
- \*AZ&Me™ Prescription Savings program for healthcare facilities\* \$109,319,544 160,175 patients
- \*Together Rx Access™† \$1,561,203 14,174 patients
- \*Other product donations \$36,087,672

\* PAP and CPP values are based on actual product donation.

†TRx Access and AZ&Me Prescription Savings program for people in Medicare Part D values are based on savings provided to patients based on AWP. AWP represents the average price at which wholesalers sell drugs to physicians, pharmacies and other customers. AWP is calculated by third-party reporting agencies, not AstraZeneca.

Please visit our corporate Web site, <http://www.astrazeneca-us.com/help-affording-your-medicines/>, for more information on each of these programs and for enrollment information.

## Patient Safety

AstraZeneca is a research-based pharmaceutical company and our paramount responsibility continues to be the safety of our products and the well being of the people who use them. Ideally, a medicine would target only the disease that it is meant to treat and would not have any other effect. In reality, despite the best efforts of scientists, such a medicine does not yet exist and all medicines have possible side effects that some patients may experience. The benefits of a medicine must therefore be weighed against its side effects and the acceptable level of risk decided upon by the company developing the medicine, by the regulators who approved it for marketing and, ultimately, by healthcare professionals. We aim to minimize the risks and maximize the benefits of each of our products through a number of mechanisms.



## Product Safety

We dedicate more than 500 drug safety professionals worldwide to the task of ensuring that we meet our commitment to patient safety. For each of our products, we assign a drug safety physician, who closely monitors the medicine throughout its life cycle, from the development pipeline to pharmacy shelves.

The result of this commitment is that more than 90% of safety amendments for our core prescribing information and Investigator Brochures this year were derived from internal AstraZeneca signal generation and assessment.

## Fighting Drug Counterfeiters

Drug counterfeiting is a growing challenge in the United States, as the number of counterfeit drugs that make it to the American marketplace continues to increase. The World Health Organization has estimated recently that up to 10% of the entire world's drug supply is tainted. Not only is the counterfeiting of pharmaceutical drugs criminal, but it also threatens to harm the health and wellness of patients. A counterfeit product is one that is deliberately and fraudulently labeled in a way that suggests it is authentic, approved and made by the legitimate manufacturer. AstraZeneca is aggressively pursuing a number of product-security efforts to help ensure that patients receive genuine medicines.

- AstraZeneca uses both overt and hidden security features on packaging of certain products
- AstraZeneca continues to monitor and assess risks to our brands and will take appropriate action regarding anti-counterfeiting features on our packages
- We work closely with wholesalers on strategies that promote a safe and secure supply of medicines
- We continue to investigate new security technologies, such as the use of radio frequency identification (RFID) to help prevent misuse of our products by enabling more precise tracking of shipments.

## Sales and Marketing

As a leader in the US pharmaceutical industry, we believe it is our responsibility to foster a constructive, open and informed dialogue between patients and physicians. Our willingness to listen, together with the appropriate use of consumer marketing and responsible communication with patients, physicians and other key stakeholders, is vital to our ongoing commitment to improving the health of patients.



## Consumer Marketing

At AstraZeneca, we believe that consumer marketing, when done appropriately, shifts the healthcare emphasis toward prevention and early treatment by enabling access to health information and encouraging patients and family members to ask informed questions of their physicians. Through the information we provide in our consumer marketing, we hope to enable patients and their caregivers to make important choices and sustain lifestyle changes that result in greater health.

Like other pharmaceutical companies, we distribute information through a variety of consumer marketing channels, including magazines, newspapers, television and the Internet. Our intent is to better inform consumers about medical conditions, treatment options and approved use(s) of our products.

The information found in our consumer marketing is a result of listening to and learning from consumers, caregivers, physicians, healthcare professionals and policy makers. We strive to get information to the right patients for the right medicines at the right time. This requires a conviction to deliver accurate, balanced and timely information about our prescription medicines and the conditions they treat.

To help ensure that consumers understand safety information about our products, we introduced five easy-to-read Consumer Friendly Brief Summaries to accompany product advertisements. We also introduced two brief summaries in Spanish language to reach broader multicultural population.

Patient safety remains our top priority and we are committed to regular assessment of our sales and marketing efforts to ensure that we are ethical, effective and compliant with all laws, regulations and our own high standards. AstraZeneca US works closely with the Pharmaceutical Research and Manufacturers of America (PhRMA) to establish ethical practices across the industry and we employ both industry-wide standards and our own policies to guide our sales and marketing conduct.

We continue to abide by PhRMA's Guiding Principles for Direct-to-Consumer Advertisements About Prescription Medicine as a supplement to our own consumer marketing guidelines. However, we view industry standards as a floor, not a ceiling. When we see a need for even stricter policies or guidelines, we call for them. AstraZeneca was one of the first companies to propose mandatory US Food and Drug Administration (FDA) review of broadcast advertisements before they aired, and has led the industry association toward informing the FDA of this, as well as other advisory reviews we intend to seek in 2008.

These principles are consistent with our long-standing commitment to television advertisements that are educational in content and serious in tone. AstraZeneca is also the first company to use all televised product advertising to provide patient assistance information for those unable to afford our medicines. In addition, prior to distribution, all television advertising is reviewed by senior management for compliance with above guidelines and principles.

## AstraZeneca Consumer Advertising Principles

We recognize television and radio are powerful media that must be used responsibly. With that in mind, AstraZeneca has instituted guidelines to govern our DTC advertisements:

- Ensure an appropriate balance between the benefit and risk information we deliver and clearly communicate such information so patients can have better-informed conversations with their doctors;
- Provide accurate and clear information about medical conditions and the treatment options we offer in a straightforward and responsible manner;
- Help patients without prescription drug coverage get the AstraZeneca medicines they are prescribed by providing information on patient assistance programs;

- Remind patients of the necessity of talking with their doctors, because only their doctors know which treatment is appropriate for them

### **Marketing to Healthcare Practitioners**

At AstraZeneca, the foundation of our marketing efforts is the principle that a healthcare practitioner's care should be based solely on the patient's medical needs and that professional's medical knowledge and experience. Our job is not only to develop products to better serve public health, but also to deliver information that allows healthcare professionals to provide the best care for their patients.

As such, we are committed to providing healthcare practitioners with important information about our products. We aim to conduct these efforts, in addition to our relationships with healthcare practitioners, in an ethical manner that is consistent with our internal ethical standards, as well as in full compliance with the laws and regulations that govern the healthcare community in the United States.

We monitor interactions with healthcare practitioners through our managers and our compliance and ethics leaders. Our Group Internal Audit function conducts audits of sales and marketing practices. These programs support our other systems in place for identification and discipline of breaches.

### **Ethical Marketing Practices**

We make it a priority to provide objective, balanced information about our products that complies with federal regulations and conforms to the full FDA-approved prescribing information. We respect our patients' privacy and insure that all of our programs are HIPPA-compliant.

We comply with the PhRMA Code on Interactions with Healthcare Professionals. PhRMA adopted this code in 2002 to ensure that interactions between research-based pharmaceutical companies and healthcare providers are conducted in an ethical and responsible manner.

To assist with internal adherence to our ethical standards, we operate a Policy Action Line. Employees with questions about AstraZeneca policies and practices can speak with compliance and ethics leaders who deliver comprehensive guidance regarding the proper pursuit of business objectives. Our Code of Conduct Helpline also helps encourage ethical business practices by providing a forum for employees to report any concerns they may have.

In addition, to help employees obtain guidance or report information, AstraZeneca has partnered with Ethic Point to provide an easy way to anonymously (if preferred) and confidentially seek guidance on or report activities that may involve unlawful conduct or violations of the AstraZeneca Code of Contact. To ask questions or raise concerns, employees are encouraged to go to AZEthics.com.

To ensure understanding of all policies and guidelines, all sales and marketing employees and designated external resource personnel are required to complete annual training on our Code of Conduct and marketing- and sales-related AstraZeneca business policies. In addition, we provide training programs for third-party vendors to ensure their understanding and adherence to our policies.

## Clinical Trials

AstraZeneca is committed to the safe, ethical and responsible development of medicines. AstraZeneca conducts extensive preclinical and clinical testing to determine the safety and efficacy of our products. Additionally, we are committed to open communication of information on AstraZeneca clinical trials. AstraZeneca continually strives to meet patient needs through innovation and clinical excellence.



## Recent Initiatives

In January 2005, AstraZeneca US, as a member of the Pharmaceutical Research and Manufacturers of America (PhRMA), participated in the issuance of a joint industry position paper on the disclosure of clinical trial information. This paper recognized the importance of open access to information about ongoing trials worldwide. It also included disclosure principles for pharmaceutical industry associations and their members to follow.

One of these principles calls for making clinical trial data more accessible with the help of the Internet. In February 2005, we introduced the AstraZeneca clinical trials Web site, [www.astrazenecaclinicaltrials.com](http://www.astrazenecaclinicaltrials.com). This site contains information from AstraZeneca-sponsored clinical trials—both completed and ongoing—as well as core safety and efficacy registration trials for medicines approved since the formation of our company in 1999. In addition to posting clinical trial information on our Web site, we also publish findings on the PhRMA clinical trials Web site and register trials on the US government's National Library of Medicine Web site, <http://www.clinicaltrials.gov/>.

## 2007 Highlights

- Published details of more than 400 clinical trials for drugs that are either on the market or in product development on the National Library of Medicine site, [www.clinicaltrials.gov](http://www.clinicaltrials.gov)
- Posted clinical trial results for more than 400 studies for 22 AstraZeneca products on our Web site

We post results for the trials we have previously registered (as outlined above) within one year of completion of the trial, whether the results are favorable or unfavorable to any AstraZeneca product. However, for clinical trials that require further analysis and interpretation, the results are posted when the analysis is complete and no later than two years after trial completion. Where results are not posted within one year of completion, we post a brief explanation for the delay and the anticipated date when the results will be posted.

## Workplace

As a healthcare company dedicated to helping people all over the world live healthier lives, the job starts with our own employees. It is no secret that our employees are our greatest asset and we invest in our workplace programs because they help our employees and their families live healthier, happier and more productive lives.



## Diversity

One of our top priorities at AstraZeneca is promoting equal opportunity for all of our employees. Another is building, encouraging and supporting a more diverse family of employees.

Our success as a company depends on our ability to attract, retain and inspire the very best people. To do that, we must respect, embrace and derive strength from all that makes individuals unique. We must also offer work/life effectiveness programs, policies and resources to help our employees manage their work and personal responsibilities. This supports our goals of promoting equal opportunity and building, encouraging and supporting a more diverse family of employees. As a result of our efforts, the number of women hires has grown from 55.1% in 2005 to 58% in 2007.

Women hold key company leadership positions including the Vice Presidents of Sales, US Clinical Development, Human Resources North America, and Customer Product Support & Business Services. Three of our eight US Leadership Team members and our US Compliance Officer are female. We believe in encouraging a diverse, flexible environment is what led to us to also receiving third-party, external recognitions including being named one of the 100 Best Companies for Working Mothers, by *Working Mother* magazine and *FORTUNE* magazine's 100 Best Companies to Work For.

AstraZeneca also employs a diverse sales force. In 2007, 27% of new sales hires were minorities. Promoting diversity in hiring is just one important diversity goal. To create a more inclusive culture, we provide a variety of Employee Network Groups. These forums, which range in size from 50 to 300 individuals, are centered on timely topics of concern for AstraZeneca employees. For example, one group focuses on the evolving role and needs of women in the workplace and another on the demands of those who care for elderly family members. We currently have 19 Employee Network Groups at AstraZeneca.

We understand that we are only at the beginning of developing a truly diverse workforce. To this end, we now mandate that each functional area of the company pursue its own diversity action plan. As of 2005, we require all AstraZeneca managers to have a diversity objective, which is reflected in their performance plan. To help managers meet these objectives, we provide specific training on ways to more effectively promote diversity among their teams.

## Promoting Work/Life Balance

To attract, retain and motivate the best employees, we offer a number of work/life effectiveness programs, policies and resources that help our employees manage their work and personal responsibilities.

We promote a variety of flexible work arrangements, resource and referral programs, and dependent care initiatives. In addition, we offer AstraZeneca employees and their families a range of services designed to promote emotional health, work/life balance and wellness. One example: the AstraZeneca Child Development Center near our Wilmington, Delaware headquarters, which provides child care for over 300 children ages infant to six.

Other employees take advantage of AstraZeneca-sponsored programs for school-aged children, such as holiday programs and summer camp. As part of the Just in Time Care Program, our employees are eligible for 10 days of back-up care for their children and elder family members; we subsidize 90% of the cost. In 2007, we provided a total of 8,340 days of care for employees and their dependents – a 15% increase over 2006.

## Employee Development

We are committed to maintaining a culture of fairness, as well as a supportive and flexible work environment. Of course, competitive realities also dictate that we promote a high-performance culture by educating and developing our leaders. Our AZ University (AZU) delivers more than 400 online and classroom courses, spanning a wide range of functional areas, to AstraZeneca employees and their families. Each month, on average, 3,500 individuals participate in AZU. In addition, we provide tuition reimbursement assistance for our employees who choose to pursue external training and

development in the fields of business and science. We are as devoted to our employees as we are to the patients, customers and communities we serve.

At AstraZeneca, employees are empowered to express diverse perspectives and are made to feel valued, energized and rewarded for their ideas and creativity. In 2007, we received local and national recognition for our efforts to make AstraZeneca an outstanding place to work. AstraZeneca was recognized as one of the "100 Best Places to Work" by Fortune magazine and "100 Best Companies for Working Mothers" by Working Mother magazine, Dave Thomas Foundation for Adoption's 100 Best Adoption Friendly list (published in Employee Benefits News) and Conceive Magazine's Top Fifty Companies for Fertility and Adoption Benefits.

## Safety, Health and Environment

The United States is home to two of the 23 AstraZeneca manufacturing sites and two of the 16 AstraZeneca research and development centers. Accordingly, the contributions of AstraZeneca US to the corporation's global safety, health and environment (SHE) efforts include programs designed to protect employee health and safety, as well as our commitment to making meaningful contributions to the company's worldwide objectives and reputation. The summary of our US initiatives below reflects only a portion of AstraZeneca's global activities in this area. Information about our global commitment to corporate responsibility is available in our annual report and Form 20-F/annual review.



### Our Approach to SHE Management

The AstraZeneca global SHE management system sets the framework for our US SHE programs. It helps us manage risks, set annual goals, facilitate reporting and feedback, train our staff and judge compliance with requirements. In the US, we employ a SHE leadership team that develops strategy, tracks performance and delivers expert advice and guidance to our facilities. Line management remains accountable for performance and compliance and our sites are responsible for implementing local management systems and meeting goals and objectives. Yearly, each site and function provide senior management with a certified report that summarizes the company's performance and identifies objectives for the following year.

### Workplace Safety

Our employees operate in many environments, including offices, laboratories and automobiles. We are committed to keeping our employees safe and healthy. To support this commitment, we deliver a range of programs designed to maintain a safe work environment, manage risks and empower employees to effectively manage their health and well-being. At our Newark, Delaware, and Westborough, Massachusetts, manufacturing facilities, for example, we employ rigorous and highly focused behavior-based safety programs—to engage employees at all levels in the resolution of safety concerns.



Pictured left to right: Ken Murtha, VP of Operations in 2007; Rod Stull, Executive Director & General Manager, Westborough; John Hennessy, Executive Director & General Manager, Waltham; Mike Crawford, Executive Director & General Manager, Newark; and Arnie Caine, VP of Business Services

### Owning Safety Pays Off

AZ demonstrated its significant commitment to safety with the achievement of National Safety Council awards for four US sites this year for their 2006 performance.

**Newark** received the Occupational Excellence Achievement Award in 2007, which is given to participants who achieved a Lost Time Work injuries/illnesses rate equal to or less than 50% of the Bureau of Labor (BLS) rate for their industry. Newark achieved a Lost Time Work rate for 2006 of 0.30, which was less than half of the BLS rate of 0.70. This achievement reflects the ownership and engagement of staff at all levels and an active behavior-based SHE program with enthusiastic members. Of special note were the efforts of Operations and Site, Engineering and Maintenance.

The other three sites each received a Significant Improvement Award in 2007 for reducing Lost Time Work injuries/illnesses by a minimum of 20%. **Westborough** exceeded this criterion by reducing injuries/illnesses by 57%. **Waltham** achieved this award for the second year in a row by reducing injuries/illnesses by 33%. In addition, Waltham made significant, sustained progress in reducing Lost Work Days attributable to repetitive motion (ergonomic) disorders, from 10 cases and 168 days away in 2004, to only 1 case and no days away in 2006. **Wilmington R&D** reduced injuries/illnesses by 40% thanks to the combined effort of Discovery Research, PAR&D and Clinical Development.

Ken Murtha, who presented the awards at the Operations Leadership Team meeting on August 28, 2007, said, "This clean sweep for safety is a perfect example of how we can achieve a measurable impact when individuals, teams and departments own their safety progress." Joe Henry, Executive Director of SHE said, "When all individuals own safety, health and environmental progress, we will move our SHE performance to the next level." These four sites provide excellent examples of the personal and corporate benefits that result when individuals step up and own SHE.

### **Driver Safety**

Sales Leadership continues to place important emphasis on efforts to improve the road safety of all drivers. The percent of preventable collisions for 2007 has shown a one percent decrease over 2006 results.

With driver risk escalations showing a slight increase, the addition of a driver safety objective was added to the balanced scorecard of all field sales personnel. The focus is clearly to decrease incidents and show improvement in overall driver safety results. Moving violations decreased by fifty percent in 2007 versus the 2006 results. This is a marked improvement and will continue to be a major area of focus moving forward.

The goal is to maintain a high level of focus on decreasing collisions, violations and risk escalations in 2008. Leadership is recognized as an essential component to improving performance. Starting 2008, a behind-the-wheel training program designed specifically for District Sales Managers began rollout and will continue throughout the year until all managers have been trained. This course was specifically designed to train managers on how to be more effective coaches of driver safety. The course content includes hands-on experience as well as instruction on how to formulate effective commentary for the field coaching form. Additionally, in the coming year, all drivers and their managers will be required to recertify on the Motor Vehicle Safety & Usage Policy. This recertification requirement has been approved to be an annual requirement and successful completion requires a score of 100 percent.

### **Employee Health**

In February of 2007, AstraZeneca partnered with Revolution Health to provide AstraZeneca employees with a point-based incentive program aimed at improving participation in an extensive offering of health promotion activities. Since that time, over ten million points have been awarded to over 4,000 participants.

Those employees who sign up for Get Hip! have the opportunity to earn points by taking part in various company-sponsored health and fitness activities such as Mayo Clinic's on-line programs offered via [www.azlife.com](http://www.azlife.com). These include Healthy Weight, Healthy Pregnancy, My Smoke-Free Future, Fitness For Everybody, Walk to Wellness, on-site lunch and learns, health fairs, cholesterol screenings, mammography and prostate screening programs, among others. Joining and going to one of our onsite fitness centers earn points as well. Get HIP! points are redeemed for brand name merchandise and other exciting rewards at [www.azgethip.com](http://www.azgethip.com). It is important to note that Get HIP! is a program closely aligned with our goal of putting people's health the center of everything we do. As a result, our commitment must begin at home. We need to demonstrate our commitment to meaningful healthcare by putting our employees' health first.

Participation rates in Get Hip! in its first year of operation were impressive, surpassing our goal with over 40% of all employees taking part in at least one health promotion activity.

In addition, AstraZeneca employees take many other active roles to support health and wellness. For example in 2007, AstraZeneca employees in Massachusetts participated in the American Cancer Society's Making Strides Against Breast Cancer annual walk.

### **CEO Cancer Gold Standard™**

In promotion of the well being of its employees as part of the CEO Cancer Gold Standard™, a US initiative of the CEO Roundtable on Cancer, AstraZeneca has pledged to use business to fight cancer and save lives. To qualify for the Gold Standard Award that AstraZeneca received in 2007, companies must provide counseling and medicine to: help smokers quit; promote physical fitness, healthy eating habits, and weight management; provide access to cancer screening; and eliminate cost barriers so that those who have cancer can participate in clinical trials. More information on the Gold Standard Program is available at <http://www.cancergoldstandard.org/>

### **Environmental Stewardship**

AstraZeneca is working continuously to responsibly manage our US environmental footprint. In 2007 AstraZeneca US developed an environmental strategy in alignment with global operations that included such areas as energy, waste, water, compliance, biodiversity, pharmaceuticals in the environment, employee partnership, sustainable packaging and sustainable purchasing. Commitment to these programs is a must in order to foster the trust of the communities in which we operate, the respect of regulators and the protection of our environment.

## **Energy Conservation and Climate Change**

As part the AstraZeneca US environmental strategy, we are committed to identify better ways to conserve energy and implement more energy-efficient processes that will help to better manage climate change. As a global company, we have established ambitious worldwide targets for the reduction of greenhouse gas emissions. AstraZeneca US is committed to doing its part to help the company meet this target.

Globally, we aim to reduce the absolute greenhouse gas emissions associated with our global operations by 12% by 2010 compared with 2005 levels. In the US, energy use in 2007 decreased by 2% versus 2005. Associated Carbon Dioxide (CO<sub>2</sub>) emissions also decreased by 21% in 2007 versus 2005. This was due to a dedicated focus on implementing energy efficiency initiatives across all sites, reducing the carbon footprint of our electrical supply, and investing in renewable energy credits in the form of wind energy.

This year proved to be very productive as we were off and running with our US Energy Team that includes members from each of the four US sites, as well as Fleet. The team made great headway this year in a number of energy conservation initiatives. AstraZeneca US joined the EPA Energy Star Partnership and is working with other member companies to share best practices and to hold one another accountable to our goals. We also made the decision to start our investment in renewable energy sources. We purchased our first renewable energy credits for wind energy, enabling us to become a partner in EPA's Green Power Partnership. And one of our biggest success stories for 2007 is that we have joined the US Green Building Council with three current US projects on track to receive LEED certifications. As a followup, the US has also established a position that all new construction and major renovations will be designed to achieve LEED certification.

Progress has also been made in energy reduction opportunities through each site's energy reduction plan. The Wilmington site has achieved year-on-year energy reductions that have resulted in energy efficiencies that place them in a position for potential 2008 Energy Star building certifications. The Westborough site made energy reduction investments by upgrading their space lighting in warehouse and mechanical areas to a more efficient, energy-saving bulb. One of the ways that the Waltham site invested their energy-saving efforts was in educating their employees by holding their first site Energy Fair. This fair provided employees with energy conservation ideas they could use both at work and at home. The Newark site focused on installing motion sensors in areas that were not frequently occupied, especially on second shift, as well as, manual shutoffs to individual fumeholds in the labs.

In common with most businesses, our potential impact on climate change arises from the greenhouse gas emissions from energy use at our facilities, from other in-house activities and from the various means of transport we use. However, we also face an additional challenge since some of our asthma therapy products use propellant gases that potentially contribute to ozone depletion and global warming. In recent years, we have been making good progress in reducing our emissions but our challenge has always been to sustain improvement as we continue to grow our business. More details about our reduction targets and performance to date are provided at <http://www.astrazeneca.com/article/511607.aspx>. Here we describe the background to the growing challenge and our planned next steps and future targets.

## **Fleet Vehicle Fuel Efficiency**

In 2007, fleet vehicles operated by AstraZeneca US consumed 7.8 million gallons of gasoline at an average fuel economy rate of 20.6 miles per gallon. This level of energy use equated to approximately 76,000 tons of carbon dioxide emissions. We have over 60 hybrid vehicles in use and expect by 2010, this program, combined with improvements in vehicle maintenance and enhanced driver training to help maximize fuel efficiency, will help reduce fleet-related carbon dioxide emissions by 10% from 2006 levels. We have expanded the hybrid program, which enables employees in densely populated metropolitan territories to order a more fuel-efficient vehicle or hybrid alternative.

## **Commuter Benefits**

To help reduce auto emissions associated with employee travel to and from work, AstraZeneca provides employees who commute to work with a variety of options and services, including carpool networks, telecommuting opportunities and WageWorks® pretax services for mass transit use.

## **Recognition for our Efforts**

AstraZeneca's US headquarters again in 2007 was recognized by the Department of Transportation for continuing to be a model in Delaware and nationally in the area of traffic mitigation – providing opportunities and encouragement for employees to use alternate modes of transportation and/or to commute outside of peak travel times.

### **Waste Reduction and Management**

We continue to look for opportunities to minimize waste. AstraZeneca has set an ambitious global goal of an 11% reduction from 2005 levels in the total amount of waste it generates worldwide indexed to sales (tons/\$m sales) by 2010. In the US, with the increase in development activities, our waste has increased in 2007 by 11% versus 2005. However, each of the sites focused on activities that recycled this waste, resulting in over 72% of hazardous waste recycled and, over 68% of all other waste recycled per AstraZeneca defining guidelines.

### **Product Stewardship and Pharmaceuticals in the Environment**

Our commitment to safety, health and the environment also includes efforts to better understand and manage the way our products interact with the environment. Globally, we have put programs in place that integrate SHE standards in product development and manufacturing design. Other programs integrate our SHE practices throughout our supply chain to promote vigilance and performance by our partners.

In recent years, improvements in testing technology have led to sensible questions about whether trace amounts of pharmaceuticals and other personal care products in surface waters, ground water, drinking water and sewage pose a threat to human health or the environment. Findings to date indicate that quantities detected in the environment are unlikely to threaten human health or aquatic life in the short term. Nevertheless, a better understanding of the potential long-term ecological effects of pharmaceuticals in the environment continues to be a priority area of study for AstraZeneca environmental scientists. Our scientists are working both independently and in collaboration with other organizations to advance research in this area. To read more about our global initiatives in this area, please refer to our annual report and Form 20F/annual review. This report is available at [www.astrazeneca.com](http://www.astrazeneca.com).

Within the United States, we participate actively in industry groups studying the scientific and policy issues associated with the environmental impacts of our products. In 2007 we created a US cross-functional team to engage in our company-wide efforts to better understand and respond to the “pharmaceuticals in the environment” issue. We recognize that important policy and scientific questions remain as we continue to work to ensure that our products are manufactured, used and disposed of in a manner that minimizes their potential impact on the environment.

### **Employee Programs**

Our employees are at the heart of our commitment to safety, health and the environment. One significant component of our work in this important area involves our voluntary efforts at the grassroots level by a dedicated staff of environmental stewards. Each US site provides opportunities and encourages environmental responsibility by motivating employees to become more aware of, and take action on, environmental issues such as Adopt-A-Highway, Beach Grass Planting, Energy Fairs, and Earth Day events. These activities help to raise awareness and encourage conservation.

### **Global Safety, Health and Environment (SHE) Objectives and Targets (2006-2010)**

#### Objectives:

- Aim to eliminate all work-related injuries and cases of ill health by providing a safe and healthy work environment and promoting health and well-being;
- Aim for continuous improvement in the sustainability of all our activities by, among other things, economizing on the use of natural resources and working to eliminate pollution;
- Train, empower and require individuals to take personal responsibility for safety, health and the environment

#### Targets:

- Reduce by 50% from 2001/2002 levels the combined frequency rate of accidents resulting in fatal or serious injuries and new cases of occupational illness
- Hold steady our total emissions of gases with global warming potential at 2001/2002 levels
- Reduce total waste, indexed to sales, by 11% from 2005 levels
- Institute locally derived and implemented training and behavioral initiatives designed to continuously improve our SHE culture across the organization

Implementation:

Across AstraZeneca, including in the United States, functions and sites are developing and implementing local plans designed to help ensure delivery of these global targets by 2010. Specific US initiatives include:

- Coordinated energy management
- Waste minimization initiatives
- Expanded hybrid vehicle programs
- Health risk management program

## Corporate Governance and Compliance

At AstraZeneca US, the CR Council spearheads our corporate responsibility efforts. Composed of a cross-functional management team, the Council reports through the US Compliance Officer to the AstraZeneca Business Integrity and Assurance Team, which is accountable to AstraZeneca's US Leadership Team. BIAT sets standards for ethical business practices and policies for the US Business focusing on how business value is delivered. BIAT has accountability for decisions and priorities affecting the operations of the company. In addition to other responsibilities, BIAT also ensures the US business meets global goals for SHE, Good Management Practices and business continuity.



The Council recommends US CR Strategy, creates the US CR Action Plan and leads implementation across the US organization. Together with our US Compliance Officer, the Council also coordinates with AstraZeneca globally to ensure that our US efforts are consistent with corporate expectations and that our US corporate responsibility strategy is reflected in our global priorities.

We recognize that compliance with clear standards and policies is essential to our company's integrity and reputation. The Council chooses corporate responsibility efforts that promote our commitment to business integrity and to doing right by all of our stakeholders, including the people who use our medications, the healthcare community, shareholders, regulators and employees.

### Building Awareness and Commitment

All of our US employees and external resource staff are given training in our US Code of Conduct and other policies, including those directly related to corporate responsibility that are relevant to their roles and to sustaining an ethical culture within the company. Corporate responsibility also continues to be integrated into a range of business-related communications to ensure that understanding and committing to responsible behavior is part of everyone's daily working life. This year we expanded our comprehensive award-winning employee communication program for Compliance and Ethics to include an "Every Interaction Counts" campaign. Our "Voice" initiative enables US employee representatives to provide input into business and cultural program planning and to receive direct business briefings from leadership teams for onward communication within the AstraZeneca community.

### Code of Conduct

AstraZeneca US enforces a Code of Conduct for all employees. This Code is the cornerstone of our US Compliance Program. Consistent with federal, state and local laws, the Code focuses on regulatory matters and external affairs, financial and business conduct and employment matters. A high-level summary of our Code of Conduct is available on our Web site.

### US Compliance Program

We have created a US Compliance Program to prevent, detect and correct violations of company policies and procedures, as well as violations of applicable laws. The AstraZeneca US Compliance Program is in accordance with the general principles of the Office of Inspector General (OIG) Compliance Program Guidance for Pharmaceutical Manufacturers that the US Department of Health and Human Services issued in May 2003. An overview of our US Compliance Program is available at <http://www.astrazeneca-us.com/about-astrazeneca-us/our-company/?itemId=1372313&nav=yes>.

Our US Compliance Officer leads this program and manages a department dedicated to this effort. Led by the Compliance and Ethics Department, AstraZeneca has adopted policies and procedures designed to implement the general principles articulated in the Code of Conduct. We make clear to all employees the possible consequences of violating our standards and expectations, which may involve disciplinary action, up to and including dismissal.

To ensure that all our employees understand our commitment to compliance, we deliver mandatory compliance training for all new hires and job-specific compliance training for current staff. Each year, every AstraZeneca US employee must also complete Code of Conduct training designed to keep him/her current on key policies. In 2007, AstraZeneca employees and key external resource personnel, in total, completed 43,527 compliance and ethics-related training

sessions. New for this year was a comprehensive 3½-hour Ethics in the Workplace workshop for all managers, from the US Leadership Team down to first-line managers. In total, 1,027 managers attended the workshops, designed and developed by the International Business Ethics Institute (IBEI) specifically for AstraZeneca, and co-facilitated by an IBEI consultant and an AstraZeneca senior leader. The objectives of the workshops were to help managers:

- Understand how decisions, actions, and behaviors impact the ethical climate of the organization
- Strengthen ethical decision-making skills; align with company values and Code of Conduct
- Equip with the necessary skills and tools to manage ethics effectively within areas of responsibility
- Enhance understanding of key issues from the Code of Conduct by discussing ethical “gray areas”

Complementing our compliance training is our rigorous auditing program, which helps ensure an independent and objective review and assessment of our compliance efforts. In addition to formal audits, we monitor specific risk areas through periodic compliance assessments.

Our employees can report possible violations of law and policy by using our confidential Code of Conduct Helpline. We handle each reported violation on a case-by-case basis and take consistent disciplinary action to address inappropriate conduct. Because compliance is a dynamic concept, AstraZeneca performs risk assessments on the overall effectiveness of our Compliance Program at least annually. As part of this assessment, AstraZeneca may modify aspects of the program to enhance its effectiveness.

### **Expectations of our Supply Chain**

We apply our principles to suppliers as well. We formally inform all AstraZeneca suppliers of our corporate responsibility principles and encouraged their adherence. We also provide new suppliers with specific details about our policies and expectations, the language of which has been added to all AstraZeneca US contracts. We work closely with our key suppliers to review their corporate responsibility compliance, identify issues of concern, encourage and facilitate continuous improvement and, where necessary, seek alternative suppliers whose performance and commitment are consistent with our established principles.

## Community Support

At AstraZeneca, everything we do is driven by a commitment to improving patient health. Making medicines, of course, is our first priority, but it is not our only priority.

We believe healthy communities mean healthy people. We also believe firmly in the power of teamwork. That's why we partner with numerous individuals, nonprofit organizations and government agencies to maximize resources and to achieve synergies that otherwise would not exist. By working together, we can help make a positive impact to help people live longer, healthier lives.



AstraZeneca's community support is manifested in a number of ways. We offer financial support, product donations and employee volunteers. While we support an array of programs and initiatives, we primarily focus on organizations dedicated to disease awareness and prevention, research and education, access to healthcare and more.

In 2007, AstraZeneca provided over \$47 million in contributions to nonprofit organizations for programs and projects aimed primarily at improving health across the US. Among our major national contributions:

### Heart Disease Prevention

AstraZeneca is a proud national sponsor of START!, the American Heart Association's national movement to encourage all Americans to live longer, stronger lives by taking up walking and other healthy habits in the workplace.

AstraZeneca sponsored *Hispanic Heart Healthy Day* (Día del Corazón Sano) in partnership with the Nacional Latina Health Network and *For a Healthy Heart* (Para un Corazon Saludable) and the National Alliance for Hispanic Health to encourage the Hispanic community to participate in cardiovascular screenings and educational programs to help them know their risk factors for heart disease. AstraZeneca also supported the Association of Black Cardiologists' *Super Weekend* community educational events designed to address cardiovascular risks in minority communities.

### Support for Cancer Patients

AstraZeneca is the first company to give nationwide, large-scale support to the American Cancer Society's Patient Navigator Program. The program links individuals affected by cancer to patient navigators who serve as personal guides for patients as they face the difficult psychological, emotional and financial aspects of their cancer experience. With AstraZeneca's funding, the American Cancer Society will accelerate the opening of 50 new Patient Navigator sites in the next five years.

In 2007, AstraZeneca also provided financial support to build two AstraZeneca Hope Lodge Centers in Boston and Philadelphia. These two centers will provide a home-away-from-home for cancer patients and their families who must travel to receive treatment. Both are scheduled to open in 2008.

### Support for People with Mental Illness

In January 2007, AstraZeneca announced its three-year support of the National Alliance on Mental Illness's Connection Recover Support Group. Through this program, NAMI plans to provide a support group within reasonable traveling distance for every American who lives with mental illness, every day of the week, in English or Spanish, by the year 2010.

### Suicide Prevention

AstraZeneca and the Jed Foundation, the leading nonprofit college suicide-prevention charity, are proud sponsors of the innovative, Emmy-nominated "Half of Us" campaign on mtvU, MTV's 24-hour college network. The campaign aims to reduce the student suicide rate, fight the stigma of mental illness on college campuses, and connect students and their friends to the resources and help they need. The campaign takes its name from research showing that nearly half of all college students have felt so depressed they could not function.

### Asthma Screening

AstraZeneca and the American College of Allergy, Asthma and Immunology (ACAAI) provide asthma screening programs in communities around the country. Now in its 11<sup>th</sup> year, the Nationwide Asthma Screening Program provides free screenings to adults and children at more than 250 sites across the country. Most screenings take place in May, which is National Asthma and Allergy Awareness Month.

In an effort to reduce illness and disability due to asthma, AstraZeneca also nationally sponsors the American Lung Association's Breathe Well, Live Well: An Asthma Management Program for Adults. This program helps empower adults with asthma nationwide learn how to control this disease and their symptoms.

### **Headquarters-Based Programs and Volunteer Activities**

AstraZeneca actively pursues community efforts in the entire state of Delaware, as well as nearby communities in the greater Philadelphia area.

We have a number of volunteer activities through our corporate volunteer initiatives including the AstraZeneca Ambassadors Program, a nationally recognized program by the Points of Light foundation, and the AstraZeneca Healthcare Heroes Program—both of which encourage employees and retirees to serve as goodwill ambassadors by donating their time, energy and expertise for company-endorsed organizations, projects or events.

Some of the key activities include:

- **Ambassadors Circle**—An innovative program that recognizes the company's most committed volunteers with expanded opportunities for personal and professional growth. Circle members work closely with the management of their AstraZeneca-sponsored nonprofit organization to assess the need for volunteers and to help meet that need by recruiting volunteers from AstraZeneca.
- **Retired Ambassadors**—Nearly 200 AstraZeneca retirees participate actively in community service, greatly extending the reach of the company's philanthropic efforts.
- **ElderBuddy**—Developed by AstraZeneca and managed by The Family & Workplace Connection, ElderBuddy celebrated its fifth successful year in 2007. More than 30 AstraZeneca employees and retirees visit elders at least twice a month at three participating nonprofit facilities.
- **Membership on Nonprofit Boards** – Many employees serve on the board of directors or in other leadership position at local nonprofit organizations.

Each year, AstraZeneca contributes to more than 140 local nonprofit organizations focused on health, disability, seniors, science and math education, families, women and children, youth development, community services and the arts. In 2007, AstraZeneca provided over \$5 million in contributions to organizations in and around its US headquarters area. Highlights of this support include:

- **United Way of Delaware's Healthy & Independent Communities**  
This program supports more than 40 local programs aimed at health, disability and seniors.
- **Healthy Delawareans Today & Tomorrow**  
This program is a major collaborative partnership among AstraZeneca, Christiana Care Health System, the State of Delaware, the United Way of Delaware, and more than a dozen nonprofit organizations dedicated to help the uninsured gain access to needed healthcare services (For more details, see section below, *Healthcare Solutions*).
- **Delaware Public Policy Institute Summits on the Uninsured**  
In 2007, AstraZeneca partnered with the Delaware Public Policy Institute to convene and lead two Uninsured Summits dedicated to identifying actionable healthcare coverage solutions for Delaware's 105,000 uninsured. The summits culminated in the release of DPPI's consensus report, *Small State, Big Opportunity: Taking Action for the Uninsured in Delaware*. The DPPI report recommends actions for: 1) those eligible for, but not enrolled in, existing public programs, and 2) low-to-moderate income uninsured workers and their families. The report was distributed to over 300 public and private leaders, patient advocates, healthcare providers and elected officials.
- **Christiana Care Health System Helen F. Graham Cancer Center**  
AstraZeneca's contributions to this facility are targeted to programs for early lung cancer detection, genetic counseling and cancer survivors.

## Healthcare Solutions

As a healthcare company that strives to improve the health of people and their families, AstraZeneca believes that being a good neighbor means being part of the solution. Sometimes, though, the solutions to certain healthcare challenges seem too large to tackle. That's why we decided to start small, right here in our own backyard.

Delaware, like other states across the country, is struggling to help the uninsured in their state. Almost thirteen percent) of Delaware's population — 105,000 Delawareans — is uninsured and struggles to find access to the care and services they need. Simply put, lack of healthcare coverage limits access to healthcare services, with serious consequences for patient health.

On April 24, 2007, during Cover the Uninsured Week, AstraZeneca and its partners launched Healthy Delawareans Today & Tomorrow, a new initiative focused on helping uninsured children and families learn about, and gain access to, the important free or low-cost healthcare services they need to lead healthier, happier lives.

As the leader of Healthy Delawareans, AstraZeneca has implemented or assisted with the following:

- **Healthy Delawareans Today & Tomorrow Healthcare Resource Guide**  
This comprehensive resource is aimed at helping uninsured Delawareans find appropriate medical care, gain access to prescription assistance programs, and get transportation to and from medical appointments.
- **Delaware Helpline**  
With AstraZeneca's support, the Delaware Helpline held a training session in collaboration with more than a dozen nonprofit health-related organizations to provide their staff members with additional information on existing resources to provide callers with information about health-related programs and services. The Delaware Helpline, at 1-800-464-HELP (4357), is a one-stop resource for identifying available resources for Delawareans in need.
- **Delaware Health Net**  
Delaware Health Net is using an AstraZeneca contribution to improve health information technology across Delaware's community health centers, making it possible to improve access, reduce health disparities and improve care for the uninsured and underserved in Delaware.
- **Healthcare Heroes**  
As individuals or teams, AstraZeneca employees volunteer in various ways at Delaware healthcare facilities as an expression of our personal commitment to delivering on the company's mission of helping to improve patient health.
- **Financial Support**  
In 2007, AstraZeneca provided nearly \$500,000 across Delaware, including support for "navigators" at community health centers who work as case managers to help the uninsured access healthcare facilities and services.

## AstraZeneca in Massachusetts

Massachusetts boasts 1,400 AstraZeneca employees at the R&D Boston site in Waltham and the supply site and Northeast Business Center in Westborough. At the local level and across the state the company and its employees are actively engaged in activities and programs to improve patient health in their communities. Three key initiatives are highlighted here:

- **Compassionate Caregiver Award**  
AstraZeneca sponsors the annual Compassionate Caregiver Award presented by the Boston-based Kenneth B. Schwartz Center, which offers training and support programs nationally for clinical professionals in multiple medical settings. In 2007, Karen Gotting-Smith, VP US Clinical Development, co-chaired the annual event and presented the award to Barbara Moscowitz, MSW, LICSW, Massachusetts General Hospital, for her remarkable care of Alzheimer's patients.
- **AstraZeneca Hope Lodge Center in Boston**  
Employees take great pride in the naming donation to this new home away from home for cancer patients made in 2006. As the facility moves toward opening in the Fall of 2008, employees are making plans to volunteer their time

and talent. A committee of scientists and artists from the R&D Boston site is providing art for the new building and a holiday raffle raised money, which is being used to place a journal in each of the 40 suites.

- **ACS Making Strides Against Breast Cancer**

A signature event for AstraZeneca employees in Massachusetts is flagship sponsorship and participation in the annual walk. In 2007, more than 350 employees, friends and family from across the AstraZeneca sites made the walk along the Charles River. AstraZeneca cancer survivors spoke from the stage to the 40,000 walkers. Wearing purple shirts and caps, the company was recognized from the stage for our presence at the walk and for the Hope Lodge.

## **Volunteer Profile**

### **Marty DeBerardinis: Angel Flight® Volunteer**

Marty DeBerardinis, Director of Early Drug Development, has served as a volunteer pilot for Angel Flight® Mid-Atlantic since 2003. The nonprofit organization provides air transport for patients and their families who need to travel to specialized medical facilities for evaluation, diagnosis, treatment, and rehabilitation. Angel Flight pilots shoulder the entire expense of each trip on behalf of their passengers.

Five or six times a year, Marty DeBerardinis logs onto his computer, selects a mission, schedules a vacation day, and then takes off — literally — to help those in need. Marty has transported burn patients, transplant candidates, cancer patients, and Make-A-Wish recipients. Stocked with gifts from the Angel Flight store, Marty makes young patients his “co-pilots” for the day, awarding them with their own set of wings. He says that his patients often share their life stories with him at 8,000 feet.



For Marty, it's a learning experience, it's rewarding, it's heartwarming, and at the end of the day, he knows he's made a difference in someone's life. "It's the ultimate pay-off," he explained. "When I return home from each flight, I have a whole new outlook on life. My work with Angel Flight is a way for me to see patients in their world. It meets my professional and my personal needs."

## About AstraZeneca

AstraZeneca is one of the world's leading pharmaceutical companies engaged in the discovery, development, manufacture and marketing of meaningful medicines that address some of the world's most significant healthcare challenges.

### Our global scope

AstraZeneca PLC is headquartered in London, UK and operates three major hubs: in Sodertalje, Sweden; Alderley Park, UK; and Wilmington, Delaware, USA. Collectively, we operate 16 research and development sites around the world, as well as 23 manufacturing facilities in 18 countries. We sell our products in more than 100 countries. With global healthcare sales exceeding \$29.56 billion, we have secured leading positions in sales of gastrointestinal, cardiovascular, respiratory, oncology and neuroscience products. AstraZeneca is listed in the Dow Jones Sustainability Index (Global), as well as in the FTSE4GoodIndex.



### Our US presence

As a \$13.55 billion healthcare business, our US operations employ more than 12,200 people. Based in Wilmington, Delaware, we have research and development and supply facilities in Delaware and Massachusetts, as well as regional sales and business centers throughout the country. Wilmington also serves as the global home for the AstraZeneca neuroscience commercial and research and development areas. Our Boston location houses infection, oncology and discovery areas.

### Our values

We conduct our business in accordance with the following core values:

- Integrity and high ethical standards
- Respect for the individual and diversity
- Openness, honesty, trust and support for each other
- Leadership by example at all levels

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Issue/Opportunity	Objectives	2007 Action Plan	Performance at end of 2007
<b>Patients</b>			
<b>PATIENT SAFETY</b>	Proactively promote timely and accurate reporting and analysis of product safety information to protect patient health	Provide adverse event (AE) report training to all AstraZeneca employees and appropriate contract and vendor personnel	<ul style="list-style-type: none"> <li>• Required employees in 8 different departments involved in clinical activities to complete AE training</li> <li>• Trained 98% of Market Research employees on AE reporting</li> <li>• Trained 100% of AstraZeneca Sales Force on AE reporting</li> <li>• Trained 99.7% non-sales employees on AE reporting</li> <li>• Trained 550 Market Research personnel from 65 external vendors on AstraZeneca's new Serious Adverse Event (SAE) Report Training and Certification Program</li> </ul>
	Maintain trust of our products from patients and other members of the public	Implement new patient-friendly labeling to increase patient understanding of product information	<ul style="list-style-type: none"> <li>• Included new patient-friendly labeling in FDA submissions involving 7 AstraZeneca products. Pending FDA approval, all of these patient labeling documents will be available for implementation in 2008</li> <li>• Introduced 5 consumer friendly brief summaries in 2007</li> </ul>
		Assure integrity of DTC advertising content by obtaining FDA pre-clearance	Had 4 television and print DTC ads pre-cleared by the FDA in 2007
		Implement new publications policy to assure availability of highest quality data regarding clinical trial outcomes and AstraZeneca compounds	Trained 17 Medical Communications vendors and 61 AstraZeneca employees on new policy standards
		Enhance and communicate policy to ensure appropriate interactions between AstraZeneca representatives and patients in physician office and community settings	Issued new policy and communicated to all employees who interact with patients
		Plan for introduction of serialization (RFID/2D barcode) technologies where it provides a patient health benefit and/or increased supply chain security to combat counterfeiting and prevent illegal diversion of products	Defined serialization strategy for phased implementation of all products in the US distribution network.
<b>ACCESS TO MEDICINES</b>	Improve access to and affordability of products for uninsured and underinsured patients in the US	Implement new procedures to support expansion of program for delivering AstraZeneca products free of charge to eligible low-income patients treated at qualifying clinics and hospitals	<ul style="list-style-type: none"> <li>• Opened <a href="#">AZ&amp;Me™</a> Prescription Savings program for healthcare facilities to new facilities in 2007</li> <li>• Enrolled 119 existing and new facilities in the enhanced <a href="#">AZ&amp;Me™</a> Prescription Savings program for healthcare facilities by end of 2007</li> </ul>

Issue/Opportunity	Objectives	2007 Action Plan	Performance at end of 2007
		Maintain or increase the number of patients helped by the AZ patient assistance programs	<ul style="list-style-type: none"> <li>Helped nearly a half million patients fill 2.8 million prescriptions in 2007</li> <li>Provided \$517 million in cost savings to patients and have increased the number of prescriptions filled by 16% from 2.4 million to 2.8 million prescriptions</li> </ul>
		Increase public awareness of patient assistance programs by including affordability reference in DTC advertising	<ul style="list-style-type: none"> <li>More than 182,000 people were added to the <a href="#">AZ&amp;Me™</a> Prescription Savings Programs in 2007</li> <li>Actively increasing awareness of assistance programs with healthcare professionals, office staff, pharmacists and advocates via multiple outreach initiatives and announcements</li> </ul>
		Access to the Patient Assistance Program for uninsured patients based on income eligibility criteria of approximately 300% of the federal poverty level	<p>Eligible annual income of our <a href="#">AZ&amp;Me™</a> Prescription Savings program for people without insurance:</p> <ul style="list-style-type: none"> <li>\$30,000 for an individual</li> <li>\$40,000 for a couple</li> <li>\$50,000 for a family of three</li> <li>\$60,000 for a family of four</li> </ul> <p>Approximately 3.8 million more people could be potentially eligible to qualify for help</p>
		Develop private/public partnerships to increase access to medicines by uninsured and underinsured patients	<p>Launched uninsured initiatives in cooperation with the State of Delaware:</p> <ul style="list-style-type: none"> <li>Healthy Delawareans Today &amp; Tomorrow</li> <li>Delaware Public Policy Summits</li> </ul>
		Continue to develop alliances with patient, professional and civic organizations representing diverse communities in order to address health care disparity challenges	<p>Developed alliances with patient, professional and civic organizations representing diverse communities in order to address health care disparity challenges, including the:</p> <ul style="list-style-type: none"> <li>National Medical Association</li> <li>Inter American College of Physicians and Surgeons</li> <li>National Minority Quality Forum</li> <li>National Black Nurses Association</li> <li>National Alliance for Hispanic Health</li> <li>National Latina Health Network</li> <li>National Urban League</li> <li>National Hispanic Medical Association</li> </ul>
<b>Products</b>			

Issue/Opportunity	Objectives	2007 Action Plan	Performance at end of 2007
<b>CLINICAL TRIALS</b>	Provide open communication of appropriate data.	Continue to update AstraZeneca's public global clinical trials Web site with latest information.	<ul style="list-style-type: none"> <li>• Posted clinical trial results for more than 400 trials for 22 AstraZeneca products on our Web site <a href="http://www.astrazenecaclinicaltrials.com">www.astrazenecaclinicaltrials.com</a>.</li> <li>• Registered details of more than 400 clinical trials for drugs that are either on the market or in product development on the National Library of Medicine site, <a href="http://www.clinicaltrials.gov">www.clinicaltrials.gov</a></li> </ul>
	Explore ways to increase diversity in clinical trial populations	<ul style="list-style-type: none"> <li>• Pilot new materials to recruit diverse populations for clinical trials.</li> <li>• Explore option to increase diversity of clinical investigators.</li> </ul>	<ul style="list-style-type: none"> <li>• Entered into five-year agreements with leading Hispanic and African American physician associations to increase the number of diverse physicians certified for clinical research</li> <li>• Facilitated the participation of 8 physicians in industry-sponsored trials</li> <li>• Successfully trained over 150 new Hispanic physicians in clinical trial participation</li> </ul>
<b>PHARMA-CEUTICALS IN THE ENVIRONMENT</b>	Pursue opportunities to educate consumers and reduce or eliminate potential adverse effects of pharmaceuticals in the environment (PIE)	Support PhRMA efforts to educate consumers and EPA	Provided AstraZeneca representation on both the PhRMA PIE Task Force Team as well as the PhRMA SHE Leadership Team.
		<ul style="list-style-type: none"> <li>• Develop AstraZeneca's position on PIE and take-back programs</li> <li>• Stay current on the latest issues, public perception, science, and regulatory changes</li> <li>• Recommend AZ action where/when appropriate</li> </ul>	<ul style="list-style-type: none"> <li>• Drafted a Position Statement for 2008</li> <li>• Began to identify threats and opportunities</li> </ul>
<b>SALES AND MARKETING</b>	Heighten ethical standards for US sales and marketing practices	Upgrade employee understanding of and adherence to ethical standards impacting interactions with various customers, including employees of public institutions and practitioners in states restricting promotional activities	<ul style="list-style-type: none"> <li>• Communicated clear standards proactively to employees on state-by-state basis</li> <li>• Implemented new internal processes and systems to facilitate tracking of activities for adherence to external standards</li> </ul>
		AZ standards exceed PhRMA Code baseline regarding HCP interactions	Continued to revise our comprehensive compliance policies to incorporate standards that meet or exceed PhRMA code baseline with regard to HCP interactions (e.g., contracting with, or providing modest medical or reminder items to, HCPs)

Issue/Opportunity	Objectives	2007 Action Plan	Performance at end of 2007
	Use marketing channels to provide patients helpful information about disease management, appropriate use of pharmaceuticals and patient assistance programs	Deploy new technology in the field to enhance all dialogue with physicians around patient care	<ul style="list-style-type: none"> <li>Increased quality of physician calls</li> <li>Physicians reported seeing new information presented during product presentations</li> </ul>
	Enhance multicultural marketing programs to increase access to medicines across diverse customer populations	Multicultural marketing to serve as a core competency to ensure we meet the needs of our consumers	<ul style="list-style-type: none"> <li>Developed a Multicultural Competency Team to better meet the needs of African American and Hispanic consumers</li> </ul>
<b>People</b>			
<b>DIVERSITY AND INCLUSION</b>	Support diversity of teams at all levels of the organization.	<p>Increase awareness and accountability of our efforts to recruit, develop and retain a diverse workforce</p> <p>Build on success of Employee Network Groups (ENGs)</p> <p>Support the continued growth of the Women's Success Circle program that was established at the end of 2006</p>	<p>Communicated appropriate contents of affirmative action plan goals</p> <ul style="list-style-type: none"> <li>Supporting 29 chapters of ENGs</li> <li>Average 180 employees per ENG</li> </ul> <p>130 women are participating in 32 AstraZeneca success circles</p>
	Drive employee engagement through a flexible, supportive and inclusive work environment	<p>Integrate diversity training into professional development programs:</p> <ul style="list-style-type: none"> <li>Create diversity and work/life capabilities which are aligned with leadership capabilities in order to guide the development of new diversity and work/life content for learning opportunities</li> <li>Provide additional diversity and work/life educational options to functional areas</li> <li>Expand the Flexible Work Arrangements (FWA) program in field sales by offering additional scheduling options and opening the program to more employees</li> </ul>	<ul style="list-style-type: none"> <li>Developed 3 major training programs that trained 1,300 people</li> <li>Provided orientation training to 250 new employees</li> <li>Trained 5 functional areas at multiple locations</li> <li>1,139 people attended one of the 20 lunch and learn programs</li> <li>550 people attend two seminars on Cultural Competence and Aging.</li> <li>75 percent of employees participated in the FWA program, as well as 95 new employees in sales</li> </ul>
	Increase the cultural competence of AstraZeneca employees to better serve diverse customers	Integrate learning from multicultural competence workshops for physicians and from selling to multicultural physicians pilot into mainstream sales training	Piloted workshop for new District Sales Manager (DSM) training focusing on effects of diversity on patient centered care teams

Issue/Opportunity	Objectives	2007 Action Plan	Performance at end of 2007
<b>ETHICS</b>	More deeply embed an ethical corporate culture	Deliver leadership workshops on ethical decision-making	<ul style="list-style-type: none"> <li>Completed 61 ethical decision-making workshops for leaders</li> <li>87% of non-field based managers attended the workshops, the remainder completed the standard Code of Conduct training</li> <li>Field-based managers are scheduled for the ethics workshops during the 1st Quarter of 2008.</li> </ul>
<b>SAFETY AND HEALTH</b>	Promote health and well-being of employees	Provide tools and services to empower employees to improve their health.	40% participation rate in Get Hip, a program of multiple company-sponsored health and fitness activities
		Continue to provide the annual health risk assessment	Delivered the annual health risk assessment on an annual basis
	Continue to implement strategies and programs that embed a culture of safety values, awareness and behaviors within the Commercial Sales organization.	Road Scholars - Continue the decline in injuries, collisions, traffic citations, and other related costs.	<ul style="list-style-type: none"> <li>Field sales organization decreased traffic citations from 2006 by 53%</li> <li>Despite efforts, at-risk drivers increased 13%, and AstraZeneca has worked to put programs in place for 2008 to make improvements</li> </ul>
<b>Performance</b>			
<b>INTEGRATION OF CR INTO APPROPRIATE ACTIVITIES</b>	Actively manage and communicate Corporate Responsibility initiatives in the US	Heighten US senior leadership engagement with CSR initiatives	Obtained approval of 2007 Priority Action Plan (PAP) from the Business Integrity & Assurance Team
		Utilize Integrated Risk Management process to identify, prioritize and create action plans to address CSR risks impacting business areas	Appropriately highlighted CSR risks on US risk register
		Make 2006 CSR report available to US employees and use internal communications channels to raise awareness of report	Report available on AstraZeneca-us.com September 2007
		Timely resolve and close findings and next steps from Corporate Responsibility Integrated Global SHE audits	100% timely compliance with agreed corrective actions for US
<b>CLIMATE CHANGE</b>	Support global goals to economize on the use of natural resources and work to eliminate pollution	Develop a US Green Strategy	Presented US Green Strategy to US Leadership

Issue/Opportunity	Objectives	2007 Action Plan	Performance at end of 2007
<b>SUPPLIERS</b>	Explore models to increase the diversity of suppliers	<ul style="list-style-type: none"> <li>Reference CR in all new contracts where we have major marketing, manufacturing or research activities</li> <li>Develop CR &amp; Supplier audit approach and integrate into Supplier Management process by end Q2 reported within US and globally</li> </ul>	<ul style="list-style-type: none"> <li>Co-sponsored workshops with Chambers of Commerce, Small Business Development Centers, and advocacy organizations educating small diverse organizations in how to work with large enterprises</li> <li>Amplified our working relationships with regulatory agencies illuminating the future legislative landscape and developing pro-active compliance</li> <li>Continued leading the Pharmaceutical industry in Supplier Diversity by chairing the Pharmaceutical Supplier Diversity Forum</li> </ul>
<b>COMMUNITY SUPPORT</b>	Optimize the community impact of all AstraZeneca giving through enhanced consistency, integration and transparency	Implement new Charitable Contributions Policy and procedures to enhance effectiveness of charitable giving practices	<ul style="list-style-type: none"> <li>Implemented and communicated new policy and procedures</li> <li>Trained over 90% of commercial and brand administration on new policy and procedures</li> <li>Redesigned intranet site to ensure permanent placement and easy access to policy, procedures, Questions &amp; Answers</li> </ul>
		Develop a centralized IT compatibility for all corporate giving (e.g. contributions and medical education grants) to facilitate review, processing, reporting of all requests -- ensuring greater efficiencies in the ability to manage our community investments in a strategically sound way.	<ul style="list-style-type: none"> <li>Dedicated staff to build infrastructure for contributions management</li> <li>Developed and implemented interim solutions that enhanced efficiencies in data capture, documentation, reporting and analysis</li> </ul>
		Develop partnership principles and openness philosophy and action plan to promote public understanding of AstraZeneca giving	<ul style="list-style-type: none"> <li>Developed partnership principles and statement on openness</li> <li>Developed online communications plan to launch in 2008</li> <li>Began regularly producing first ever contributions data reports, setting up vetting process for contributions transparency</li> </ul>

Issue/Opportunity	Objectives	2007 Action Plan	Performance at end of 2007
	Optimize the community impact of employee board memberships and volunteerism in order to effect public good, particularly in the area of health	<ul style="list-style-type: none"> <li>• Research, document and assess current AZ employee participation on Boards.</li> <li>• Develop formal protocol and guidance for participation, reporting and approval.</li> <li>• Develop database to capture relevant Board participation and accountability to mitigate risk and maximize impact towards AstraZeneca patient health objectives</li> </ul>	<ul style="list-style-type: none"> <li>• Completed initial board member database</li> <li>• Board member guidance document will be developed in 2008</li> </ul>