



Quality Health Care

Sustainability Report 2019

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MESSAGE FROM THE MANAGING DIRECTOR

MTK has been delivering sustainable profit growth while building a solid business foundation amidst a challenging operating environment. Our mission is to extend this trajectory into the future and turn the MTK group and company as a whole into a leading regional and global pharmaceutical company. We continue to face new challenges in our business environment notably the present and upcoming medicinal companies in our areas of operation; the pace and scale of change are unprecedented. In order to overcome these challenges, the MTK group has undergone an organizational transformation on a daily routine that includes initiatives such as globalization and restructuring. These improvements will enable us to become faster at identifying and addressing shifts in our field of expertise i.e. the pharmaceutical environment. But there is more to be done, and we remain fully committed to strengthening our capabilities and to further evolving the organization going forward.

It is essential that we align our actions to meet consumer needs. To do that, we think it is important to build upon our available 4S model which affirms our commitment to serve our four valued stakeholder groups; consumers, shareholders, employees and the wider society with the consumer as its core. We are confident that we can exceed expectations of all stakeholders by carefully considering their respective interests. The 4s model guides our mission which is ‘To avail high quality pharmaceuticals, equipment and chemicals while at the same time offer maximum value to all stakeholders’ through creating, developing and nurturing our unique brands to win consumer trust, while understanding and respecting the environment, and the diversity of societies and individuals. To this end, we have developed a concrete action plan called “the MTK way”: “We are committed to fulfilling the expectations of our consumers and behaving responsibly, striving for quality in everything we do, through continuous improvement, and leveraging diversity across the MTK group.”

We are therefore convinced that “the MTK way”, with consumers at the heart of all we do, is the right approach to enhancing corporate value in the mid-to long-term and delivering maximum results for all stakeholder groups. With the 4s guide, the entire MTK group strives to fulfill our responsibilities to the best of our abilities, in all that we do delivering high quality pharmaceutical services and products to all our consumers and the environment at large.



Mrs. Fiona Migadde
Managing Director

16/04/2020

ABOUT MTK UGANDA LIMITED

Three long term friends with pharmaceutical knowledge that had met in their business endeavors acquired an idea that involved in animal and human health care and decided to put it to practice. A Briton, an Irishman and a Ugandan i.e. Martin, Tierney and Kitaka thus MTK established the company MTK under their initials and right now it can be seen as one of the leading pharmaceutical companies in Uganda and East Africa at large.

MTK Uganda Limited was established in 1997 after the three friends had agreed on what they had in mind and what they had wanted the company to do. It specializes in Animal health, Human health, Public health and crop protection. MTK represents many prominent Multinationals and has the capacity to represent and sustain a stable supply of all its products to its customers. The company has a reputation as an ideal partner for companies seeking to develop markets through long term business relationships. It can ease and expedite market entry with unique combination of worldwide business connections, personal industry contacts and an established marketing network.

Vision and Mission

Vision:

To become the leading pharmaceutical company in the provision of healthcare solutions.

Mission:

To avail high quality pharmaceuticals, equipment and chemicals while at the same time offer maximum value to all stakeholders.

Products and services

MTK Uganda limited has a wide range of products and services it avails to its customers. It should be noted that MTK Uganda Limited being one of the leading Pharmaceuticals in Uganda and East Africa at large, it specializes in Animal health, Human health, Public health and crop protection thus has a wide range of products and services such that it would almost be difficult to list each product and service. Therefore, management has provided us with a product list showing products and services under the animal management health division and their prices in the table below;

PRODUCT	ACTIVE INGREDIENT	PACK	WHOLESALE	RETAIL
1.ACARICIDES				
ALMATIX DIP/SPRAY	12.5% Amitraz 12.5% EC	12X1 LITRE	34,000	35,000
ALMATIX DIP/SPRAY	12.5% Amitraz 12.5% EC	12X500M LS	19,000	20,000
ALMATIX DIP/SPRAY	12.5% Amitraz 12.5% EC	12X250M LS	12,000	13,000
ALMATIX DIP/SPRAY	12.5% Amitraz 12.5% EC	12X100M LS	5,000	5,500
ALMATIX DIP/SPRAY	12.5% Amitraz 12.5% EC	12X40ML S	2,700	3,000
VECTOCID	Deltamethrin 5% EC	12X1	73,000	75,000

DIP/SPRAY VECTOCID DIP/SPRAY	Deltamethrin 5% EC	LITRE 70X100M LS	12,000	13,000
2.FLY CONTROL				
ZEROFLY LIVESTOCK FENCING NET	Deltamethrin	1X100 METRES	5,000	5,500
3.ANTIPROTOZOALS				
BUTALINE	Buparvaquone 5%	6X40MLS	45,000	50,000
VERIDIUM (1g Sachet)	Isometamidium chloride	10x1G	12,000	13,000
VERIDIUM (125mg Sachet)	Isometamidium chloride	10x125mg	2,300	2,500
TRYPASHISH (1g Sachet)	Isometamidium chloride	10X1G	7,000	7,500
VERIBEN CLASSIC 2.36g	Diminazene Diacetate	10'S	900	1,000
VERIBEN B12 23.6g	Diminazene + Vitamins B12, B12a	10'S	12,500	13,500
VERIBEN B12 2.36g	Diminazene + Vitamins B12, B12a	10'S	2,000	2,500
MURTRYP 2.36g	Diminazene Diacetate	10'S	650	700
4.ANTIBIOTICS				
VETMYCIN 10%	Ox tetracycline 10%	12X100MLS	3,000	3,200
VETMYCIN 20% LA	Ox tetracycline 20%	12X100MLS	5,000	5,500
VETPEN 20/25	Penicillin Streptomycin 20/25	12X100MLS	7,000	7,500
5.ANTHELMENTICS				
ASHIALBEN 10 % ORAL DRENCH	Albendazole 10%	12X1LITRE	16,000	17,000
ASHIALBEN 10 % ORAL DRENCH	Albendazole 10%	12X500MLS	8,000	8,500
ASHIALBEN 10 % ORAL DRENCH	Albendazole 10%	12X120MLS	2,500	3,000
ASHIALBEN 2.5 % ORAL DRENCH	Albendazole 2.5%	12X1LITRE	8,000	8,300
ASHIALBEN 2.5 % ORAL DRENCH	Albendazole 2.5%	12X500MLS	4,500	4,800
ASHIALBEN 2.5% ORAL DRENCH	Albendazole 2.5%	12X120MLS	1,800	2,000
ASHIALBEN 2500mg BOLUS	Albendazole 2500mg	PACKET @10X5'S	2,500	3,000
ASHIALBEN 300mg	Albendazole 300mg	PACKET	550	600

BOLUS					@11X5'S		
NILZASH	S	ORAL	1.5%	Levermisole+3%	12X1LITRE	17,000	17,500
DRENCH				Oxyclozanide			
NILZASH	S	ORAL	1.5%	Levermisole+3%	12X500MLS	8,500	9,000
DRENCH				Oxyclozanide			
NILZASH	S	ORAL	1.5%	Levermisole+3%	12X120MLS	3,000	3,200
DRENCH				Oxyclozanide			

7. POULTRY ANTIBIOTICS

ASHOXY	CHICK			Oxytetracycline+Multivita	10X100G	4,300	4,500
FORMULA				mins			
ASHOXY	EGG			Oxytetracycline+Multivita	10X100G	4,500	4,800
FORMULA				mins			
ASHOXY		20%		Ox tetracycline 20%	10X100G	5,500	6,000
POWDER							
ASHITYL		20%		Tylosin 20%	10x100G	11,000	12,000
POWDER							
ASHIDOX-N				Doxyclycline+Neomycin	10X100G	10,000	11,000
POWDER							
ASTRISUL		480		Trimethoprim+Sulphadiazine	10X100G	8,000	8,500
POWDER							

8. POULTRY COCCIDIOCIDALS

ASAMPRO		20%		Amprolium 20%	10X100G	6,500	6,800
POWDER							
TOLTRACOX		2.5%		Toltrazuril 2.5%	100MLS	10,000	12,000

9. POULTRY VITAMINS, MINERALS & AMINO ACIDS

ASHIVITA	POWDER			Multivitamins+Minerals+Amino Acids	10X100G	4,000	4,200
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10. POULTRY PREMIXES

MTK	GENERAL			Multivitamins+Minerals+Amino Acids	10x2.5kg	117,000	12,000
PREMIX							
MTK	LAYER			Multivitamins+Minerals+Amino Acids	10x2.5kg	136,000	14,000
PREMIX							

CASH DISCOUNT STRUCTURE

0.5-1.5 MILLION 2.5%

1.5-3.0 MILLION 3.5%

3.0-5.0 MILLION 5.0%

ABOVE 5 MILLION 7.5%

**ALL DISCOUNT WILL BE GIVEN IN THE FORM OF STOCK

The table below shows a few products under the human health division:

MTK UGANDA LIMITED

No.	Active Ingredient	Product Function
1	Artemether/Lumefantrine 20/120mg	Antimalarial
2	Artemether/Lumefantrine 80/480mg	Antimalarial
3	Tinidazole, Miconazole & Neomycin pessaries	Antiprotozoal, Antifungal, Antibiotic
4	Diclofenac sodium 50mg	Analgesic
5	Azithromycin 500mg	Antibiotic
6	Fluconazole tablets 50mg	Antifungal
7	Fluconazole tablets 200mg	Antifungal
8	Metronidazole 200mg	Antiprotozoal
9	Secnidazole tablets	Antiprotozoal
10	Oral Rehydration Salts	Rehydration
11	Nifedipine 20mg (Slow release)	Antihypertensive
12	Albendazole tablets 400mg	Anthelmintic
13	Ciprofloxacin 500mg	Antibiotic
14	Cetirizine 10mg	Anti-allergic

The company also indulges itself in the production of treated mosquito nets and rat traps that are affordable to the public.

Location of headquarters:

MTK Building, Plot 41/43 Nasser Road,
P.O. Box 924 Kampala – Uganda
Tel: +256 417 335 000
Fax: +256 414 232 147
Email: mtk@mtk.co.ug

Location of operations

MTK Uganda Limited mainly has its operations in Uganda with its main office at the MTK building on Nasser road in Kampala. It also has several other branches in other notable parts of the country such as Masaka, Mbarara and planning on expanding further. Other location of operations of the company are recognized beyond the Ugandan borderline most especially Kenya and this portrays its sustainability in the competitive pharmaceutical sector. We as a company gladly recognize our staff, employees and management not forgetting our customers that have drove us far and beyond.

Ownership and legal form

MTK Uganda Limited is a company owned by three counterparts i.e. Mr. F.X. Kitaka who has a record of being one of the first Ugandan to run a privately owned Veterinary pharmaceutical business in Uganda. He first worked as an Entomologist in the ministry of Agriculture and then moved to private business in 1972. Then Mr. R.A. Tierney, an accomplished industrialist with global business and manufacturing experience across several continents including Europe, Asia, S. America and N. America. Then finally Mr. E. Martin, a reputable business man and former director of Pfizer Pharmaceuticals and managing director of Wellcome East Africa, Ethiopia and Somalia. Mr. Kitaka has the most shares in the company thus making him the Chief Executive Director.

Markets served

MTK Uganda Limited serves a vast market group in Uganda, East Africa and across the borderlines of the East African region. This is because of the customer need of the high quality pharmaceutical products and services provided by the company that have continuously attracted a large customer base globally. Our company avails its pharmaceutical products to several different kinds of markets for example in Uganda, we cater for the needs of different consumer groups both under human and animal health providing human medicines and animal drugs that have improved on the well-being and health of both human and their livestock.

Information on employees

Our company emphasizes the concept of racial togetherness in the work force. It should be noted that MTK was founded and established by three racially different men i.e. a Ugandan, Briton and an Irish which laid a foundation of racial indiscrimination within the operations of the company. MTK employs several races and everyone is seen as equal in the company whether white or black. The company also provides the employees with standard training procedures in various aspects of the day-to-day business operations notably employee-to-employee behavioral tendencies which brings about a conducive working environment in the company. We have a strong management team that has enabled us sustain value and stand in a very competitive environment with the present and upcoming competitors in society. We also have a highly trained team of Medical Representatives (MRs) that play a crucial role for successful sales and promotions by providing medical and scientific knowledge to physicians, pharmacists and other medical staff, aiming to not only help patients to regain health but also to promote better health for all people.



Racial diversification and gender equality among our employees

Supply chain

Our supply value chain simply considers three main elements; Our suppliers, Our company and then Our customers and consumers. Our suppliers involve our licensed partners, clinical trial participants and institutions, joint research partners and then our contracted factories that help in the development and constructing of the pharmaceutical medicines used and delivered to customers. Our company makes more research about the developed medicines and once they are given a “green light” to be supplied to the customers, we store the pharmaceutical medicines in our advanced warehouse stores as we carry out a sales and promotion survey and finally our delivery trucks and vans carry the products to our several different branches throughout the country and other areas of operations. As for our services, we have a well-trained team on standby that is flexible in moving from the company to our clients and consumers base to provide the services needed.



Precautionary Principle or approach

Throughout our operations, our pharmaceutical business has held numerous discussions on sustainability and has further focused on a few areas. The general mission of the pharmaceutical business is to create innovative, original drugs to support patients in the shortest time possible. In view of this mission, we have selected ‘products and services’ and ‘product safety and responsibility’ as our focus areas. As talent development of our employees is essential to first-in-class drug discovery, we have also selected ‘people’ as our focus area and this is due to the general mission mentioned above. These provide a solid basis for measuring and benchmarking our sustainability performance, and support the sustainability of the MTK group and company at large.

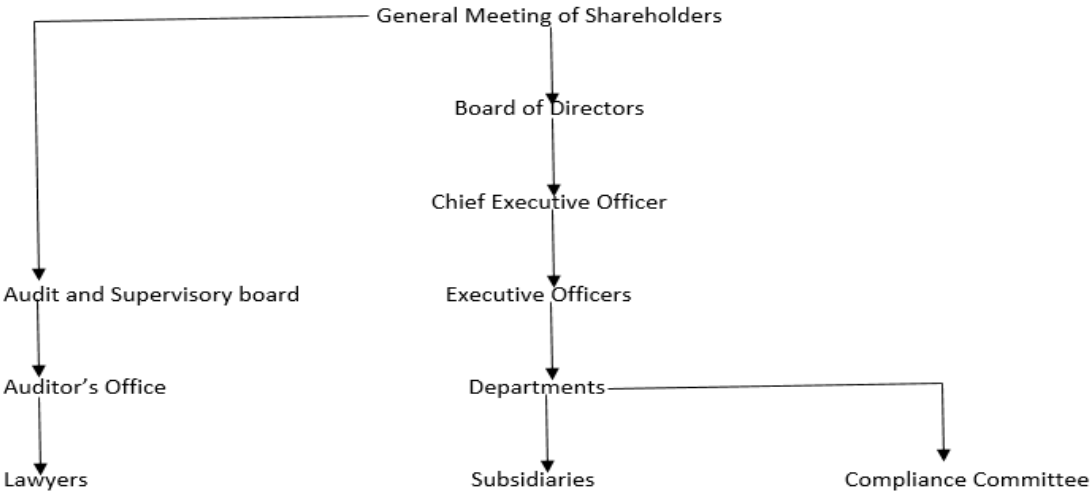
External initiatives

National Drug Authority (NDA) - Uganda
UNBS - Uganda National Bureau of Standards
ISO - International Organization for Standardization
MoH - Ministry of Health

Membership of Associations

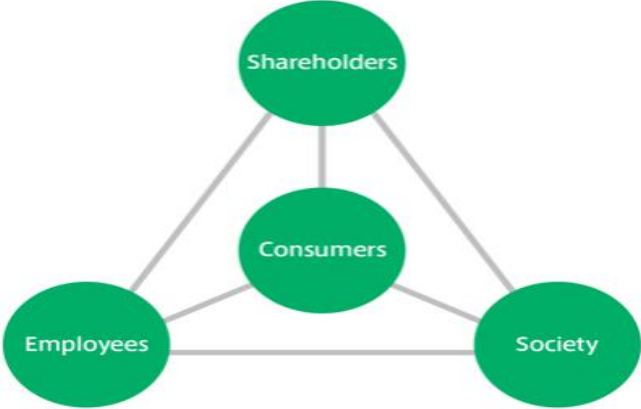
Joint Medical Stores (JMS) - Uganda
Juanco - Kenya
Kenya Veterinary Vaccine Production Institute (KEVEVAPI) - Kenya
Avima - South Africa
Impact Bio - India
Ernest Hill – England

Governance Structure



Stakeholder Engagement

Consumers, shareholders, employees and society – these are the four stakeholder groups (4S) at the heart of everything we do at MTK. We always try to exceed the expectations of our four stakeholder groups wherever we can, based on the principles of the 4S model. For our consumers, this means offering superior products that meet or go beyond their evolving needs. For our shareholders, we aim to enhance returns based on our profit growth outlook and strike a balance between providing shareholder returns and investing in business for future profit growth. For our employees, we will work to ensure that we maintain our reputation as a respected member of community and a company that they can feel proud to be a part of. And we will continue to contribute to society as a whole, recognizing that our growth benefits from a sustainable society, and in doing so enhance our corporate value.



REPORTING PRACTICES

Entities included in the consolidated financial statements

MTK Uganda Limited has no entities included in its financial statements

Defining report content and topic Boundaries

Material issues are topics that reflect our most significant economic, environmental and social impacts. We track these topics continuously to make sure we're addressing the ones of greatest importance. Our materiality process aims to identify and understand the topics that influence our stakeholders' perception of MTK, and whether these topics present risks or opportunities in relation to our business strategy. It is therefore an important way of evaluating our ability to create and sustain value. We draw on insights from global trends and drivers, market intelligence, product research, internal and external dialogue, expert opinion and consumer surveys, and other sources of information to develop an up-to-date understanding of the prevailing business context for MTK. We ensure we're aligned with the needs and expectations of our most important stakeholders – consumers, employees, shareholders and the society around and beyond Uganda. We assessed stakeholder priorities alongside global trends research and our business knowledge. Working with Group Management and top management, we analyzed, prioritized and built group-wide consensus around our most material topics.

List of material topic

Environmental compliance is our only material topic

Restatements of information

Not applicable

Changes in reporting

This is the first sustainability report to be prepared by MTK Uganda Limited

Reporting period

1 January 2019 to 31 December 2019

Date of most recent report

This is the first sustainability report to be prepared

Reporting cycle

Annually

Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with the GRI Standards: Core Option

External assurance

This report has not been externally verified. However, the following aspects are externally audited: Quality Management System, Environmental Management and Occupational Health and Safety Management system. Quality of our products are tested and certified by UNBS, NDA and the Ministry of Health.

MATERIAL TOPICS

GRI 300: ENVIRONMENTAL IMPACTS

Management approach (GRI 103) 2016

Environmental compliance means conforming to environmental laws, regulations, standards and other requirements such as site permits to operate. We have considered environmental compliance as our material topic because here at MTK, we engage a lot with our stakeholders with issues concerning the environment to ensure that all our business processes comply with the environmental laws and regulations. Our management approach to environmental compliance involves firstly, MTK being one of Uganda's leading pharmaceutical companies dealing in both human and animal health, we believe that to be successful over the long-term we need to create value for our shareholders and for society as a whole. We have our own standard on the ethical promotion of prescription of drugs, based on the environmental guidelines on sales information provision activities by the Ministry of Health. Environmental awareness training and education for our employees is also carried out, alongside effective communication with employees and recognition of their initiatives and achievements towards environmental improvement.

GRI 307: Environmental compliance 2016

MTK Uganda Limited has never been fined any Environmental Authorities and other government bodies especially the Ministry of Health and the NDA simply because we follow all the present and active regulatory environmental laws and regulations so as to protect the environment we operate in hence making better use of resources and eliminating harmful products. The environment being a wide spectrum includes the human faction, animals and society as a whole.

MTK UGANDA LIMITED AND THE UN SUSTAINABLE DEVELOPMENT GOALS

We have joined the global community as partners in contributing to Uganda's achievement of the UN Sustainable Development Goals because a concerted global effort is necessary so as to successfully implement the SDGs, therefore through our business processes the following goals have been achieved.

Through our environmental compliance to all environmental laws and regulation, we are contributing to Uganda's achievement of the 13th Goal of 'Climate Action' by creating environmental awareness through training and education for our employees where we also encourage them to carry out activities in their communities that favor the environment such as planting trees and we usually reward the best activities carried out by the different employees as a way of motivation.



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ABOUT THIS REPORT

This is MTK Uganda Limited annual integrated Sustainability Report, covering the period of 2019. As appropriate, significant developments occurring in early 2020 may be referenced and will be more fully developed in the next report. The report addresses the parent company, all the stakeholders, Shareholders, Customers (both individual and institutional), Employees, Society and Suppliers. The report reflects no material changes from the previous period in boundaries.

CLOSING REMARKS

MTK Uganda Limited is a diversified pharmaceutical company focused on improving people and animal health through innovations in the areas of pharmaceutical, healthcare and general business solutions. We supply human and animal pharmaceutical drugs in Uganda, East Africa and beyond.

ACKNOWLEDGEMENTS

We would like to thank all our colleagues, suppliers, customers for their support in providing the information required for completion of this report. In particular, we are grateful for the assistance provided by Wasswa Brian and Dembe Dickens, the Research Assistants, in drafting this report and Professor Ven Taurigana of the University of Southampton, UK for providing the technical expertise. Finally, we acknowledge the funding from the Southampton Business School small research grants which made the preparation of this report possible.

FURTHER INFORMATION

Further information about MTK Uganda Limited Sustainability Report 2019 can be found at our website www.mtk.co.ug

CONTACT US

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