



## Social Responsibility

### Labor Practices

#### Management Approach

As a global company, BD has a strong commitment to those with whom we interact worldwide – at work, in the marketplace and in the community. This commitment earns us the trust and dedication of our associates and customers. Providing safe working conditions and promoting safe behaviors in the workplace for our associates and customers is a critical part of running our business. It is one of the “keys” to our manufacturing operation and is the first topic at every shift start-up meeting (which take place at the beginning of each shift at every BD manufacturing facility).

- We value our associates, and in many cases compensate them beyond what is locally required. Their individual success is as important to us as the success of the business as a whole. We provide our associates with the opportunity to attend courses and workshops, reinforcing BD as a “teaching, coaching and learning organization,” in line with our belief that a correlation exists between companies with cultures that value teaching, coaching and learning and better business performance.
- BD is also committed to fostering a culture that values and respects each individual, offering diversity awareness workshops worldwide and integrating related concepts and principles into our human resource systems.

#### Employment

BD employs more than 28,000 associates worldwide in approximately 185 locations in nearly 50 countries. The Company aspires to become a great company, and one of the elements of achieving greatness is being a great place to work.

Throughout the world, BD provides associate benefits that meet or exceed local standards. For example, in approximately 30 countries, BD offers a Global Share Investment Program (GSIP), a matching program that promotes associate savings and ownership of BD shares. BD is continually expanding the program to include more countries and associates.

Examples of country-specific benefits that go beyond what are locally required include:

**In Canada**, BD provides associates with a broad range of benefits, including an employee assistance program, an on-site fitness center, a savings incentive plan, education assistance, flexible working hours, summer hours and financial assistance for maternity leave.

**In Nogales, Mexico**, BD associates benefit from assistance to first-time home owners, credit assistance for general services, an in-house doctor, matrimonial ceremony assistance (three days of paid leave), funeral assistance, petty cash loans for emergencies (up to \$200 interest free), drug intervention assistance, a subsidized day care center, a subsidized cafeteria and bus transportation.

**In Oxford, England**, associates receive free private medical coverage and reduced rates for dependent medical care, a free associate assistance program, on-site gym facilities and annual flu shots.

**In the United States**, BD provides associates with numerous benefits, including a family resource program, a savings incentive plan (SIP/401(k)), education assistance, a matching gift plan and access to fitness centers at many sites.



## Occupational Health and Safety

BD has implemented a Safety Process Model that is built on best practices drawn from our worldwide safety specialists. The model's four-pronged approach is designed to address the conditions and behaviors at our sites that could result in an incident and take preventative active to eliminate their occurrence. The model includes the following focus areas:

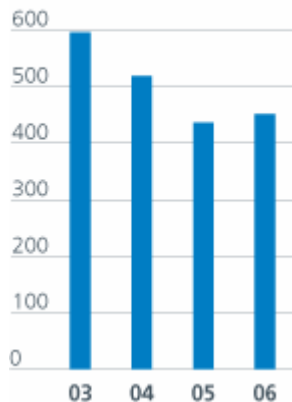
- Prompt close-out of findings from monthly safety inspections of all work areas
- Identification and correction of the root causes of all near miss, first aid and recordable events
- Addressing trends identified from tracking near miss incidents
- Implementing the recommendations developed from risk assessments completed for all site equipment, tasks and operations

The results of the Safety Process Model generate a Safety Index, which can be tracked to measure the progress in addressing these leading indicators of safety performance. BD also uses more traditional measures of safety performance such as an illness and injury rate. BD collects information from manufacturing, research and development sites worldwide on recordable cases, lost workday cases and days out of work.

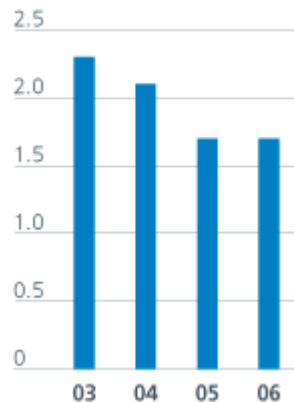
- Recordable cases include all injuries or illnesses at the workplace that require more than first aid.
- Lost workday cases include injuries or illnesses at the workplace that involve time away from work. For both metrics, the case rate is based on the number of cases per 100 associates.
- Lost workday/days out include the total number of days away from work.
- The severity rate is the total number of days away from work per 100 associates.

As the charts indicate, BD's safety performance has been improving in terms of recordable case rates. We are committed to better understanding and improving our performance with regard to lost workday cases and believe complete implementation of the Safety Process Model will help further focus our safety measures.

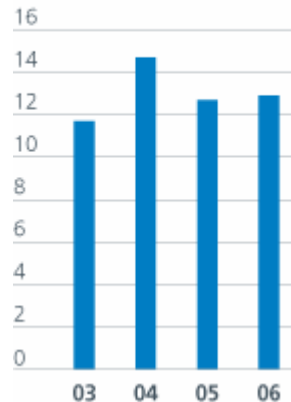
Recordable Cases



Recordable Case Rate

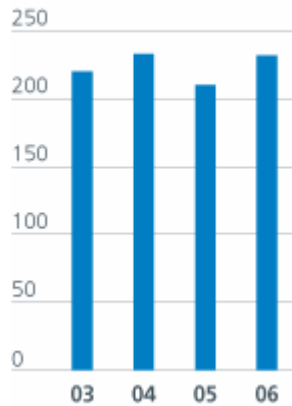


Severity Ratio

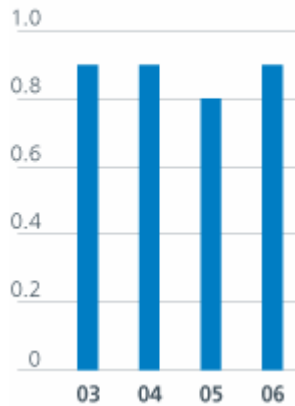




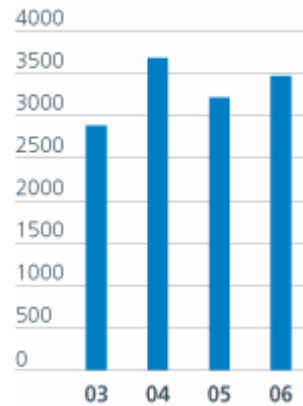
Lost Workday Cases



Lost Workday Case Rate



Lost Workdays / Days Out



BD sites around the world support numerous programs to protect the health and safety of our associates. For example, new associates attend safety orientation, and existing associates participate in periodic safety awareness and training updates. Site safety coordinators conduct regular safety inspections, and ergonomics specialists conduct workplace ergonomic evaluations. Health Services provides programs to promote ongoing health and wellness for associates. Site emergency response teams train regularly to respond to incidents and medical emergencies. Facilities across the globe organize health and safety committees to improve our performance, and many of these committees include joint membership by management and line workers.

Furthermore, we developed the Lean Daily Management System (LDMS) for our manufacturing sites to more thoroughly integrate safety into the workplace as well as to track our performance. LDMS consists of shift start-up meetings, primary visual display boards, 20 key strategies (each with five levels of compliance) action sheets and metrics to track progress.

The Company audits facilities worldwide to ensure compliance with local workplace health and safety standards. In addition, all sites use the U.S. Occupational Safety and Health Administration (OSHA) standards for reporting workplace accidents, illnesses and injuries.

BD's first Worldwide Safety Summit in November 2006 convened 64 associates from 44 locations to discuss and focus on the importance of safety. BD Chairman, President and Chief Executive Officer Ed Ludwig and other senior managers addressed the summit participants. As a result of this experience, attendees are helping facility-based environment, health and safety (EHS) teams identify areas of underperformance and ways to achieve improvement.

### Training and Education

Our corporate learning initiative, BD University (BDU), is strengthening our organizational and individual capabilities. Founded in 2000, BDU represents the Company's formal commitment to ensure ongoing learning and development. In 2007, 12,000 associates participated in over 400 BDU programs, ranging from negotiation skills to ethics to how to conduct a training course. The instructional design approach in all of BDU's programming is to engage participants in the learning environment and subsequently apply the learning.



BDU is unique in that Company leaders teach approximately 90 percent of all courses. This strongly reinforces BD as a “teaching, coaching and learning organization.” BD believes that a correlation exists between better business performance and companies with cultures that value teaching, coaching and learning. We further believe that engaging leaders in teaching improves their own capabilities as well as those of the associates in their classes. Structurally, BDU is organized into five “colleges:”

- Leadership
- Business Skills
- Operational Effectiveness
- Career Assessment and Development
- Sales

BDU is integrated with other key levers for leadership development, including talent acquisition and HR planning, creating a robust engine for the identification and development of current and future leaders. In 2007, ASTD, the world’s largest professional society focusing on workplace learning and performance, recognized BD with a “BEST” Award and ranked BD in the top five submissions from over 100 companies from eight countries.

BD emphasizes formal learning – through programs such as BDU – and also encourages assignment-based development, which is rooted in the principle of placing associates in the right job, with the right challenge and the right timing.

### **Career Development**

BD recognizes the importance of all associates receiving ongoing coaching and annual performance reviews and is committed to creating a coaching and performance management culture. Managers and associates both play roles in creating a partnership that delivers on this commitment. BD’s Performance Management Process (PMP) emphasizes coaching and developing all BD associates on an ongoing basis. The PMP Process consists of six interconnected steps:

- Form a coaching partnership
- Establish individual impact goals
- Prepare an individual development plan
- Provide ongoing feedback
- Discuss and document performance evaluation
- Continue coaching process

The Company offers other avenues for ongoing learning and personal/professional development. For example, we offer tuition reimbursement in the U.S. and encourage associates to participate in professional societies and associations globally.

### **Diversity and Equal Opportunity**

#### ***Diversity***

Diversity is a crucial component of BD’s success. We have implemented the BD Diversity Inclusion initiative to help us become a more inclusive work environment. We welcome people of diverse ethnicity, culture, gender, religion, age, personal style, sexual orientation, physical ability, appearance and tenure, as well as people of diverse opinions, perspectives, lifestyles, ideas, thinking and being.



Within our Company, diversity is about understanding and respecting differences and using them effectively to BD's competitive advantage. This means developing a deeper knowledge of the world, having a greater understanding of the needs and the markets we serve and strategically engaging a variety of individuals and perspectives.

Great companies all have one thing in common: great people who embrace change. As BD strives to become a great company, we respect each individual as we celebrate the richness of our diversity. Always seeking to improve, BD will become more innovative as different ideas and thinking are nurtured. In an innovative environment, our associates will take responsibility for their personal development and growth, seek new challenges and drive performance. Striving toward our common goal, our differences will form the basis for our strength.

Members of BD's Board of Directors include two women and directors with African-American, Jamaican and Egyptian backgrounds. BD counts four women among our corporate officers.

### ***Talent Management***

Talent Management at BD is the process whereby diverse and talented individuals are recruited, hired and retained. It is responsible for guiding, developing and mentoring associates with an eye toward opportunities for growth and expansion as they move throughout their careers at BD. In short, it is the process that facilitates the full utilization of our greatest resource, our associates and encourages associate engagement at all levels.

### **Human Rights**

#### **Management Approach**

BD holds itself to the highest standards of business conduct. Our commitment extends beyond compliance with the law to a firm belief that to become a great company and to deliver value to our customers, associates, shareholders and communities, we must be fair, honest and ethical in our business practices and personal behavior at work. We seek professional, competent people who will make the right decisions in difficult situations. How we do business and how we treat others define BD to the rest of the world. It is important that BD is known for the quality of our products, the integrity of our people and our high standards of business conduct.

#### **Confidential Grievance System**

The [BD Business Conduct and Compliance Guide](#) states that associates can raise any question or voice any concern about any legal or ethical issue without fear of discipline or loss of a job, when they are acting in good faith.

The BD Ethics Office maintains an ethics page on the BD intranet that provides information about the Company's ethics policies and practices. In addition, the Ethics Office has established the **ETHICS HELPLINE**, managed by an independent provider, which is available to all associates worldwide, 24 hours a day, 7 days a week. The Ethics Office answers all inquiries. Questions may be raised without giving one's name, if that is preferred, and all inquiries are regarded as strictly confidential. Translation services are available for non-English speakers.

#### **Procurement Practices**

BD includes social and environmental criteria in our finished goods supplier questionnaire. For more information, see [Managing Supplier Impacts](#) section.



## **Non-discrimination**

BD has policies in place regarding discrimination because of race, color, religion, age, sex, creed, national origin, ancestry, marital status, familial status, affectional or sexual orientation, disability, military eligibility, veteran status or HIV/AIDS status.

### ***Policy on Harassment***

BD is committed to maintaining a workplace free from discrimination and harassment. The Company does not tolerate harassment of individuals because of their race, color, religion, age, sex, creed, national origin, ancestry, marital status, familial status, affectional or sexual orientation, disability, military eligibility, veteran status or HIV/AIDS status.

### ***HIV/AIDS Workplace Policy***

BD's HIV/AIDS Workplace Policy is based on a desire to protect basic human rights, preserve the integrity of our workforce and respond to what we recognize as a global challenge. The purpose of this policy is to ensure that any associate who is HIV positive or who has AIDS is provided with a work environment based on dignity and respect and free of discrimination or harassment.

BD will not:

- Tolerate discrimination against or harassment of any associate who has HIV or AIDS
- Test for HIV/AIDS for the purposes of hiring or continued employment

We will:

- Provide healthcare benefits in a non-discriminatory way
- Assess the potential impact on BD associates and operations in regions where HIV is a significant local health issue
- Make reasonable accommodations (in accordance with local law) so associates may remain employed as long as is practical
- Maintain medical confidentiality

## **Security Practices**

Local management determines the type of training required for security personnel. For example, as part of the contract for security services at BD headquarters in Franklin Lakes, New Jersey, every security officer takes a training course entitled "Security Officer Basic Course" and is required to pass a written examination prior to on-site placement.

In addition, all security guards undergo thorough background checks, including a drug test, an alcohol test, a criminal record search (state and county), a credit check, a Department of Motor Vehicles check, an employment history check, personal references check, an education check, a military history check and personality tests.

In June 2007, the State of New Jersey began mandating that all security officers working in the State of New Jersey be licensed, certified and trained by a State Certified Security Instructor. All security officers at BD's headquarters have undergone the required 24 hours of classroom training and are certified by the State of New Jersey. The training covers a range of topics, including homeland



security and counter-terrorism, communications and emergency response, gang awareness, ethics and professional conduct, report writing, limits on use of force and detention of suspects, theft prevention, and First Aid, cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) awareness.

BD is also an approved certified member of C-TPAT (Customs Trade Partnership Against Terrorism) program by U.S. Customs Border Protection (CBP). As a certified member, BD is entitled to faster clearances and fewer cargo exams, allowing a more efficient global supply chain. From July to October 2006, CBP personnel conducted audits at BD headquarters, as well as the Company's Swedesboro, New Jersey distribution center, the BD Plymouth manufacturing facility and transportation-shipping vendor locations.

In February 2007, BD was officially validated by CBP and was awarded third-tier status. Third-tier status is granted to companies that demonstrate best practices in every phase of their global supply chain security. It conveys the highest level of benefits, and third-tier C-TPAT members are subject to zero inspections for security. This allows BD to expedite imported shipments through U.S. ports as well as accelerate cross-border shipments between Mexico and Canada. Currently, only 300 companies from a pool of more than 9,000 C-TPAT members have been granted third-tier status. By achieving third-tier status, BD has saved millions of dollars per year by eliminating delay time at the docks and reinspections. BD continues to monitor, audit and enhance our Global Supply Chain Security throughout the world to ensure we maintain our validation.



## **Social Responsibility**

### **Society**

#### **Management Approach**

BD is a global medical technology company whose goal is to fundamentally improve the health and well-being of the world's population. Our comprehensive corporate giving efforts make available financial resources, BD products and services, gifts-in-kind and, most importantly, the talent and integrity of our people in the support of nonprofit programs that make a real difference in the health of people around the world.

We work closely with nonprofit organizations that share our purpose and vision. BD has formed over 60 public and private partnerships focused on a broad range of global health initiatives to include good laboratory practice training, volunteerism and philanthropy, increased access to critical technologies and improved clinical and laboratory services. We have a keen sense of social responsibility and the belief that strong community relationships serve to further our purpose and progress as an organization. Together we:

- Work to create stronger and healthier communities around the world
- Build strong relationships to address the critical needs of people worldwide
- Commit ourselves to action

#### **Community**

For more than 110 years, BD has consistently applied its technologies, resources and institutional knowledge to help address fundamental health issues. The Company works with others to help meet underappreciated and emerging healthcare needs of communities around the globe. BD has a long history of helping communities with programs ranging from disaster relief to scholarship programs and customer education.

Today, BD is scaling up our response to communities in the developing world, particularly in the fight against disease pandemics. The Company is focusing its efforts in four key areas:

- Increasing access to critically needed technologies
- Improving clinical and laboratory services
- Investing in new technologies
- Supporting volunteerism and philanthropy

In each of these areas, BD is collaborating across the private and public sectors to create effective and sustainable programs that help build the healthcare capacity needed to improve global health, and in particular, to prevent, diagnose and treat HIV/AIDS, TB and malaria.

### **Developing World Needs**

#### **Increasing Access to Critical Technologies**

In the developing world, BD's multi-dimensional approach to tackling HIV/AIDS positions us to make a significant impact in the fight against this disease and its deadly companion, TB. Recognizing that no single technology or company will defeat these diseases, BD is calling on its leading technology, expertise, experience, global presence and strong relationships with nongovernmental organizations



to address problems that limit access to healthcare services in the developing world. We are working to help increase access to critical technologies through public-private sector collaborations including: **Bill and Melinda Gates Foundation:** Collaboration to identify barriers to the use of diagnostics in the developing world and solutions to overcoming them.

**The Global Partnership to Stop TB:** BD is an Organizational Partner of this entity which works to realize the goal of eliminating TB as a public health problem.

**Stop TB program of the Global Drug Facility:** BD developed an innovative, unique new injection device to safely inject streptomycin for TB patients in developing countries, most of whom are HIV-positive.

**The William J. Clinton Foundation:** BD is working with the Foundation to expand the accessibility of our advanced CD4 cell-counting technology for immune system monitoring of people living with HIV/AIDS. Our agreement with the Foundation resulted in deeply discounted pricing – approximately 75 percent – for some developing world countries, compared with developed world pricing. We also provide training and equipment servicing.

**Foundation for Innovative New Diagnostics (FIND):** BD works with FIND to improve the diagnosis of pulmonary tuberculosis in developing countries. TB is the leading cause of death for people living with AIDS. Demonstration sites in Africa, Eastern Europe and Asia benefit from advanced culture technology for rapid diagnosis and drug sensitivity testing of TB. In 2007, we expanded our agreement to include funding for laboratory strengthening and a pricing agreement for the BD BACTEC™ MGIT™ 960 system and reagents. The system uses liquid culture, which can dramatically shorten mycobacterial culture recovery time and improve patient management.

### **Improving Clinical and Laboratory Services**

Limited access to clinical and laboratory health services is one of the largest constraints to battling disease in developing countries. The majority of the disease burden exists in non-urban locations (districts and rural villages), and access to health services in these locations is often poor to non-existent. BD is committed to helping improve the fundamental capacity to deliver healthcare, including training healthcare workers and improving access to clinical and laboratory products and services.

For nearly a decade, since BD co-developed a training manual with the **Program for Appropriate Technology in Healthcare (PATH)** in 2000, BD has focused on training healthcare workers to safely administer vaccines without harming the patient or the healthcare worker. BD healthcare professionals continue to engage with local Ministries of Health, national organizations and international agencies to train thousands of healthcare workers each year. Since 2000, BD has conducted over 250 Immunization Injection Safety Trainings in 49 countries throughout Asia, Africa, Eastern Europe, the Middle East and Latin America.

We are also committed to laboratory practice training. Laboratories in more than 120 developing countries use BD FACSCoCount™ and BD FACSCalibur™ flow cytometers for CD4 monitoring. To improve the effectiveness of these technologies, our **Good Laboratory Practice (GLP)** workshops have trained more than 3,400 laboratory workers in 57 countries. The training, which focuses on implementing Standard Operating Procedures (SOPs) for immune system monitoring of HIV/AIDS patients via CD4 testing, teaches fundamental laboratory practices such as quality control and blood sampling and is being expanded to cover TB testing procedures.



BD collaborations in this area include:

- **Hindustan Latex, Ltd.** (India): The purpose of this collaboration is to help prevent the reuse of syringes in India through the introduction of auto-disable syringes, as well as education and training of healthcare workers and the implementation of advocacy programs with the Government of India. According to a WHO report, unsafe injections are the second leading cause of HIV spread in India.
- **Kenyan Medical Research Institute** (Kenya) and **Stellenbosch University** (South Africa): BD collaborated to open training centers at both entities. Originally targeted at training for CD4 applications, training has been extended to cover other basic laboratory procedures such as blood collection and quality control. These centers have fully outfitted laboratories with equipment donated by BD, and when not in use for training purposes, the laboratories are available for actual patient monitoring and HIV/AIDS research. This model is working well and similar sites are being reviewed for Uganda, Mali and Russia. BD has also established training centers in China and India.
- **University of Virginia** (U.S.): Through this collaboration, BD is able to deploy the EPINet™ occupational injury surveillance system at no charge to healthcare facilities. EPINet was developed by Janine Jagger, M.P.H., Ph.D., and colleagues in the International Healthcare Worker Safety Center at the University of Virginia. The intent of EPINet is to provide healthcare facilities with a standardized method for recording percutaneous injuries and contacts with blood and other body fluids. This system, in use in 27 countries, protects clinicians through precise tracking of the sources of sharps injury and other blood exposures, facilitating data collection and planning of appropriate exposure prevention policies. (EPINet is a trademark of the University of Virginia Patent Foundation.)
- **World Economic Forum** (WEF): BD has provided funding to and is engaged with the WEF Global Health Initiative to contribute to the strengthening of health systems in sub-Saharan Africa. A pilot program in Ghana focusing on management and leadership development will seek to leverage the untapped knowledge and skills of the private sector in this area to benefit the public sector.

### **PEPFAR Partnership to Strengthen Laboratory Systems in Africa to Fight HIV/AIDS and TB**

In a major commitment to strengthen laboratory practices in African countries severely affected by HIV/AIDS and TB, BD entered into an [agreement](#) in 2007 with the U.S. President's Emergency Plan for AIDS Relief (PEPFAR), which is the largest international public health initiative directed at a single disease that any nation has ever undertaken. Under the agreement, BD and PEPFAR have each committed up to \$9 million in in-kind associate support and financial resources toward this five-year public-private partnership to bolster training and improve diagnostic testing critical to managing the care of HIV/AIDS patients.

### **Unique Healthcare Needs Require Investments in New Technologies**

BD recognizes that existing developed world technologies do not always meet the unique healthcare demands of developing areas. As such, BD is committed to investing in new technologies that can address these specific healthcare challenges:

- **Reuse of Syringes and Needles:** To help prevent inappropriate reuse of disposable syringes and needles, BD developed auto-disable syringes in close collaboration with the World Health Organization (WHO) and several other international agencies. BD has shipped



over five billion auto-disable syringes to 90 countries in Asia, Africa, the Middle East, Eastern Europe and South Latin America. Some product examples include:

- The **BD SoloShot™** range of injection devices are widely used by ministries of health and donor agencies to vaccinate children in the developing world. These syringes are designed to automatically lock after single-use. This prevents injection reuse from patient-to-patient which could result in the spread of unnecessary disease and death such as Hepatitis B, hepatitis C and HIV/AIDS among other infections.
- In the summer of 2006, we launched the **BD Vacutainer® CD4 Stabilization Blood Collection Tube**, which is currently available only in Africa. The tube stabilizes CD4 cells for longer time periods and at higher temperatures, enabling more samples to be taken in remote areas and transported to central labs for testing.

### **Providing Healthcare to Africa's Healthcare Providers**

To help those who help others, BD and the International Council of Nurses (ICN) teamed up in November 2006 for a multi-year initiative to provide health and wellness services to healthcare providers working in several African nations. The program offers a range of services, including testing, counseling and treatment for HIV and TB; antenatal services, including Prevention of Mother to Child Transmission (PMTCT); stress management; post-exposure prophylaxis; screening for chronic conditions and a training and resource/knowledge center for continuous professional development.

In sub-Saharan Africa, healthcare systems are experiencing a severe scarcity of healthcare workers, due to the HIV/AIDS pandemic, migration and very difficult working conditions. Together, BD and ICN are working with national nurses associations in sub-Saharan Africa to help strengthen and revitalize these systems through wellness centers providing care for healthcare workers who, in turn, will be able to better care for their patients and communities. The goal is to provide the necessary materials to sustain a healthy, motivated and productive healthcare work force, leading to a strengthened healthcare delivery system in sub-Saharan Africa. It is estimated that the program will reach 40,000 healthcare workers and their immediate families.

The first-ever Wellness Centre for Healthcare Workers was officially opened in September 2006 in Manzini, Swaziland, and is run by the Swaziland Nurses Association. It has been held up as a model of good practice by many global organizations, including the World Health Organization and Physicians for Human Rights.

As part of this initiative, BD will:

- Commit \$120,000 in cash support to the ICN to help fund local wellness centers;
- Include ICN in its awareness and advocacy efforts as part of BD's Trusted Partners campaign and provide ICN with promotional materials, journal ads and general awareness materials; and
- Work with ICN to promote Good Clinical Practices training at the wellness centers.

### **Supporting Volunteerism and Philanthropy**

In addition to deploying the Company's core competencies to apply technology and resources to address fundamental health issues, **BD supports volunteerism and philanthropy in many ways, from matching associate donations to supplying BD products to aid disaster relief efforts.**



## Associate Volunteerism

*"Helping all people live healthy lives"* is BD's corporate purpose and the inspiration behind our global enterprise. It is also a call to action that resounds with BD associates the world over. By giving our time, our talent and our resources, we not only improve many lives, but also save many more. In the U.S., eligible associates are entitled to take up to 15 paid hours to perform community service annually. The number of associates participating in the program continues to grow. In 2007, BD associates volunteered a total of 6,612 hours of volunteer time during regular working hours.

The following stories highlight just a few examples of how BD associates around the globe are volunteering their time to help reduce the burden of disease, raise health standards, protect the environment and ensure safe workplace conditions. Examples during 2007 include:

- **Belgium:** In April 2007, a team of 60 BD associates cycled over 6,000 km (3,728 mi) to raise over \$4,000 (3,000 €) for a children's charity, Vierdewereldgroep Mensen voor Mensen in Aalst. The charity provides material and financial support to help underprivileged children attend school trips and summer camps. BD contributed 0.5€ for every kilometer ridden by a BD associate in the Tour of Flanders amateur road cycling event.
- **Mexico:** To celebrate "Forest Month," BD collaborated with the Environmental Protection Agency of the Delegation of Naucalpan to organize a tree planting event in Villa Alpina, an area of northern Mexico City. In just one day in July 2007, more than 350 BD associates, friends and families planted over 4,000 trees. The associates' goal was to help replenish Mexico's forests for environmental benefits such as improving the habitat of area wildlife, preventing erosion and purifying the air.
- **San Diego:** A group of 39 BD associates, along with family and friends, raised \$19,262 and participated in a 5K walk/10K run to support HIV/AIDS service and education organizations in the San Diego area. BD associates' support for San Diego's 18th annual AIDS Walk earned the Company a booth at the post-walk festival, where they publicized BD's Global Health initiatives and commitment to volunteerism to an estimated 16,000 participants.

## Honoring a Legacy While Recognizing a New Generation of Volunteers

As you can see from the above stories, BD associates and retirees share a long and proud history of contributing their time and talents to make a difference in the lives of people around the world. They volunteer to help others in numerous ways that reflect their creativity, diversity and myriad talents.

The **BD Henry Becton Community Service Awards Program** honors BD Director Emeritus Henry P. Becton's lifelong commitment to community and BD's legacy of community service. It recognizes excellence and creativity in community involvement by the award-winning BD associates and retirees and makes financial contributions in their names to the organizations for which they volunteer. In 2007, BD awarded grants of up to \$5,000 to 12 nonprofit organizations around the world.

The BD associates and retirees who were honored in 2007 include individual volunteers, as well as teams of associates at BD locations. Some provide essential services to help people cope with problems in their lives. Others work to improve the quality of life in their communities through social service, cultural and environmental programs.



## BD Associate Volunteer Service Trip Program

Through the BD Associate Volunteer Service Trip Program, initiated in 2005, BD sends associate teams to remote health facilities in developing countries to help build local health capacity through training, construction, health services and laboratory strengthening.

- In 2005, BD collaborated with the **Catholic Medical Mission Board (CMMB)** to send teams of BD associates to five health centers in Zambia to help strengthen the country's capacity to diagnose and treat HIV/AIDS.
- Recognizing the need for follow up, BD associates returned to Zambia in 2006 to continue their work at the same health centers.
- In 2007, BD collaborated with **Direct Relief International** to send BD associates to help upgrade three healthcare clinics in Ghana.

### Ghana Volunteer Trip, 2007

In a joint effort with Direct Relief International, a nonprofit humanitarian medical aid organization, 12 BD associates from around the world devoted three weeks to upgrading two healthcare clinics in Ghana. The April 2007 trip marked the third consecutive year that BD associate volunteers worked to strengthen healthcare infrastructure in sub-Saharan Africa by participating in the Company's Volunteer Service Trip Program.

The BD volunteers worked side-by-side with clinic staff and Direct Relief partners to train healthcare providers, construct a new health facility, improve laboratory capabilities and incorporate clean water solutions at the Maranatha Maternity Clinic and the Motoka Clinic.

Located in Kumasi, Ghana's second largest city, the Maranatha Maternity Clinic serves approximately 250 patients each month, about 40 percent of whom are unable to pay for medical treatment.

The BD team also helped construct a new satellite clinic outside Kumasi in the Bonkwaso village on what had been an overgrown field. The volunteers then outfitted it with medical equipment and an electrical generator – the first electricity in Bonkwaso. With support from BD, four local students studied in Kumasi and returned to serve as the clinic's staff. Speaking about the efforts of BD volunteers, Agatha Amoateng-Boahen, head nurse at the clinic, said, "The BD team had such a great and positive impact. Our laboratory has taken a new shape and thus is helping to provide quality services to our patients. Above all, the team on individual levels sacrificed a lot to help patients with chronic diseases."

Established in 1996, the rural Motoka Clinic is the only healthcare resource serving a district of nearly 100,000 people. The services offered by the clinic, which is located on Lake Volta, are complemented by outreach visits to villages accessible only by boat. Reflecting on the effort, BD volunteer Paul Soskey said, "The clinic now has the best equipped lab in the whole West Krachi District of the Volta region." One incident brought home to Soskey the significance of what the team had done: "We installed a blood bank refrigerator with a complete battery-based backup power source and a sample incubator. While we were there, an anemic six-year-old boy was transfused with blood from the blood bank, giving him a chance to recover overnight."



## Philanthropic Activities

Among the many additional examples of BD's philanthropic activities to support global healthcare are the following:

- **U.S. Fund for UNICEF:** BD was the founding partner in the Fund's effort to support UNICEF's goal of eliminating maternal and neonatal tetanus (MNT) worldwide. BD committed substantial monetary and in-kind donations (including 135 million safe injection devices) to prevent the spread of HIV and other diseases in the MNT immunization initiative.
- **Save the Children:** BD provided philanthropic support to Save the Children for the establishment of clinics for HIV-positive children in Eastern Europe and Asia.
- **Meningitis Campaign:** BD worked with three humanitarian organizations - Heart to Heart International, Project HOPE and Catholic Medical Mission Board - to deliver nearly 600,000 total doses of meningitis vaccine to people in need throughout the Dominican Republic. BD donated 600,000 syringes, sharps containers and alcohol wipes, and Meningitec® (meningococcal serogroup C) vaccines were provided by Wyeth Pharmaceuticals. (Meningitec is a trademark of Wyeth.)
- **Pan American Health Organization (PAHO):** BD supported PAHO's rubella immunization campaign in Haiti. Working through Catholic Medical Mission Board, BD donated 5.4 million BD SoloShot™ syringes.

In fiscal year 2007, BD contributed \$8 million in cash and product to our non-profit partners to support global health initiatives (HIV/AIDS, TB, malaria, infectious diseases and immunization), diabetes, other health, education and research, and civic and social welfare.

## Top Ten Grants for 2007

Since BD was founded in 1897, we have actively donated cash, product and expertise to non-profit and educational organizations in North America and throughout the world. Our top ten grants in 2007 were:



### **American Red Cross – Measles Initiative:**

The Measles Initiative is a commitment to vaccinate 200 million African children over five years. Leading this effort are the American Red Cross, United Nations Foundation, Centers for Disease Control and Prevention, World Health Organization and the United Nations Children's Fund.

BD's support of the program has allowed for the vaccination of more than 400 million children, helping to reduce measles deaths by 68 percent globally compared with 2000.



**Direct Relief International – BD Associate Volunteer Service Trip to Ghana:**

BD and Direct Relief International, a humanitarian medical aid nonprofit organization, launched a joint volunteer initiative to strengthen healthcare in two areas of Ghana. Beyond product and monetary donations, BD associates contributed time and expertise in nursing and laboratory science to help people in Ghana treat disease and improve lives by raising health standards. For more information, see [Ghana Volunteer Trip 2007](#).



**Hackensack University Medical Center (HUMC) Foundation – Institute for Clinically Effective Care:**

HUMC recognizes the growing healthcare demands associated with care for patients with diabetes and other common chronic illnesses and is meeting those needs through the Institute, with an initial emphasis on improving the effectiveness of diabetes care. Activities have been undertaken to improve glycemic control for these patients. BD's support has enabled the Institute to make new strides to improve the quality of care for patients with diabetes.



**Fairleigh Dickinson University – Henry P. Becton School of Nursing and Allied Health**

BD funding supports the expansion of the Henry P. Becton School of Nursing and Allied Health to include a doctoral program to prepare nurses for leadership in the clinical and education areas. The program is a two-track process including clinical and education areas that will prepare nurses as leaders in each focus.



**Columbia University’s Earth Institute - Millennium Villages**

BD is an HIV/AIDS collaborating partner of the Millennium Villages Project, and our grant funding has enabled the project’s Deputy Health Coordinator and HIV/AIDS Coordinator to reach 400,000 people across 12 sites in 10 countries in sub-Saharan Africa and expand the availability of comprehensive HIV/AIDS prevention, care and treatment. BD’s commitment also includes collaboration on diagnostic and clinical infrastructure and core competency needs.



The Millennium Villages Project seeks to fight extreme poverty through the use of proven, practical technologies that improve health, education, farm productivity and access to markets. Overseen by the Earth Institute, Millennium Promise and the UN Millennium Project, this project uses affordable, science-based solutions and investments to raise the productivity of these impoverished communities and put them on the course to self-sustained growth.

## ACADEMIC ALLIANCE FOUNDATION

### Academic Alliance Foundation

BD supports the Academic Alliance Foundation's Center of Excellence in Laboratory Training at the Infectious Diseases Institute (IDI) at Makerere University in Kampala, Uganda. BD has committed cash and product to the BD Laboratory Training Program, which addresses the increasing demand for accurate infectious disease diagnosis and surveillance. This is a regional center of excellence for infectious diseases treatment, training and research in sub-Saharan Africa. With a primary mission to improve the quality of healthcare delivery in Africa, the IDI training program began in April 2002 to train Ugandan physicians in HIV diagnosis, care and treatment at a critical time when scale-up with antiretroviral therapy was beginning and few were trained in this specialized area. The model has adapted and grown in scale to train nurses, clinical officers, pharmacists and dispensers. Curricula are tailored to meet the needs of multidisciplinary healthcare teams. As of December 2007, over 1,200 African healthcare workers from over 26 countries had graduated from this program.



### FIND

Tuberculosis (TB) is the leading cause of death for people with AIDS. In fiscal year 2007, BD committed more than \$300,000 in cash, product and training to continue our long-term support of FIND and its program to improve the diagnosis of TB in developing countries. FIND is a non-profit organization that supports and promotes the health of people in developing countries by sponsoring the development and introduction of new but affordable diagnostic tools.



#### **IAVI**

BD contributes cash, product and technical expertise to IAVI, a global nonprofit organization searching for safe, effective and accessible AIDS vaccines. BD's renewed commitment of cash and product donations to IAVI total nearly \$900,000 over three years, starting in fiscal year 2008, to increase IAVI's access to critical diagnostic technologies such as the BD FACSCount™ system, CD4 test kits and BD Vacutainer® products. IAVI has an international public/private partnership with the Imperial College of Science, Technology and Medicine in London to foster AIDS vaccine development.



#### **Institute for Health Technology Studies**

InHealth was founded by AdvaMed, the world's largest medical technology trade association, in 2003 to help overcome misperceptions about the role played by medical devices and diagnostics in the nation's escalating healthcare costs. InHealth is becoming a resource for knowledge about the value and impact of medical devices and diagnostics through the funding and dissemination of peer-reviewed research studies conducted at renowned academic institutions, and through the sponsorship of educational initiatives. Critical research aimed at validating the *in vitro* diagnostic ("IVD") tests and specific research in the IVD arena could better establish the value of active surveillance as an important contributor to reducing healthcare-associated infections.



#### **Global Business Coalition (GBC)**

BD joined the Global Business Coalition in 2006 to support the Global Fund to fight AIDS, TB and malaria. The GBC's mission is to leverage the power of the global business community to fight the HIV/AIDS, tuberculosis and malaria epidemics worldwide. The coalition harnesses the individual and collective power of the world's top corporations to fight AIDS at the local, national and international levels.



## BD Product Donation Program and Disaster Relief

BD's Social Investing department works closely with international nonprofit agencies and organizations to achieve humanitarian goals through in-kind product donations. We routinely donate our products to international relief agencies in an effort to efficiently and fairly allocate BD resources.

To ensure that donated BD products reach areas where their distribution is most critical, the Company relies on the expertise and experience of various U.S.-based, non-governmental relief organizations. Through these established relationships, BD delivers millions of dollars worth of vital products that address the critical needs arising in emergency situations and support healthcare services that meet the ongoing needs of at-risk populations.

BD is an active member of [Partnership for Quality Medical Donations](#) (PQMD), which requires the Company to adhere to the World Health Organization's guidelines on appropriate healthcare product donations. PQMD and its members, in alliance with related organizations, is dedicated to the development, dissemination and adherence to high standards in the delivery of medical products to under-served people and disaster victims around the world.

In 2007, our partners assisted with relief efforts across the globe. In addition to cash funding, in many cases BD product was shipped to the areas affected within hours of the disaster. BD's contributions in 2007 include:

- **April 2007** – A Nor'easter storm affected seven states in the U.S. BD contributed \$75,000 to the American Red Cross for national assistance; the United Ways of Bergen and Passaic Counties split a \$25,000 grant for local relief efforts in New Jersey.
- **May 2007** – A powerful tornado struck the farming community of Greensburg, Kansas, leaving more than 90 percent of the town uninhabitable. To help the devastated community, BD immediately donated \$21,000 to [Heart to Heart International](#) to help support their Mobile Medical Unit for a two-week period following the disaster. The unit, situated on Main Street in Greensburg, saw more than 650 patients over a 30-day period. Heart to Heart is a U.S.-based global humanitarian organization that works to improve health and responds to the needs of disaster victims worldwide. The group specializes in delivering essential medicines and supplies, as well as providing the necessary training to increase the level of medical care in underserved regions of the world. With BD's support, Heart to Heart and its volunteer medical staff in Greensburg were able to serve as the sole healthcare provider to thousands of emergency workers and town residents.
- **August 2007** – When an earthquake rocked Peru, our product partners (AmeriCares, Direct Relief International, Heart to Heart International and International Aid) were among the first responders, shipping BD product to the affected areas within hours of the disaster. When China was affected by flooding, Heart to Heart was on the ground assisting those affected with BD product.
- **October 2007** – BD donated product including ACE® bandages to Direct Relief International to assist those affected by the California wildfires. BD provided \$50,000 each to Direct Relief International and the American Red Cross and \$25,000 to the United Way, a total of \$125,000.



## **BD Matching Gifts Program**

This program recognizes that every one of us, in community service as well as in business, can make a difference through volunteer efforts and personal donations. BD matches donations made by eligible associates and retirees to a wide range of nonprofit charitable organizations that meet program guidelines. In addition, for these nonprofits, BD will also match specified hours of volunteer service with a financial donation. Thousands of gifts are matched each year to support hundreds of nonprofit efforts in the areas of health, environmental protection, arts and culture, social welfare, education and more. **In 2007, BD matched \$1.73 million** of monetary gifts and volunteer time.

## **Product Responsibility**

### **Management Approach**

The BD Quality Policy states: “We will consistently provide superior products and services worldwide to help all people live healthy lives. We will achieve this through compliance with customer and regulatory requirements and the maintenance of an effective quality system.”

### **Healthcare Worker Safety**

We take product responsibility very seriously. Healthcare workers are key users of BD products, and their health and safety is critically important. BD is the world's leading supplier of devices that help to reduce the incidence of sharps injuries and exposure to bloodborne pathogens. We pioneered the development of safety-engineered medical devices and have been at the forefront of this field for nearly two decades. Since the invention of the BD Safety-Lok™, first safety syringe, in 1989, BD has offered the most complete line of advanced protection products in the industry. No company has committed more money, human resources, or technological know-how to reducing sharps injuries. We have engineered our products to be safe for patients and healthcare professionals working. Our range of safety products offered by two BD business

segments includes hundreds of catalog items for injection, infusion therapy, sample collection, surgery and sharps disposal:

- **BD Medical** provides innovative IV flush syringes and closed IV catheter systems designed to enhance patient safety by reducing the potential for medical errors and device contamination while improving healthcare worker safety. We also offer low-cost, auto-disabling injection devices for immunization and parenteral therapies, intended to prevent disease spread associated with syringe reuse in developing countries.
- **BD Diagnostics – Preanalytical Systems** focuses on specimen collection and accelerating growth through continued emphasis on safety, where innovation has led to second- and third-generation safety-engineered products offering greater protection and improved functionality.



### **Protecting Healthcare Workers through S.P.I.R.I.T.**

The U.S. Needlestick Safety and Prevention Act requires all employers in the U.S. to provide safety needles and other safety products to healthcare workers. BD has developed [resources](#) to assist healthcare facilities in understanding and complying with the law. BD estimates that U.S. hospitals have transitioned over 90 percent of their sharps product usage from conventional to safety-engineered designs for IV catheters, “needleless” IV connectors, blood drawing needles, winged needle sets and lancet devices. The level of transition is lower for syringes and needles, surgical blades and scalpels and certain other device categories used for specialty medical procedures. Across all product categories, the overall level of transition to safety designs remains lower in clinics and physicians’ offices than in hospitals. BD developed Safety Product In-service Resources Initiative Training (S.P.I.R.I.T.) as a direct result of U.S. state and federal governments’ focus on the use of safety-engineered devices such as injection and infusion devices to help reduce needlestick injuries and thereby protect healthcare workers from the risk of exposure to HIV, hepatitis B and C and other bloodborne pathogens.

### **Providing Educational Resources**

BD is committed to providing educational materials and training for healthcare professions through the **BD Education Center**, a comprehensive resource for up-to-date educational materials on a wide variety of healthcare issues. The Center offers over 200 carefully selected titles from over 30 sources made available through strategic alliances with leading professional associations and publishers, as well as titles created and offered by BD.

Through its online catalog, the BD Education Center provides a valuable, centralized resource for many current educational materials addressing human health topics in varying formats.

### **Serving the Needs of Researchers**

Throughout the world, researchers rely on BD Biosciences’ state-of-the-art technologies, products and leading expertise to study cells to better understand disease, speed the discovery and development of novel therapeutics and improve diagnosis and disease management. Recent launches of several flow cytometry platforms and associated sample preparation and automation systems have helped us lead the way in all major customer segments.

BD Biosciences also focuses on serving researchers from pharmaceutical and biotechnology companies. Our growing line of drug metabolism assays from the Discovery Labware unit help screen out nonviable drug candidates early, increasing the ultimate likelihood of clinical trial success. In addition, our broad array of laboratory products for tissue culture and fluid handling are utilized in research laboratories globally.

### **Medical Device Reports**

BD has a formal process in place to submit Medical Device Reports (MDRs) to the U.S. Food and Drug Administration (FDA) concerning BD products involved in a reported death, serious injury or malfunction. In fiscal year 2007, BD filed 465 MDRs out of the more than three billion BD products manufactured and sold.



## Product Liability Litigation

BD, along with a number of other manufacturers, was named as a defendant in approximately 524 product liability lawsuits in various state and Federal courts related to natural rubber latex gloves that BD ceased manufacturing in 1995. Cases pending in Federal court are being coordinated under the matter *In re Latex Gloves Products Liability Litigation* (MDL Docket No. 1148) in Philadelphia, and analogous procedures have been implemented in the state courts of California, Pennsylvania, New Jersey and New York. Generally, these actions allege that medical personnel have suffered allergic reactions ranging from skin irritation to anaphylaxis as a result of exposure to medical gloves containing natural rubber latex. Since the inception of this litigation, 467 of these cases have been closed with no liability to BD, and 46 cases have been settled for an aggregate de minimis amount. BD, along with another manufacturer and several medical product distributors, was named as a defendant in three product liability lawsuits relating to healthcare workers who allegedly sustained accidental needlesticks, but have not become infected with any disease. Generally, these actions allege that healthcare workers have sustained needlesticks using hollow-bore needle devices manufactured by BD and, as a result, require medical testing, counseling and/or treatment. In some cases, these actions additionally allege that the healthcare workers have sustained mental anguish. Plaintiffs seek money damages in all of these actions. BD had previously been named as a defendant in eight similar suits relating to healthcare workers who allegedly sustained accidental needlesticks, each of which has either been dismissed with prejudice or voluntarily withdrawn.