

2009 Sustainability Report



Helping all people
live healthy lives

Company Profile

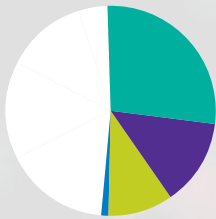
BD is a leading global medical technology company that develops, manufactures and sells medical devices, instrument systems and reagents. The Company is dedicated to improving people's health throughout the world. BD is focused on improving drug delivery, enhancing the quality and speed of diagnosing infectious diseases and cancers, and advancing research, discovery and production of new drugs and vaccines. BD's capabilities are instrumental in combating many of the world's most pressing diseases.

Founded in 1897 and headquartered in Franklin Lakes, New Jersey, BD employs approximately 29,000 associates in more than 50 countries throughout the world. The Company serves healthcare institutions, life science researchers, clinical laboratories, the pharmaceutical industry and the general public.

Our business comprises three segments:

BD Medical

BD is among the world's leading suppliers of medical devices and a leading innovator in injection- and infusion-based drug delivery since 1906, when the Company built the first-ever facility in the U.S. to manufacture needles and syringes.

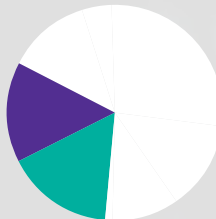


\$3.731 (dollars in billions)

- Medical Surgical Systems \$1.985
- Pharmaceutical Systems \$.952
- Diabetes Care \$.715
- Ophthalmic Systems \$.079

BD Diagnostics

BD is a leading provider of products for the safe collection and transport of diagnostics specimens, as well as instruments and reagent systems to accurately detect a broad range of infectious diseases, healthcare-associated infections (HAIs) and cancers.

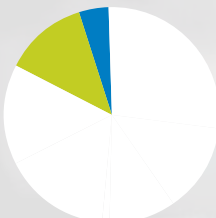


\$2.226 (dollars in billions)

- Preanalytical Systems \$1.143
- Diagnostic Systems \$1.083

BD Biosciences

BD is a world leader in bringing innovative diagnostic and research tools to life scientists, clinical researchers, laboratory professionals and clinicians who are involved in basic research, drug discovery and development, biopharmaceutical production and disease management.




\$1.204 (dollars in billions)

- Cell Analysis \$.905
- Discovery Labware \$.299

For more information, please visit www.bd.com/aboutbd





At BD, we are committed to:

Sustainability 5

Society 13

Fundamental Healthcare Needs 23

Product Responsibility 29

Our Associates 37

The Environment 45

Performance 51

Sustainability at BD

BD is committed to “*Helping all people live healthy lives.*” We seek to become the organization best known for eliminating unnecessary suffering and death from disease and, in doing so, become one of the best performing companies in the world.

Since the Company’s founding in 1897, BD has been committed to providing affordable, accessible medical technologies that help address fundamental healthcare needs. Today, we also recognize the importance of strong environmental performance. Our aspiration is to be recognized as the most environmentally responsible company in our industry.

Our purpose is *"Helping all people live healthy lives."*

Our efforts are directed at four major areas of healthcare and life sciences improvement:

- › **Reducing the spread of infection** for healthcare workers and patients;
- › **Advancing global health**, which includes safe immunization as well as diagnostics for HIV/AIDS and tuberculosis (TB);
- › **Enhancing therapy** by working with pharmaceutical and biotechnology partners in research, production of their drugs, and drug delivery; and,
- › **Improving disease management**, which includes cancer, infectious diseases and diabetes.

These four broad areas of healthcare and life sciences represent exciting growth opportunities for BD that build upon our capabilities.



CONTRIBUTING TO SOCIETY

REDUCING OUR ENVIRONMENTAL IMPACTS

VALUING OUR WORKFORCE

IMPROVING GLOBAL HEALTH

CREATING SHAREHOLDER VALUE



Helping all people live healthy lives



At BD, we are committed to

sustainability

BD is driven by our purpose—*“Helping all people live healthy lives.”*

We build our strategy upon our Core Values:

- › **We treat each other with respect**
- › **We do what is right**
- › **We always seek to improve**
- › **We accept personal responsibility**

With these elements as our foundation, we strive to provide great performance for our customers and shareholders, make great contributions to society and be a great place to work.

The BD Technologies research and development facility in Research Triangle Park, North Carolina, USA, is pursuing LEED Certification for Green Building Operations and Maintenance as part of its renovation project.

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\$7.161 Billion
FY2009
Revenues

R&D
spend
(millions)

\$408

Countries in
which we
operate

more
than **50**

Our
global
workforce

~29,000

Our Focus

BD offers a workplace where all associates understand that their personal health and success, their natural desire to give back, the Company's performance, and the ability to achieve our purpose are all directly linked. Our efforts are directed at four major areas of healthcare and life sciences improvement: **Reducing the spread of infection, Advancing global health, Enhancing therapy and Improving disease management.** These four broad focuses in healthcare and life sciences represent important areas of impact and growth for BD that build upon our capabilities.



The Triple Bottom Line

BD believes that balancing the “triple bottom line” —achieving **strong economic performance**, promoting **environmental stewardship** and advancing **social responsibility**—is the right thing to do and benefits our business and shareholders. Being a responsible company that values sustainability helps us to attract strong associates, improves our relationship with key stakeholders and reduces risks to our business.

Our focus on sustainability provides numerous opportunities. Innovation is at the heart of what we do, and we are constantly looking for how to use new materials in new ways in order to reduce our environmental footprint. By improving our environmental performance, we can reduce costs, contribute to a healthier planet and reduce the effects of rising oil prices on our business. By continuing to address emerging healthcare needs, we can open up new markets for our products. Sustainability is a win-win situation for BD, our associates and the customers we serve.

BD is building on a strong heritage of social responsibility. We are now incorporating environmental consideration into our long-term vision of sustainability to best position the Company for future growth. We seek to ensure that our business decisions will be guided by our desire to improve the environmental, health and social well being of our associates, the people we serve and the communities in which we operate.



A Message from Our Chairman and CEO

Welcome to BD's 2009 Sustainability Report. These pages describe the commitment of our 29,000 dedicated associates worldwide to pursuing our corporate purpose, "Helping all people live healthy lives," and doing so in a way that supports sustainability.



Our purpose and our Core Values of treating others with respect, doing what is right, accepting personal responsibility and always seeking to improve serve as the foundation for all that we do.

Sustainability Strategy

In our **2008 Interim Sustainability Report**, I communicated to you that BD was going to take its sustainability efforts to "the next level." I am pleased to tell you that we have made very good progress. Importantly, this year we created an Office of Global Sustainability, reporting to me, which is responsible for our 2015 Sustainability Strategy that focuses on how we will improve environmental performance throughout our organization. This team is working with our businesses and facilities worldwide to set targets, gather performance data, and execute on the 2015 strategy.

I also noted that we were in the process of establishing sustainability priorities to ensure the greatest impact across our operations. We face many challenges in our business, including minimizing our environmental footprint while also ensuring the safety and quality of the billions of products we manufacture annually. We are driving forward with great enthusiasm, innovation and imagination as we explore ways to do so. We are maintaining this focus even as we continue to navigate this challenging global economic environment. Our vision is for the long term. In fact, BD's "Envisioned Future" includes the following Declaration of Intent: *We will strive to be exceptional stewards of the environment, incorporating sustainable practices into every aspect of our operations.*

WATCH VIDEO

Message from BD Chairman and CEO Ed Ludwig »

Our Commitment

The theme of this year's report is "Commitment." BD is committed to balancing the "triple bottom line" —strong economic performance, environmental stewardship and social responsibility. As such, we are committed to our many stakeholders, including employees, shareholders, customers and partners. We have more than a century of success delivering quality products that improve and save lives, and creating shareholder value.

We are committed to all aspects of sustainability. We believe that to succeed, we must attract and retain a diverse pool of high-quality talent. We must work to protect the health and safety of our associates. We must act ethically and with integrity. We are fortunate to go to work every day at a place where we make a difference in the lives of people worldwide, a responsibility we take very seriously.

Looking Forward

BD is on a journey to become a great company—one that provides great financial performance for customers and shareholders, makes great contributions to society and is a great place to work. This journey is inherently connected to our commitment to sustainability. We are making very good progress, and we have many opportunities to make an even greater impact. We look forward to continuing to innovate and creatively address the challenges that face our company, our industry and the world in which we live.

Edward J. Ludwig
Chairman and Chief Executive Officer
May 2010

Governance and Ethics

Since BD's founding in 1897, we have been committed to strong leadership and ethical business practices. Our commitment to good corporate governance and accountability to our shareholders is embodied in our [Corporate Governance Principles](#).

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of our 13 Board members in 2009 were independent, 2 were female 3 were minorities.

The BD Board's Corporate Governance and Nominating Committee regularly assesses our corporate governance policies in light of emerging best practices. Our policies are designed to increase the transparency and accountability of BD's leadership to our shareholders.

Executive Compensation

The primary objective of the BD compensation program is to fully support the strategic business goal of delivering superior long-term shareholder returns through sustained revenue growth, earnings per share growth and return on capital.

We intend to ensure a high degree of alignment between pay and the long-term value and financial soundness of BD. The Compensation and Benefits Committee of the Board of Directors (the "Committee") has established the following compensation principles to meet this objective:

- › Linking rewards to performance
- › Delivering superior business and financial results
- › Offering a competitive compensation structure
- › Aligning the interests of executives and shareholders
- › Maintaining a transparent compensation structure
- › Maintaining Committee independence
- › Retaining prerogative to adjust programs

[READ MORE](#)

[Our Core Values »](#)

[Corporate Governance at BD »](#)
including our Board committees

Sustainability Governance

Responsibility for our sustainability efforts rests with BD Chairman and Chief Executive Officer Ed Ludwig and other members of our senior management.

Our newly developed Office of Global Sustainability (OGS), overseen by our Chairman and CEO, is managed by our Vice President of Global Sustainability. The OGS has established BD's 2015 Sustainability Strategy and is responsible for gathering performance data, setting targets and communicating with leadership, business functions, regions and BD associates about integrating sustainability into how we do business.

The Board of Directors has oversight for a number of issues related to sustainability, including Employment Practices; Community Relations; Environment, Health and Safety; and Ethics and Enterprise Compliance.

BD's sustainability governance structure ensures that sustainability risks and opportunities are managed throughout our operations.

Ethics and Compliance

Our mission is to enable BD to continue to be an organization that acts ethically and in compliance with laws worldwide. Our ethics program is more than 10 years old and we have had compliance initiatives in place since our founding in 1897.

To foster an environment encouraging ethical behavior, senior management is actively involved in setting the appropriate tone at the top and ensuring that the tone resonates throughout the organization.

Associates are expected to deal fairly with customers, suppliers, competitors, the public and one another at all times because:

It is part of our Core Values.

“We do what is right” commits us to follow the law and to be ethical in our business conduct.

It is good business.

Basic ethical values such as honesty, trust and integrity are a hallmark of companies with sustained success and customer loyalty.

It is right.

Society expects us to be responsible for our actions and to treat others with fairness and respect.

BD’s **Business Conduct and Compliance Guide** (the “Guide”), available in 12 languages, defines the standards of professional and personal behavior we expect our associates to follow. It helps them to comply with the laws, rules and regulations pertaining to our businesses and to follow BD’s Core Values. It also includes information about contacting our Ethics & Compliance Department. We regularly update the Guide to reflect changes in the law or our policies.

BD’s Ethics HELPLINE is our confidential hotline for associates to report any concern that they have regarding the conduct of fellow associates. The HELPLINE, which is operated by an independent contractor, is available to all associates worldwide, seven days a week, 24 hours a day. The Ethics Office either answers the inquiry directly or makes the appropriate referral so that the Company can follow up and respond. No action is taken against any associate for bringing such matters to BD’s attention, regardless of the outcome.

AdvaMed Code of Ethics

In 2009, the **Advanced Medical Technology Association (AdvaMed)**, the world’s largest medical technology association representing manufacturers of medical devices, diagnostic products and medical information systems, issued a revised and restated **Code of Ethics on Interactions with Health Care Professionals**. BD was an early adopter of the Code, certifying that, among other things, we adopted it and have implemented an appropriately tailored effective compliance program related to interactions with U.S. healthcare professionals.

Ethics and Compliance Training

Each year, every BD associate is trained on the Guide. They must certify that they have read, understood and will comply with its provisions. This training is provided both in-person and online, and in various languages depending on location. In 2009, the annual training on the Guide contained updated messaging from the CEO and the Chief Ethics and Compliance Officer, reinforcing the need for continued vigilance in this fast-paced and changing environment.

BD’s ethical decision-making course (Ethical Fitness®) was developed with the Institute for Global Ethics. This full-day, in-person course taught by more than 70 associates around the world in multiple languages is open to all BD associates. All BD managers with direct reports are required to take the course. Its objectives include increasing awareness of ethical issues and how they arise; identifying the differences between legal and ethical issues; and developing insights and tools to address future ethical issues in the workplace.

We have developed a number of online ethics and compliance courses for BD associates tailored to specific jobs or locations, including, for example, an updated course on the AdvaMed Code of Ethics for sales and marketing associates.

Human Rights

BD supports and respects individual rights as set forth in the Universal Declaration of Human Rights. We are committed to compliance with laws and regulations wherever we have operations, and **we expect our suppliers** to do the same. Our efforts in human rights include:

- › We provide a safe and healthy workplace for our associates.
- › We do not use child labor.
- › We do not use forced, prison or indentured labor. We ensure that terms of employment are voluntary.
- › We prohibit discrimination in our hiring and employment practices.
- › We prohibit physical abuse and harassment of associates, as well as the threat of either.

READ MORE

[BD’s Business Conduct and Compliance Guide »](#)

Stakeholder Engagement

BD engages with a wide range of stakeholders, both internal and external, through multiple channels including surveys, town hall meetings, site visits and our customer service department. We listen to our stakeholders' views and suggestions and use that feedback to improve our products, services and business practices.

Examples of Engagement

Strategic Collaborators

BD's Social Investing department regularly engages with our strategic partners, including non-governmental organizations (NGOs), international agencies and relief organizations, to assess their needs and strategic plans as well as to explore ways to strengthen our relationships. Through routine site visits, phone calls and update reports, we are able to determine how BD's strengths can best align to serve those in need. We have used feedback from our partners to investigate tactical programs where we can leverage our resources—cash, product, and our people and their expertise.

Office of Global Sustainability

In developing our global sustainability strategy, BD engaged a consultancy to help us gather external stakeholder feedback. This included conducting interviews with customers as well as engagement with investor groups, both mainstream and socially responsible investors.

Associates

We believe that our ability to successfully meet the needs of our customers strongly depends on our associates and their level of engagement with the Company.

Between June 2008 and May 2009, BD surveyed our entire worldwide associate population to learn how employees feel about BD as a place to work. Overall results of this survey show that BD associates believe the Company has a highly ethical culture. The majority of respondents also gave high ratings to BD's purpose and the beliefs that colleagues are committed to quality and that BD offers an inclusive environment.

As a result of the survey, BD is developing and redesigning initiatives to expand career development opportunities and to create more avenues for associates to share their opinions and offer greater feedback on various BD programs. Managers shared the survey results with associates and created actions plans for increasing engagement. They are encouraged to meet several times throughout the year with their direct reports to address specific engagement topics, such as creating a work environment that enhances associate recognition and enables people to do their best work.

Business Segments

Each BD business segment works closely with customers to understand their needs and their expectations of BD products. We continually follow up with customers through surveys and other forms of feedback, including:

Focus groups with customers representing various market segments to understand their needs and preferences and to test product concepts;

Frequent visits to hospitals, clinics, laboratories and doctors' offices where BD products are used to fully understand care providers' needs, clinical procedures and clinical techniques;

Training and education for customers so that they know how to properly and safely use BD products.

READ MORE

Product Responsibility »

our engagement with healthcare workers and patients

BD's key stakeholders include:

SHAREHOLDERS

- › INSTITUTIONS
- › INDIVIDUALS

BD ASSOCIATES

- › CURRENT
- › RETIRED
- › PROSPECTIVE

CUSTOMERS

- › HEALTHCARE PROVIDERS
- › PATIENTS
- › NONPROFIT PARTNERS
- › BLOOD BANKS
- › MEDICAL AND SCIENTIFIC RESEARCHERS
- › BASIC RESEARCH LABORATORIES
- › CLINICAL RESEARCH LABORATORIES
- › ACADEMIC INSTITUTIONS

COMMUNITIES IN WHICH BD HAS OPERATIONS

GOVERNMENT

- › POLICY-MAKING AND REGULATORY AGENCIES
- › PUBLIC HEALTH AGENCIES
- › PUBLIC RESEARCH INSTITUTIONS
- › LEGISLATIVE AND EXECUTIVE BRANCH OFFICIALS

BUSINESS PARTNERS

- › SUPPLIERS
- › JOINT VENTURES

NON-GOVERNMENTAL ORGANIZATIONS (NGOs)


- › PHILANTHROPIC ORGANIZATIONS
- › SERVICE ORGANIZATIONS
- › INTERNATIONAL AND WORLD HEALTHCARE ORGANIZATIONS
- › DISASTER AND EMERGENCY RELIEF PROVIDERS
- › INDUSTRY TRADE ASSOCIATIONS





\$7.7

million in cash and product donations to eliminate Maternal and Neonatal Tetanus since 1997



Children and their teachers in Mozambique's Sussundenga District take part in a UNICEF tetanus vaccination campaign at their school in Manica Province.

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At BD, we are committed to

society

BD makes important contributions to society and public health through the products we develop, manufacture and sell around the world. We are privileged to work with partners to add further value via our corporate social investment program which comprises strategic collaborations, philanthropy and volunteering.

By giving our **time**, our **talent** and our **resources**, we seek to improve global health standards and access to healthcare for all communities. BD maximizes the impact of our investment by working with leading nonprofit and educational organizations throughout the world.

We focus our philanthropy outreach and community programs in areas where our people, products and resources can have the greatest impact—such as supporting immunization campaigns, promoting healthcare worker safety, raising awareness of pandemic diseases and providing resources for disaster relief and recovery.

Strategic Collaborations

BD is committed to saving and improving lives by collaborating with philanthropic, government and non-governmental organizations (NGOs) to improve the delivery of healthcare services. This includes increasing access to clinical and laboratory products and services.

Our approach goes beyond traditional philanthropy. We combine our expertise and the commitment of our associates with BD products and donations while working with nonprofit partners to deliver essential healthcare services and build healthcare capacity. We strive to provide this support in meaningful ways over the long term and in response to community needs.

The lack of healthcare infrastructure—which includes hospitals, clinics and well-trained healthcare workers—is one of the biggest barriers to access in developing countries. Many of our collaborations are designed to help address this challenge.

In 2009, BD engaged with organizations to support safer blood collection, develop training capabilities for lab personnel, and extend the reach of immunization efforts.

Lab Strengthening

BD collaborates with the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) program on Laboratory Strengthening Programs in sub-Saharan Africa. This ongoing initiative applies BD's knowledge, expertise and resources to expand and improve healthcare systems, build local capacity and improve patient care. Co-developed with the lab strengthening arm of the U.S. Centers for Disease Control and Prevention (CDC) and local on-the-ground partners, BD associate volunteers have conducted lab strengthening activities in sub-Saharan Africa since 2008.

These BD volunteers have conducted detailed assessments of on-site diagnostics and lab equipment. Information from these assessments helped them develop and implement tailored training programs for lab workers in several fields of study, including:

- › Proper use of new equipment
- › Proper laboratory management practices and quality control systems
- › Training in specific testing procedures for diagnosing and monitoring HIV/AIDS and tuberculosis
- › Teaching lab technicians to train other lab workers

Uganda Quality Management Program

The most extensive training has occurred in Uganda under the Uganda Quality Management Program. In 2009, BD conducted three volunteer trips to Uganda under the auspices of the BD-PEPFAR collaboration. To date, nearly 100 Ugandan lab workers have been trained through this program. As a direct result of the

training, test scores for standard laboratory practices improved from an average of 35 percent to 88 percent. This level of improvement represents an overall increase of 144 percent in test scores.

In July 2009, BD began the second phase of the training program, called "Training the Trainers." BD trains specifically selected, on-site lab personnel to serve as trainers themselves. This approach helps to ensure the long-term sustainability of laboratory improvements.

TB-related Training for Microbiologists in Sub-Saharan Africa

The BD-PEPFAR collaboration is working with numerous partners to train microbiologists throughout sub-Saharan Africa in the detection and identification of tuberculosis. Training is provided through a 10-day course conducted at the African Centre for Integrated Lab Training (ACILT) in Johannesburg, South Africa. As part of the curriculum, the microbiologists were introduced to liquid culture testing systems that identify drug-resistant forms of TB faster and more accurately than traditional methods. At the end of 2009, 34 microbiologists from eight countries had participated.

Lab Capacity Planning in Mozambique

In December 2009, BD associate volunteers traveled to Mozambique to advance the country's strategic planning process for laboratory strengthening. BD associates worked closely with the Mozambique Ministry of Health and CDC-Mozambique to deliver training in quality management and in the assessment of laboratory capabilities. They provided strategic planning to improve laboratory quality at the provincial as well as national levels.

Centers of Excellence

BD sponsors healthcare training facilities—Centers of Excellence—often in collaboration with universities or hospitals. These Centers provide high-quality training for healthcare workers, using the latest healthcare equipment and instruments. As part of our engagement with the [Clinton Global Initiative](#), BD has committed three years of cash and product support to establish Centers of Excellence in the Democratic Republic of Congo (DRC) and Tanzania.

Democratic Republic of Congo

In the DRC, BD is working in collaboration with the Dikembe Mutombo Foundation (DMF) to support a Center of Excellence at the Biamba Marie Mutombo Hospital in Kinshasa, which will focus on healthcare worker safety and immune system monitoring of patients with HIV/AIDS.

[READ MORE](#)

[Clinton Global Initiative »
Lab Strengthening »](#)

The healthcare worker safety facility in Kinshasa was creatively built by converting two shipping containers into a well-equipped training center. Staff can now provide training to up to 300 clinicians on occupational safety. BD also sponsored staff from the University of Virginia who introduced the [EPINet® surveillance system](#) to track accidental needlestick injuries to healthcare workers at the hospital.

With the **BD FACSCount™** system, this Center now has the ability to monitor the immune systems and treatment of patients living with HIV/AIDS. We are also supplying the hospital with **BD Vacutainer®** systems and **BD Eclipse™** needles to help upgrade the facility's clinical practices.

Tanzania

In Tanzania, a new Center of Excellence is training healthcare workers at the Bugando Medical Center and its affiliated medical school, the University College of Health Sciences. The program, in partnership with AmeriCares and other healthcare organizations, focuses on educating staff and medical students about common injuries, such as needlesticks and exposure to bloodborne pathogens.

In June 2009, BD associates trained more than 40 Bugando staff members and medical students on the use of safety engineered devices. BD has also provided BD Vacutainer® systems and BD Eclipse™ injection devices designed to protect healthcare workers from accidental needlestick injuries. The program has increased awareness about infection control, personal and hospital hygiene, and good health.

Researching the Impacts of Medical Technology on Safety

The Institute for Health Technology Studies is an independent, nonprofit organization that funds objective, peer-review quality research and analysis on the social and economic impact and value of medical technology.

BD is supporting the Institute's research studies aimed at validating *in vitro* diagnostic (IVD) tests. Specific research in the IVD arena could better establish the need for active monitoring as an important way to reduce healthcare-associated infections (HAIs) among patients and healthcare workers. Read more about our work in reducing HAIs in the [Fundamental Healthcare Needs](#) section.

Our Trusted Partners

Throughout 2009, BD continued longstanding corporate collaborations with our Trusted Partners, showcasing their work in a variety of publications, including *National Geographic*, *The New Yorker* and *TIME*. These partners include: American Red Cross; AmeriCares; Catholic Medical Mission Board; Direct Relief International; Heart to Heart International; Foundation for Innovative New Diagnostics (FIND); Global Business Coalition on HIV/AIDS, Tuberculosis, and Malaria (GBC); International AIDS Vaccine Initiative (IAVI); University of Virginia's International Health Care Worker Safety Center; Project HOPE; Save the Children; The Clinton Foundation; and The U.S. Fund for UNICEF.

A mother and her baby in Sierra Leone, Africa, have been vaccinated against Maternal and Neonatal Tetanus (MNT) through UNICEF's campaign to eliminate MNT.



CASE STUDY

Measuring our impact: UNICEF, the U.S. Fund for UNICEF and BD

GLOBAL — An estimated 128,000 babies and up to 30,000 mothers around the world die each year from tetanus. As the first and longest-serving corporate partner in UNICEF's campaign to eliminate Maternal and Neonatal Tetanus (MNT), BD has provided more than \$4 million in cash support and \$3.7 million in product donations, including 55 million **BD SoloShot™** auto-disable syringes and **BD Uniject™** non-reusable devices.

Since the partnership began in 1997, nearly 81 million women in 37 countries have been protected against tetanus. The campaign is credited with preventing more than 50,000 deaths each year. Since 1999, 12 countries and 15 states in India have reached UNICEF's MNT elimination goal and have been validated by the World Health Organization (WHO). To help sustain progress toward worldwide MNT elimination, BD renewed its commitment to the campaign in 2009 with a \$1 million cash grant, to be dispersed over five years.

READ MORE

[EPINet®: Product Responsibility »](#)
[Fundamental Healthcare Needs »](#)
[Our Trusted Partners Campaign »](#)

Philanthropy

To help strengthen healthcare systems around the world, BD provides cash and in-kind donations each year to many leading global health organizations. In fiscal year 2009, we donated just over \$11 million in cash grants and product to select NGOs and health agencies around the world. We identify and work with specific partners on initiatives in our key focus areas to address healthcare needs throughout the world, including the communities where we live and operate.

We maximize the benefits of our giving through long-term collaborations with nonprofit organizations. The expertise of BD's partners in understanding local healthcare and community needs helps us work together to improve the health and well being of vulnerable and underserved populations.

Product Donation Program

BD donates products to meet critical healthcare needs in emergency situations and to support ongoing healthcare services for those at risk.

To ensure that our donated products reach the people who need them most, we rely on the skills and experience of leading NGO relief organizations such as AmeriCares, Catholic Medical Mission Board, Direct Relief International, Heart to Heart International, Project HOPE and Mercy Ships. All of our product donations are strategic responses to expressed needs of recipient organizations.

In 2009, \$5.4 million of our product donations went to international relief agencies for medical missions, community outreach programs and disaster relief and recovery efforts. For example, in response to a widespread cholera outbreak in Zimbabwe, BD donated IV catheters and antiseptic scrub to Direct Relief to aid with infusion therapy efforts.

Safe and Appropriate Supplies

As an active member of the Partnership for Quality Medical Donations (PQMD), a membership organization comprised of NGOs and pharmaceutical and medical supply manufacturers, BD is committed to

advancing effective medical supply donation practices. Through this membership, we commit to adhere to the World Health Organization's (WHO) guidelines for appropriate healthcare product donations. Every product that BD donates meets the same high-quality standards as the products we sell and follows the guidelines set forth by the WHO.

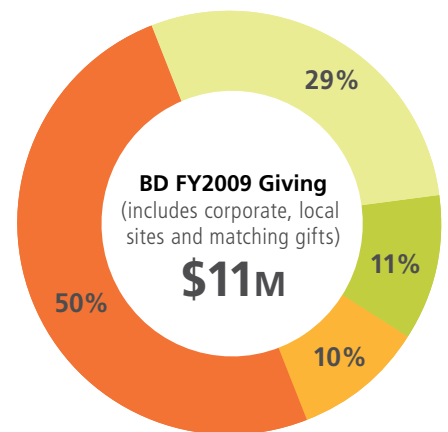
Immunization Campaigns

Vaccinating children against disease helps keep them healthy and prevents the spread of infection. This is particularly true in developing countries where lack of proper sanitation can make children much more susceptible to disease. UNICEF estimates that more than 2 million people die each year from vaccine-preventable diseases. Of this number, 1.4 million are children under five who die from measles, pertussis (whooping cough) and neonatal tetanus.

Worldwide, in 2009, BD donated more than 3.4 million auto-disable syringes to nonprofit organizations for immunization campaigns in 25 countries. In the Democratic Republic of Congo, for example, BD donated 1.2 million auto-disable syringes to IMA World Health for the immunization of Congolese children, primarily for measles and DPT vaccines, through the USAID-funded AXxes Project. DPT is a combination vaccine against three infectious diseases: diphtheria, pertussis and tetanus. The auto-disable syringes that BD donates to campaigns such as this one are specifically designed to prevent reuse, which also prevents potential disease transmission and better ensures patient safety.

Donating Products to Support Research

Another important focus of BD's product donations is to support research efforts into unmet medical needs. To help bolster the work of the International AIDS Vaccine Initiative (IAVI), BD has donated equipment including our **BD FACSCount™** flow cytometry systems, which guide treatment decisions for HIV-infected patients and evaluate therapy effectiveness.



- In-Kind Product Donations to Global Humanitarian Aid Groups \$5.5M
- Cash Giving to Health-Related Causes \$3.2M
- Donations for Education and Research \$1.2M
- Giving Related to Matching Gifts, Environment, and Civic and Social Welfare \$1.1M

Workers in the Direct Relief warehouse in Port-au-Prince, Haiti prepare BD supplies for distribution in response to the January 2010 earthquake.



CASE STUDY

Focus on Haiti

HAITI — In early 2010, Haiti suffered a devastating earthquake which left hundreds of thousands dead, millions without homes and countless survivors in desperate need of medical attention. BD responded with a \$5.7 million donation of medical supplies and cash support, including matching employee donations, to help with relief efforts as well as longer-term recovery activities. This is the largest single disaster relief donation in BD's history.

Previously donated BD product was already in Haiti and immediately in the hands of local and volunteer healthcare workers on the front lines treating the injured. Working with our partners, BD regularly pre-positions product donations to enable nonprofit organizations to respond swiftly in disaster situations around the world.

This strategy was successfully executed in Haiti, where BD product was in-country prior to the earthquake and therefore directly available to aid efforts.

Our partner organizations effectively distributed IV catheters, antimicrobial scrub brushes and antiseptic, needles and syringes, and various other BD products in Haiti. BD will continue to work with these nonprofit agencies as they conduct ongoing needs assessments to identify critical supply gaps in Haiti's evolving healthcare needs.

"In addition to improving medical care for earthquake survivors in Haiti, BD's donations are sustaining hope and improving morale for Haitian medical professionals and international medical volunteers who struggle to find the tools they need to do their work."

— Elizabeth Furst Frank, Senior Vice President,
Global Program Operations, AmeriCares



Helping People with Diabetes During Tough Economic Times

During the current economic downturn, millions of Americans have lost their jobs, and of those, hundreds of thousands are estimated to have diabetes. Without health insurance or access to affordable care, these people might sacrifice their own health to meet other needs, putting them at risk for serious complications if they fail to manage their diabetes effectively. To help this uninsured and unemployed population manage their diabetes, BD donated 5 million insulin syringes and pen needles as well as \$125,000 through Direct Relief in 2009. Through this program, Direct Relief distributed 5 million insulin syringes and pen needles to community health centers and free clinic partners in the U.S. to assist those struggling from the economic crisis.

BD also provides product to AmeriCares and Heart to Heart International for their work in free clinics in the U.S. In 2009, BD donated nearly \$170,000 worth of medical products, which Heart to Heart delivered to agencies serving underserved individuals and families across the U.S. These clinics regularly screen clients for diabetes and other health concerns and provide them with follow-up care, when necessary. Many of the patients (roughly one out of every three screened) require ongoing supplies for diabetes. Because they typically cannot afford these supplies, the clinic partners provide them free-of-charge to qualifying patients.

“Free clinics like ours and others around the country rely on the generosity of volunteers and donors to operate. We all have extremely tight budgets. Being able to access basic essentials like needles and syringes through companies like BD allows us to direct those dollars to benefit our patients in other meaningful ways.”

—Karen Gottlieb, Executive Director, AmeriCares Free Clinics

Global Reach and Local Involvement

As a global company, BD’s impact reaches people throughout the world. We are also committed to supporting our neighbors in the communities where BD operates.

BD recognizes that needs are great everywhere, including in our backyard, and we support a variety of organizations in New Jersey, where our corporate headquarters are located. The focus of our local efforts ranges from educational institutions to local food pantries and organizations serving the homeless or others in need.

For example, in 2009, BD contributed to Bergen County’s United Way to support the Compassion Fund, which helps provide basic necessities to people in crisis. If assistance is needed with utilities, job searches, housing payments, child care, car repairs or a host of other basic needs, the Compassion Fund provides support.

Among the local causes BD supported in New Jersey in 2009 was an effort to help revitalize the nearby underserved city of Paterson, in collaboration with the following organizations:

- › Boys & Girls Club of Paterson, New Jersey
- › Eva’s Village social service organization
- › New Jersey Community Development Corporation
- › Oasis, a Haven for Women and Children
- › Paterson YMCA

BD Matching Gifts Program

We recognize the power of an engaged workforce to address community needs. Every BD associate can make a difference through volunteer efforts and personal donations. The Company matches donations made by BD associates and retirees in the U.S. to a wide range of nonprofit charitable organizations that meet program guidelines. When made in response to specific emergency and disaster situations, BD matches donations by associates worldwide as well.

We also match personal time that U.S. associates volunteer to nonprofit organizations 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 2009, BD matched \$993,000 of associates' monetary gifts and volunteer time.

"The help that United Way offers is timely, vital and direct. Many who come to us can't find assistance anywhere else, and here, they are treated with care and respect. Our goal is to help these folks get back on their feet. Thanks to BD's support, we are here to help when help is needed most."

—Tom Toronto, President, Bergen County's United Way

TOP 10

2009 Grant Recipients

- Direct Relief International^o
- AmeriCares*
- Project HOPE*
- International AIDS Vaccine Initiative (IAVI)*
- Accordia Global Health Foundation*
- U.S. Fund for UNICEF
- Juvenile Diabetes Research Foundation International
- InHealth (AdvaMed)
- Columbia University
- International Council of Nurses (ICN)

^o indicates cash, product and volunteer service donation
^{*} indicates cash and product donation



CASE STUDY

Associates Make a Difference for Children in China

SPAIN — More than 1,000 associates from BD sites in Fraga and San Agustín, Spain raised \$20,000 through local fundraising activities to help construct an orphanage in Henan, one of China's poorest rural areas. Their contribution is also being used to increase access to medical treatment for those children.

The contributions of BD associates have allowed the orphanage to provide shelter for hundreds of children. Additionally, eight children born with serious health problems were able to obtain needed medical treatment.

Volunteering

Volunteer service has been an important part of BD's culture since the Company's founding. We encourage associates to become involved with nonprofits in their local communities and around the world, as individuals or through BD-sponsored programs.

Our focus on knowledge- and skills-based volunteering, in which associates share their professional acumen with nonprofit groups, is a priority. These volunteers have an impact for years beyond their initial service experience. At BD, we also appreciate the insight and knowledge that our associates gain while working alongside healthcare providers serving people in need worldwide.

BD Volunteer Service Trip Program

The BD Volunteer Service Trip Program, initiated in 2005, enables us to share our healthcare expertise while also giving associates an opportunity to serve others and benefit from new experiences. Each year, a group of up to 12 BD associates, selected from hundreds of applicants, travels to countries with fundamental health needs to help improve local medical care and sanitary conditions.

During these trips, which are coordinated jointly with nonprofit partners including Direct Relief International, BD associates work side-by-side with local providers on a broad range of activities. They hold training sessions for obstetric care, infection control and healthcare worker safety. They also train local laboratory workers to help them detect diseases such as tuberculosis and HIV/AIDS through Good Laboratory Practice training. Volunteers help build clinics and latrines, install computers and clean water filtration systems, and assist in community healthcare education.

The variety of projects undertaken is symbolic of both the complexities of delivering healthcare in the developing world and the many ways that BD products and our people can positively impact global health.

Ghana 2009 Volunteer Service Trip

BD associates from Australia, France, Mexico and the U.S. participated in our fifth BD Volunteer Service Trip in October 2009. For three weeks, the group volunteered at the King's Village Project near Tamale, Ghana. Working with the local community and Direct Relief's in-country partners, associates implemented many projects, which included:

- › Building 16 latrines and installing 10 hand-washing basins
- › Installing 148 water filtration systems
- › Reaching 2,300 patients in 6 outreach efforts
- › Training 10 midwives and 119 traditional birth attendants

Additionally, a student researcher from the Sociology and Anthropology Department at Lehigh University accompanied BD associates on the trip to conduct a study that assessed the needs and challenges facing midwives and traditional birth attendants. The researcher also evaluated the impact of the traditional birth attendant training and kit distribution that took place during our 2008 service trip. The research findings helped identify key areas to improve maternal and child health within the district and provided valuable feedback on the impact of our work. We will also use this feedback as we begin to develop future service trips.



We focus on knowledge- and skills-based volunteering so that BD associates can share their professional acumen with underserved communities around the world.



Recognition

The **Henry P. Becton Volunteer Impact Awards** program recognizes excellence and creativity in community involvement by BD associates and retirees. BD also makes financial contributions to the organizations where the awardees volunteer. As part of the 2009 program, we awarded grants of up to \$5,000 to 18 nonprofit organizations around the world.

The award honors the lifelong commitment of late BD Director Emeritus Henry P. Becton, son of BD co-founder Maxwell Becton, to community and his legacy of community service.

Community Service

Eligible U.S. associates are encouraged to volunteer for up to two full days of paid time off per year to take part in community service. Many volunteers give their time at schools and to support healthcare organizations. In fiscal year 2009, U.S. associates performed more than 12,000 hours of volunteer time during BD's work hours, and performed more than 11,000 hours of volunteer time on their own time, which were matched through the BD Matching Gift Program.

23,000+

Hours of volunteer time that BD associates served during work hours and on their own time during FY2009

CASE STUDY

Associates Bring Holiday Cheer to Local Communities

MARYLAND, U.S. — Associates from the BD Diagnostics facility in Sparks, Maryland, brought good will and cheer to the 2009 holiday season through volunteer efforts in their local community.

Associates donated food to the Baltimore County Social Services Thanksgiving Basket Drive and the Bea Gaddy Family Center Thanksgiving Drive. The drives collected a record-setting 6,644 pounds of food.

In addition, the Snowflake Drive in early December resulted in 50 boxes and bags of donated toys, books, clothing and miscellaneous items for Baltimore County Social Services and the Human Services Program of Carroll County. Associates also volunteered at Santa's Helpers Anonymous to wrap presents, cook turkeys and deliver the items to 750 Baltimore families in need on Christmas Eve.

CASE STUDY

Associates Help Provide Relief to Victoria Bushfire Victims

AUSTRALIA AND NEW ZEALAND — Massive bushfires swept over the Australian state of Victoria in early 2009, burning more than 1 million acres and 2,000 homes, injuring hundreds and becoming one of the deadliest bushfires in Australia's history. BD associates in Australia and New Zealand responded quickly and sought to provide disaster relief to victims of the Black Saturday Bushfires, as the disaster has become known.

BD associates gathered food and toiletries for victims who had lost their homes and then traveled to a relief center to help volunteers replace fencing needed to bring livestock safely back into the area. Several associates prepared meals to feed the many volunteers while others continued to gather and deliver donations to victims.





At BD, we are committed to

fundamental healthcare needs

BD contributes to improving healthcare through our core products and services, including medical devices, laboratory equipment and diagnostic products. Our strategy is to increase sustainable revenue growth by serving as a global leader in developing and applying technologies to solve emerging, sometimes underappreciated, but important and fundamental healthcare problems.

We invest in product development and work with our customers to maximize the benefits of our products for patients and healthcare providers.

A lab technician uses the **BD FACSCount™** instrument and reagent system designed for reliable and cost-effective CD4 testing that helps better manage the treatment of HIV/AIDS patients.



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Our approach is focused in three areas:

- › Enabling faster and more efficient **discovery and development** of medical therapies through our research technologies;
- › Facilitating quicker and more accurate **diagnosis** to accelerate and improve the treatment of disease; and lastly,
- › Providing unique and affordable devices to safely and effectively **deliver** drugs and vaccines.

Investing in products and technologies specifically designed to meet the needs of the developing world is a priority. BD is committed to creating access to these vitally needed technologies on an affordable and sustainable basis.

Discovery and Development

BD's life sciences products help isolate, grow and analyze living cells and tissue. They are used in basic scientific research to advance understanding of the human body and of disease, and in the research and development of new medicines and vaccines. Our **BD Biosciences** segment is continually working to improve our products to contribute to faster, higher quality, more accurate and more effective research. We understand what technologies are needed to improve research to help meet society's healthcare needs through our engagement with customers.

BD's contribution to advancing medical research began in 1973 when researchers at Stanford University and Los Alamos National Laboratory designed the first flow cytometer. After building two systems for them with the help of a National Institutes of Health grant, BD obtained the rights to commercialize the systems, which we began selling in 1975. Today, we are a world leader in this field, and one of those original systems now lives in the Smithsonian Institution.

Flow Cytometry

Flow cytometry is a process used to sort, separate and examine microscopic particles, such as cells and chromosomes. It plays an important role in medical research and diagnosis. BD offers a growing portfolio of flow cytometry instruments for both research and clinical use. Our products are used in stem cell research, immunology and CD4 testing, and leukemia/lymphoma phenotyping.

The **BD LSRFortessa™ System** is the newest addition to our line of LSR Cell Analyzers. The original LSR II System is used by life science researchers around the world working in core, academic, pharmaceutical and biotechnology laboratories. The more recent BD LSRFortessa™ System has a smaller benchtop footprint, making it the only

compact cell analyzer that supports up to five lasers. The system delivers maximum sensitivity and resolution required for multicolor applications. Working with BD Biosciences' flow cytometry experts, laboratories can configure a system that meets their precise testing requirements.

Space is at a premium in most research settings. As a result, many labs compromise system power and performance because of space limitations. The BD LSRFortessa™ System eliminates the need for that sacrifice by addressing researchers' growing analytical needs and helping to maximize lab space utilization.

Cell Culture

Cell culture, the technique used to grow cells for observation outside of the body, plays a significant role in scientific research and the diagnosis of disease. Challenges posed by this technique include unstable cells, contamination and degeneration.

An important part of cellular research is creating a laboratory environment for cells to grow that more closely resembles the one they encounter inside the body. Often, cells are cultured from stocks which are stored in freezers. When thawed, they may be damaged and produce inconsistent adhesion under traditional tissue culture surfaces. **BD PureCoat™** surfaces, a novel

family of chemically defined, animal-free cell culture surfaces, have been designed to improve the quality and durability of cells, maintain their integrity and ensure consistency of results.

Through acquisitions and internal development, we have expanded our portfolio and strengthened our position as a leading provider of defined surfaces used in drug discovery, academic research and cell therapy development.

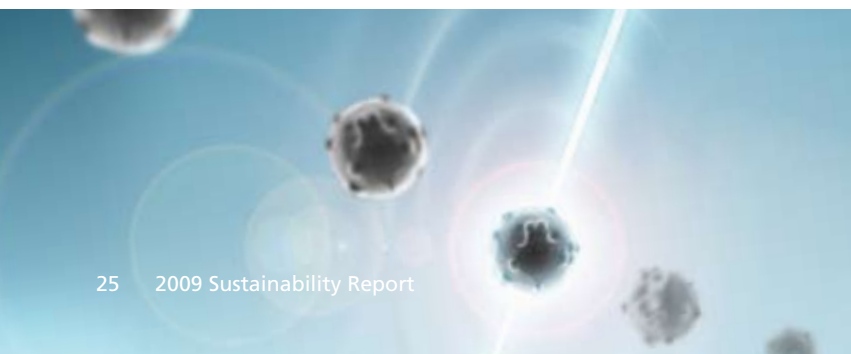
Assays

Assays are procedures for testing and/or measuring the activity of a drug or biochemical in a laboratory setting. Scientists use assays in order to examine a drug candidate's effects, as well as to discover how it is working.

BD's drug metabolizing assays allow pharmaceutical scientists to screen out potentially toxic candidates as they develop new drugs. We are expanding our line of drug metabolism and toxicity assays for pharmaceutical, biotechnology and contract research organizations. Our high-quality tests quickly help researchers determine the risks of potential drugs long before they reach patients.

[READ MORE](#)

[BD Biosciences »](#)



Diagnosis

The ability to diagnose diseases quickly and accurately contributes to better care and improved health outcomes for patients. Accurate diagnosing can help reduce healthcare costs by enabling the right treatment to start more quickly, preventing patients from developing complications that are costly to treat. Accurate diagnosing also reduces the need for re-testing, which minimizes costs.

BD Diagnostics products are used for screening and diagnosis of infectious diseases and cancers, for selecting and monitoring the effectiveness of therapeutics, and for the safe collection and transport of specimens used in diagnosis.

Tuberculosis (TB)

BD plays a critical role in diagnosing TB in developing countries where the disease is widespread and becoming more deadly, mainly due to co-infection with HIV.

We have been making our most powerful impact through the introduction of our **liquid culture diagnostics**. Liquid culture is a diagnostic technology that is more accurate and more comprehensive than conventional solid media or sputa smear approaches. BD's TB testing system, the **BD BACTEC™ MGIT™ System**, provides diagnostic results much sooner (in 10 to 14 days) than traditional culture methods, which may take as long as 40 to 50 days to yield a result. This rapid culture testing is more important than ever because the new drug-resistant strains of TB need to be diagnosed and managed as quickly as possible to improve patient outcomes.

Since 2004, BD has worked with the **Foundation for Innovative New Diagnostics** (FIND) to improve diagnosis of TB, especially in HIV-positive patients. This collaboration established testing and demonstration sites in Africa, Eastern Europe, Brazil and Asia to introduce advanced culture technology at the district hospital level.

This collaboration led to the 2007 recommendation by the World Health Organization (WHO) to use liquid culture as a standard of care. BD is increasing access to liquid culture through pricing agreements and further collaboration. In 2009, we announced an agreement with FIND to significantly reduce the cost of our liquid culture TB testing, the BD BACTEC™ MGIT™ reagents. Lower prices will enable more tests to be administered in 39 high-burden countries identified by the WHO. Most importantly, BD is investing on the ground to provide the service and support needed for these products.

Providing Technical Assistance for Processing

BD is working with Ugandan health officials to leverage GPS (Global Positioning System) technology to ensure that TB specimens arrive promptly at reference labs for processing. This innovative effort—conducted in collaboration with the U.S. President's Emergency Plan for Aids Relief (PEPFAR)—has helped locate and map more than 500 collection sites and properly refer more than 1,000 samples to date.

HIV/AIDS

BD's Global Health initiative works to strengthen healthcare systems in developing countries. When those healthcare systems become stronger, developing nations can wage a more effective battle against HIV/AIDS. To help fight HIV/AIDS, BD makes essential technologies available in developing countries on an affordable and sustainable basis.

Monitoring the immune system is an essential component of treating people living with HIV/AIDS. By accurately assessing a patient's immune system using a CD4 (a type of white blood cell) count, clinicians can determine the proper antiretroviral (ARV) therapy regimen.

BD flow cytometers provide accurate CD4 counts and have been used for decades to monitor HIV/AIDS progression and evaluate ARV treatment. They are also used by researchers in their efforts to develop a vaccine for HIV.

Our **BD Vacutainer® CD4 Stabilization Blood Collection Tube** was designed with the developing world in mind, specifically sub-Saharan Africa. The tube stabilizes CD4 cells for a longer time and at higher temperatures, enabling samples to be taken in remote areas and then transported without refrigeration to laboratories for testing.

Strategic Collaborations

Because healthcare challenges in the developing world are complex, collaborations play a central role in addressing them. BD regularly collaborates with leading global health organizations to maximize our impact. Read more about our strategic collaborations in the [Society section](#).

READ MORE

Strategic Collaborations »

Healthcare-Associated Infections (HAIs)

HAIs are newly acquired infections that patients develop while receiving treatment for other conditions in a healthcare setting. Typically, these infections result from inadvertent exposure to pathogenic bacteria, which can be transmitted from patient to patient, healthcare workers' hands and/or exposure to contaminated environmental surfaces (e.g., hospital room bedrails or sinks).

Many of the millions of HAIs that occur each year can be prevented, resulting in improved patient outcomes and lower overall healthcare costs. One way to prevent transmission of certain HAI-causing pathogens is **active surveillance testing** to determine if high-risk patients are carrying these microorganisms, and if so, take measures to prevent their spread to other patients and to prevent subsequent development of HAIs.

Many hospitals test incoming and high-risk patients for methicillin-resistant *Staphylococcus aureus* (MRSA), one of the most troubling HAI-causing pathogens in healthcare settings. The **BD GeneOhm™ MRSA Assay** is a molecular diagnostic test for quick and accurate detection of MRSA. This BD assay provides definitive results within two hours of laboratory time, compared with the 24 to 72 hours necessary for analyzing a conventional microbiology-based culture. BD also offers the BD GeneOhm™ C. diff molecular assay for more accurate and rapid detection of toxigenic *Clostridium difficile*, the bacterial pathogen responsible for infectious diarrhea—*Clostridium difficile* infection (CDI). It is the first molecular test to help diagnose CDI that offers sensitivity, simplicity and speed in a single test procedure.

An important component of preventing HAIs is knowing where they are occurring. BD recently added the **BD Protect™** automated infection surveillance system to our HAI product portfolio. This system enables healthcare institutions to set priorities and track effectiveness of HAI prevention programs.

BD is committed to applying our expertise, resources and technologies to help prevent HAIs worldwide. Through collaborations with healthcare institutions, healthcare quality organizations, professional societies and government agencies, we continue to build awareness and educate healthcare providers about the benefits of new technologies to help diagnose and prevent HAIs. Our approach to preventing HAIs is well aligned with the U.S. Department of Health and Human Services (HHS) *Action Plan to Prevent Healthcare-Associated Infections*, which provides a roadmap and 5-year national goals for the reduction of HAIs.

Women's Health and Cancer

We strive to provide clinical products and comprehensive solutions for clinicians and specialists in the areas of gynecologic health and cancer detection and management.

Cervical cancer claims the lives of more than 300,000 women globally every year, and more than 470,000 women are diagnosed annually. The early detection of cervical cancer and its malignant precursors is imperative to survival. Our cancer diagnostic capabilities offer significant improvements in both disease detection and lab productivity to locate abnormal, often precancerous, cervical cells quickly.

The **BD SurePath™ Liquid-Based Pap Test** uses collection devices that ensure all gathered cells are sent to the laboratory for analysis, which can mean the difference between finding disease and missing it. This is a method of liquid-based cytology, as opposed to the traditional testing that involves smearing the sample onto a slide. This approach is preferred because it produces a better representation of cellular-level conditions.

Once at the lab, the BD SurePath™ sample is processed to create a very clear slide that is easy to screen for abnormal cells. Liquid-based cytology testing is widely practiced in the U.S., and we are working with physician thought leaders and government officials in other markets to encourage adoption of this method.

Our molecular diagnostic products, including the **BD ProbeTec™** and **BD Viper™ XTR™** systems, are used for the detection of sexually transmitted infections (STIs) including Chlamydia and Gonorrhea. We are also currently working on products that will be used to screen and detect oncogenic Human Papillomavirus, which is known to be the causative agent for most cases of cervical cancer.

BD is pursuing serum-based screening and monitoring assays for ovarian cancer based upon the detection of proprietary biomarker panels, which are molecules that allow for the discovery and isolation of a particular cell type. We plan to provide these new tests to help detect and improve the management of ovarian cancer.

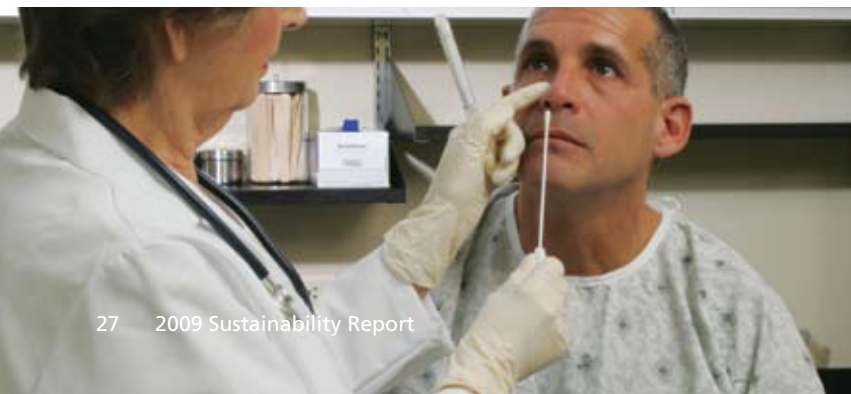
We are also researching the use of proprietary molecular biomarkers and reagents to aid in the early detection of breast cancer, predict a patient's risk of recurrence and to help select treatment for patients in the early stages of disease.

Also under development are molecular oncology products used to improve management of cancer patients, including prognostic assays to predict the outcome of disease, detect micrometastatic disease and predict the response to therapy.

[READ MORE](#)

[BD's Diagnostic Capabilities »](#)

A healthcare worker uses a nasal swab to test a patient for MRSA with the BD GeneOhm™ MRSA ACP (*achromopeptidase*) assay, which simplifies lab workflow by requiring fewer steps and less technologist hands-on time.



Delivery

BD helps ensure the safe and effective delivery of medicines and vaccines through unique and affordable drug delivery systems in both developed and developing markets. The **BD Medical** segment is a leading supplier of medical devices and a leading innovator in injection- and infusion-based drug delivery. Keeping patients safe and comfortable is an important part of drug delivery. Read more about the ways we address these issues in the [Product Responsibility](#) section of this report.

Prefillable Drug Delivery

Our BD Medical - Pharmaceutical Systems unit provides high-quality and clinically proven prefillable drug delivery systems designed to fit the needs of the pharmaceutical and biotechnology industries. The benefits of using prefilled systems include maximized yield, increased efficiency, lower overfill which helps reduce costs, and reduced risk of dosage error and contamination.

The **BD Uniject™ Prefillable Auto-disable Injection System** is a single-use delivery system that meets the global need for a prefillable technology that protects against inappropriate needle reuse in the developing world. Through a Program for Appropriate Technology in Health (PATH) project funded by the U.S. Agency for International Development (USAID), the BD Uniject™ System has been approved in Latin America for use with oxytocin, a drug used to prevent post-partum hemorrhage. It also has been used for tetanus toxoid vaccinations in Africa.

Focus on Diabetes

Living with diabetes is a challenge. There is no cure for diabetes, and until one is found, BD's goal is to make managing the disease as comfortable as possible. Enabling diabetes patients to receive insulin more effectively and efficiently increases the likelihood of them adhering to their treatment.

One way that people with diabetes manage their glucose levels is by injecting insulin. This process, done day after day, can cause discomfort for patients, and it is particularly challenging for parents of small children with diabetes. Our research and engineering departments are leaders in needle technology and injection comfort. Our insulin needles are thinner and more delicate than other needles. They are designed to effectively deliver the patient's insulin therapy while minimizing patient discomfort.

Insulin Enhancing Therapy

BD has recently partnered with the Juvenile Diabetes Research Foundation (JDRF) to develop more effective insulin therapy. Through this program, JDRF will support our research and development of novel insulin delivery products to enhance the use of insulin pumps.

An insulin pump is a small mechanical device that is worn outside the body, often on a belt or in a pocket. It delivers insulin into the body through an infusion set (a thin plastic tube ending in a catheter that resides in the body). A retractable needle inserts the catheter beneath the skin at the infusion site, usually in the abdomen or upper buttocks, where the set remains for two to three days before it is moved to a new location.

BD sees significant opportunities to enhance pump therapy by improving convenience while minimizing common problems such as pain, occlusions and site infections.

As part of our work with JDRF, we are evaluating new delivery technologies, including **BD microneedles**. Microneedles are tiny needles that deliver insulin just beneath the skin, increasing the speed of insulin uptake, virtually pain free. Our microdelivery technology development will focus first on improved glucose control. The ultimate goal is to use the technology as a critical element of closed-loop artificial pancreas systems, which are currently in development and may someday sense blood glucose levels and automatically administer the proper dosage of insulin in response.

[READ MORE](#)

[Ensuring Patient Safety »](#)

1906

BD built the first-ever U.S. facility to manufacture needles and syringes

We continue to provide innovative solutions to reduce the spread of infection, enhance diabetes treatment and advance drug delivery.



BD products play a key role in the discovery, diagnosis and treatment of disease. We work to ensure that our products are developed and distributed in a manner that promotes their safe use.

Our approach includes integrating safety-engineered features into our product design, providing regular healthcare worker training, and sharing information and best practices with patients and other stakeholders.

Enforcing safe practices across our entire supply chain helps maintain the quality of our materials and the integrity of our finished products.

Safety is also a priority in our product research and development, and we hold more than 230 safety-related U.S. patents.

We are also mindful of the impacts that our products have on the environment.

At BD, we are committed to

product responsibility

230+

U.S. patents held by
BD for safety-related
products and technology

Healthcare workers rely on BD Vacutainer® Blood Collection Systems for quality specimens which help drive accurate diagnostic analysis and important medical decisions.

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Patient Safety 33

Supply Chain Safety 35



Healthcare Worker Safety

Healthcare workers face numerous risks when carrying out their jobs, including accidental needlesticks and exposure to bloodborne pathogens. BD pioneered the development of safety-engineered medical devices and has been at the forefront of this field for more than two decades.

No other company has invested more capital, human resources or technological know-how to **reducing needlestick and other sharps injuries**. BD is a leading supplier of devices that help reduce the incidence of sharps injuries. View a **timeline** of our safety innovations.

We incorporate safety features into product design and train healthcare workers how to use our products appropriately.

We carry out regular surveys to better understand healthcare workers' experiences with our products and to inform our product development. We also gather feedback from market research, our customer service department and our advisory boards.

Product Design

Safety-engineering is the process of considering potential accidental injuries to healthcare workers and patients along every step of a product's use, then designing the product to help protect against those injuries.

Needlestick injuries are one of the most common healthcare worker accidents. Yet, needles are also necessary for effective healthcare delivery. Many of our products are designed to help protect healthcare workers from exposure to bloodborne pathogens that can result from needlesticks. Our diverse product portfolio of safety-engineered devices includes hypodermic syringes and needles, infusion systems, blood collection devices, and sharps collection containers. Our safety-engineered solutions range from adding protective covers to enabling single-handed activation of the device's safety feature. In some cases, we have eliminated the need for needles entirely by developing prefilled flush syringes as well as needleless IV access solutions. See **BD's Healthcare Worker Safety website** for more information.

Improving the safety of drug delivery and blood collection is a continuous process. Many of our products, such as our **BD Nexiva™ Closed IV Catheter System** and the **BD Vacutainer® Push Button Blood Collection Set**, represent second- or third-generation safety-engineering advancements to offer greater protection and improved functionality.

The **BD Nexiva™ Closed IV Catheter System** is an example of one of BD's many innovations designed to protect healthcare workers.

Training

Education and training are key factors for maintaining the safety of healthcare workers.

A team of BD "Care Consultants" train healthcare workers to use our products correctly and provide basic safety training, such as how to minimize exposure to bloodborne pathogens. Training is often provided at customer sites when a BD product is introduced. For large, multi-location customers, our team works with trainers identified by the customer who in turn train the healthcare workers within their facilities.

E-training modules may also be used for certifying healthcare workers on a product's usage. We also recertify previously trained healthcare workers. We produce pocket guides and wall charts to remind healthcare workers about the safe use of our products after they have completed training.

Visit the **Society** section to read about BD's strategic collaboration with PEPFAR in the effort to support safe blood collection.

READ MORE

[Timeline of BD's Safety Innovations »](#)
[Reducing Sharps Injuries »](#)



Good Laboratory Practice (GLP) Training

BD's training and lab strengthening programs create sustainable improvements in healthcare in developing countries. Our GLP training program now includes more than 60 countries, and more than 4,600 participants have been trained since August 2004. Training is conducted by our associates, who share their knowledge and expertise with local healthcare workers. Sessions address fundamental healthcare principles such as safe blood collection techniques, as well as topics of particular relevance to the developing world, such as collecting blood for CD4 testing for HIV diagnosis.

Sharing Best Practices

BD shares information and best practices for improving healthcare worker safety with healthcare providers.

In 2002, we created a customer advisory board made up of key hospital personnel from around the United States. The board meets two or three times per year to discuss issues relevant to the medical industry, including healthcare worker safety.

We have also established scientific advisory boards comprised of local opinion leaders, such as professors and scientists, in each of our operating regions. These boards work with us in developing safety models to reduce exposure to bloodborne pathogens as well as sharing best practices for better clinical procedures and improved patient outcomes.

Advocacy

We advocate for public policies that promote implementation of best practice guidelines to reduce needlestick and other sharps injuries, as well as other measures including provider and patient education and the use of safety-engineered devices. We work with policy-makers, professional societies, patient organizations and healthcare worker organizations to advance sound public policy that safeguards patients and healthcare workers.

CASE STUDY

Advancing safety research in academia

VIRGINIA, U.S. — The University of Virginia's [International Health Care Worker Safety Center](#) is a leader in conducting research on needlestick injuries and exposures to bloodborne pathogens and in advocating for a safer healthcare workplace. The Center's Exposure Prevention Information Network (EPINet®) provides healthcare facilities with a standardized system for tracking incidents and is used by more than 1,000 hospitals in the United States. In 2009, BD continued to be one of the companies that support the Center by providing funding and technical support.

CASE STUDY

Recognizing safety in Canada

CANADA — Since 2004, BD in Canada has presented the BD Safety Recognition Award, which goes to healthcare institutions across Canada that are committed to providing a safer work environment for staff and patients through the use of BD safety-engineered medical devices and education programs.

Since the beginning of the award program, over 60 healthcare institutions across Canada have been recognized. In 2009, the award went to St. Joseph's Medical Center in Toronto for its leadership in eliminating injuries and making their hospital safe.

Patient Safety

BD works to improve patient health by providing products that diagnose disease and by incorporating safety-engineered features to protect patients from exposure to infections.

Drawing blood from patients and administering injections and infusions is essential to promoting health and diagnosing and treating disease. However, if appropriate procedures are not followed, these events can also carry risks for patients, including:

- › Exposure to bloodborne pathogens as a result of reuse of single-use items
- › Risk of healthcare-associated infections; for example, from the use of non-sterile equipment or poor aseptic technique
- › Poor specimen quality that can delay diagnosis and treatment and result in unnecessary repeat needlesticks for patients
- › Pain or discomfort for patients during sample collection or treatment
- › Potential mislabeling of specimens, which may result in misdiagnosis

Patient safety is a priority for BD. We focus on improving the design of our products to speed diagnosis, help prevent healthcare professionals and patients from using our products incorrectly, reduce the risk of infection and minimize discomfort to patients.

Preventing Infection

Nearly all BD needles and syringes are designed and labeled as single-use items intended to be disposed of after one use. However, some healthcare workers are unaware of, do not understand, or do not adhere to the guidelines for appropriate use of these products. The reuse of syringes is a major safety risk and can lead to transmission of bloodborne pathogens.

The problem of reuse is particularly acute in developing countries where resources and medical supplies are limited and syringes are more likely to be reused. BD's auto-disable injection devices, which can only be used once, are designed to prevent the spread of disease from reused syringes.

Syringe reuse is also an issue in the U.S. and has caused contamination of medication vials, which has led to outbreaks of hepatitis B (HBV) and hepatitis C (HCV). In response to this growing problem, BD partnered with healthcare provider and patient groups to establish the Safe Injection Practices Coalition. Beginning in 2009, the Coalition initiated the One & Only Campaign to remind healthcare workers of the appropriate practice of using one needle and one syringe for each injection and to empower patients to promote adherence to safe injection practice guidelines.

Flush Syringes

Several of the outbreaks of HBV and HCV resulted from the inappropriate use of bags of saline solution for multiple patients. BD's prefilled flush syringes can help to eliminate the risk of infection in these situations. Integrated delivery systems, such as prefilled flush syringes, require half the number of steps to prepare the IV flushing solution and contain the appropriate flushing solution.

As a result, these products can help reduce the possibility of dosage error as well as decrease the risk of cross-contamination. Prefilled flush syringes are also designed to reduce the chance of infections arising from any breaks in aseptic technique that can occur during the multiple handling steps of the medication preparation process used for non-prefills.

Closed IV Catheter Systems

One of BD's innovative solutions is the **BD Nexiva™ Closed IV Catheter System**. This simple, all-in-one, safety-engineered product is designed to increase first-stick success and reduce blood exposure to clinicians through its innovative blood containment system. This product is often coupled with the **BD Q-Syte™ Luer Access Split-Septum Device**, which helps reduce the risk of catheter-related bloodstream infections (CRBSIs).

1989

BD pioneered safety injection with first safety-engineered syringe—BD Safety-Lok™

Improving Patient Comfort

We designed our **BD AutoShield™ Pen Needles** for patients receiving frequent injections, such as people with diabetes. These pen needles conceal the needle from view, creating a less intimidating experience for the patient. Additionally, a safety-engineered feature that locks after the injection is administered is designed to prevent accidental needlestick injuries.

Reducing Test Time

In 2009, BD introduced the **BD Vacutainer® Rapid Serum Tube (RST)**, which helps reduce the time it takes to get blood test results, contributing to a faster diagnosis. Since the tube causes the blood to clot faster, the sample can be put in a centrifuge for analysis five minutes after it is filled. Standard serum tubes typically require from 30 to 60 minutes clot time (depending on the tube type) prior to centrifugation.

This product is particularly beneficial in situations where time is of the essence; for example, when diagnosing patients in emergency, cardiac and intensive care units.

The RST also improves sample quality and reduces hemolysis (the breaking open of red blood cells, which can cause inaccurate results) by 50 percent.

The Preanalytical Phase

Between 32 and 75 percent of laboratory testing errors are caused by mistakes made prior to the actual analysis of a sample (known as the preanalytical phase). This has a significant impact on patient health and safety. BD, through our BD Diagnostics - Preanalytical Systems unit, works to improve people's lives through more rapid and accurate disease diagnosis.

Improving Low-Volume Blood Collection

Low-volume blood collection involves collecting and testing blood from patients with veins that can be difficult to access, such as infants, children, oncology patients and the elderly.

Venous blood samples drawn from these patients are often small and cannot be used if collected in traditional evacuated tubes. A solution for this is collection of capillary blood through fingersticks into microcollection tubes.

To address the challenge of processing these samples, we introduced the **BD Microtainer® MAP** collection tube in 2009, the first microtube to be fully compatible with most automated hematology instruments, reducing turnaround time and costs associated with sample transfer and re-labeling. The BD Microtainer® MAP system is the first low-volume capillary blood collection system to accommodate standard, full-size patient identification labels, thus reducing the risk of labeling errors. Reducing labeling errors is an important step toward reducing misdiagnosis.



Supply Chain Safety

Ensuring the quality of the materials we buy is imperative to making safe products. Our main direct materials supplies include rubber, resin, finished devices and glass. Suppliers are selected on the basis of their ability to meet or exceed standards related to assurance of supply, quality, service, cost, innovation and regulatory requirements.

Management

BD's supplier management program incorporates four major areas of focus: Performance Management, Supplier Continuous Improvement, Supplier Engagement and Supply Base Risk Management.

Performance Management comprises our compliance-driven, company-wide procedural elements of supplier management that govern how BD identifies, classifies, qualifies and conducts ongoing management with a given supplier.

Supplier Continuous Improvement (SCI) programs employ the methodologies of Lean and Six Sigma to define, plan for and execute against projects that bring significant improvement and value to BD.

As BD continues to strive toward faster and more efficient new product development, **Supplier Engagement** becomes key in our ability to identify and partner with suppliers with given capabilities to help us in bringing innovation and new technology to the market.

With more than \$3 billion in spend annually and more than 23,000 suppliers, BD's **Supply Base Risk Management** function actively looks to quantify and mitigate against key risks posed by our supply base such as business continuity, financial liquidity, price fluctuations and pandemic preparedness.

We implement our supplier management criteria primarily when the goods or services procured are of critical importance, such as those used to make our products. Where appropriate, we conduct a Business Systems and Quality Systems assessment of the supplier that provides critical materials or services to the products we sell.

The Business Systems Assessment is a key indicator of the capability of the supplier to be a long-term viable option for BD as a legal entity, while the Quality Systems Assessment (either a quality self assessment or an onsite audit of the supplier manufacturing location), identifies whether or not the quality system employed by the supplier can meet BD's stringent requirements.

Code of Conduct

We hold our suppliers to the same ethical standards that we apply to our own operations. **BD's Expectations for Suppliers**, written in 2009, sets out our specific standards for our suppliers, including social expectations such as the prohibition of child labor, as well as environmental expectations such as measuring and reducing greenhouse gas emissions.

We expect BD suppliers to comply fully with all applicable laws, including but not limited to all applicable international trade laws affecting the transfer of goods,

services, software and technology across national borders. These include economic sanctions, export controls and anti-boycott regulations, all applicable healthcare laws and all applicable anticorruption laws.

If a supplier fails to meet the standards set out in our Expectations, we will work with them to establish action plans and timing to conform to any expectation deemed in need of improvement.

Supplier Audits

Where appropriate, BD uses supplier self-assessment surveys to monitor compliance to our Expectations for Suppliers among our existing and potential new suppliers.

Approximately 1,100 supplier locations provide materials and/or services considered "critical" to our final products. In 2009, we accounted for 410 Quality Systems Assessments, which comprise onsite supplier audits (355) and supplier self-assessment surveys (55). In 2010, the plan consists of 435 Quality Systems Assessments (334 onsite audits, 101 surveys). BD also uses supplemental questionnaires along with the supplier self-assessment surveys to monitor the social responsibility of our critical existing and new suppliers.

410

Quality Systems Assessments
conducted in FY2009



BD Hypak SCF™
Glass Prefillable Syringe Barrels

Sterile, clean, ready to fill glass syringe barrels
Seringues en verre, propres, stériles et prêtes à être remplies
Jeringas de vidrio, limpias, estériles y listas para llenar





At BD, we are committed to

our associates

The success of BD's business depends on the creativity, innovation and commitment of the 29,000 people we employ in more than 50 countries around the world.

We recognize that we must apply exemplary employment practices if we are to continue to attract and retain talented scientists and professionals. Our goal is to treat all of our associates fairly, reward them for their work, offer training and development opportunities, and provide a safe and healthy work environment.

A diverse workforce fosters creativity. We strive to create an inclusive workplace where different ideas can thrive and that attracts the most talented people from all backgrounds.

Caring for and investing in our associates complements and supports BD's purpose of *"Helping all people live healthy lives."*

BD associates in Le Pont-de-Claix, France, headquarters for our BD Medical - Pharmaceutical Systems unit.

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1.3 Illnesses/injuries per 200,000 man-hours worked in FY2009, an improvement from 1.5 in FY2008.

Health and Safety

BD considers providing a safe workplace to be a value, not a program or a goal. The health and safety of our associates is our priority. We seek to continuously improve our performance and to establish a zero mindset concerning occupational injuries and illnesses. This means that we want our associates to focus on staying injury free, rather than on hitting or missing a specified target at the expense of safety. BD's wellness programs help associates make healthy choices, improving their productivity and reducing absenteeism.

Management

BD's global health and safety standards, developed through collaborations with our onsite environmental, health and safety (EHS) specialists, provide guidance and define the standards we expect from each associate, including our senior leaders.

Our EHS teams coordinate health and safety training to help ensure that associates understand both BD's standards and their individual responsibilities. The teams also conduct awareness campaigns to highlight potential risks and to share best practices among sites.

Operations leaders are responsible for implementing our EHS requirements at BD facilities, and they set safety leadership expectations for their facilities managers. BD sites have Continuous Improvement (CI) leaders who are trained to improve operating performance by focusing on resource management, productivity changes and cost control measures. These CI leaders also work to ensure that EHS measures are considered when redesigning or improving manufacturing processes.

BD's EHS compliance program comprises local requirements and external standards. Compliance audits are conducted continuously by internally qualified auditors on a schedule of every three to four years, with onsite follow ups within 12 months of the original audits. Where appropriate, audit teams comprise external auditors who provide independent oversight and local expertise.

Safety Process Model

BD's Safety Process Model (SPM) is our global safety performance improvement program implemented in 2007. SPM includes a web-based database to track and measure performance in the following areas:

- › Closing out findings from monthly safety inspections
- › Identifying the root causes of first aid and recordable safety incidents
- › Performing risk assessments for all machinery and processes
- › Tracking and trending "near miss" incidents

The data are collected and the numbers are reported as a Monthly Safety Index score. The goal is for sites to improve their score each month as they improve their safety performance. Since we introduced the SPM, sites have reported increased levels of knowledge about safety hazards, as well as strong associate engagement in the safety process at the plants.

BD created the SPM to help improve our ability to identify and eliminate risks and to increase our associates' engagement in safety. We expect our performance, as reflected in a decrease in our illness and injury rate, to improve as we fully implement the model.

Health and Safety Risks

We have put in place measures to identify and control risks common to manufacturing facilities across sectors. Many of BD's manufacturing processes involve high-speed manufacturing and assembly of multi-piece plastic components, which can result in exposures to the following hazards:

- › Points of operation of machinery
- › Electrical safety hazards from equipment
- › Slips and trips from working surfaces
- › Musculo-skeletal disorders such as lower back pain, joint injuries and repetitive strain injuries from material-handling activities

To address machine-guarding exposures, an independent expert conducted systematic machine-guarding audits throughout our sites and identified corrective actions to eliminate these risks. We also developed a global Machine Safety Specification Standard to ensure new equipment built for our sites meets the highest safety standards in the world.

We conduct periodic evaluations of potential electrical hazards, develop work procedures and conduct training to minimize risks. We also work hard to manage housekeeping issues that can contribute to falls in our workplaces. In addition, we have programs to target risks from processes specific to our industry.

Chemical Exposure

We use solvents and inks to print and label our products, as well as in the lubrication process for our needles. These processes involve minimal chemical exposures. We monitor air quality to ensure that our associates are not exposed to airborne chemicals and that exhaust ventilation systems are working effectively.

Noise

We continually look for ways to reduce noise, including purchasing machinery with low noise levels when we buy new equipment. At our larger, high-speed manufacturing and assembly operations, we require associates to wear hearing protection equipment. We also conduct hearing tests annually on our associates to monitor any changes in their hearing and to enable us to take action to prevent the risk of damage to their health.



CASE STUDY

Double-duty equipment helps associates stay safe

CALIFORNIA, U.S. — At our BD Biosciences facility in San Diego, the packaging process involves multiple steps, including weighing boxes at a separate station after they are packed and before they are shipped. As a result, associates lift 20-pound boxes and twist their bodies to weigh them more than 40 times per shift.

To address this, we purchased pallet jacks with a built-in weight scale. Now, associates weigh packages as they are being transported to shipping containers. This has reduced handling time, as well as the number of handling steps, and has significantly relieved associates from having to go through repetitive motions of lifting and weighing boxes.

18%

Average increase in Safety Index Scores among participants of the Multi-Site Safety team between 2008–2009.

Hazardous materials

Many BD products must be sterilized before they are sold. To do this, we expose our products to radiation that eliminates any micro-organisms, bacteria or viruses. In the United States, where we use cobalt as a radiation agent, the process is highly regulated by the U.S. Nuclear Regulatory Commission and is completely automated so that there is no potential for human exposure.

At many of our other manufacturing sites in Asia, Europe, and North and South America, we use ethylene oxide sterilization chambers. We have a deep understanding of the hazards associated with this material and these processes, and we have developed a global safety standard that meets or exceeds the most stringent requirements for this material.

Performance

Please see the **Performance** section to read about BD's health and safety performance for 2009.



CASE STUDY

Associates Collaborate for Safety

GLOBAL — When safety teams at eight of our BD Medical-Medical Surgical Systems plants in the U.S., Puerto Rico, Brazil and Mexico were issued a challenge by their operations leader to improve safety performance, they accepted enthusiastically, and the Medical Surgical Multi-Site Safety team was born. The challenge for the team was to learn from each other and develop best practices in order to drive continuous improved performance toward elements of the Safety Process Model (see page 39).

The team members now participate in monthly conference calls to discuss recent incidents, investigation results and action items on which the plants are working. Each member is assigned an area of expertise on which to report back to the group.

As a result of this collaboration, every participating site has implemented new programs for all elements of the Safety Process Model. These include stronger incident investigations, on-time completion of internal audit findings, equipment risk assessments and engagement in tracking and addressing near misses.

In 2009, each of the eight sites reported improved safety performance. The average Safety Index score climbed from 68 to a current average score of 83. The members of the Multi-Site Safety team report that this cooperative focus has helped accelerate their progress at improving safety conditions at their respective sites.



This BD Biosciences facility in San Jose, California received a U.S. Green Building Council LEED-certification credit for its ergonomically designed workspaces.

Wellness

BD Healthy Lives

BD is a more productive company when our associates are healthy. *Healthy Lives*, our wellness program, encourages associates to stay healthy and provides them with the support and information they need to stay fit and make smart choices. Examples include smoking cessation programs, mental healthcare support, and “Maternal Link,” which gives mothers-to-be pregnancy-related healthcare information.

Quiet Room

At our Franklin Lakes, New Jersey, headquarters and in Singapore, a quiet room is available to all associates as a place to take a few moments for contemplation, reflection, meditation or personal prayer during the business day.

Ergonomics

The health and safety of our associates working in offices is as important as that of those working in our manufacturing plants, even though they are exposed to fewer hazards. Furniture, technical equipment and lighting are all designed to ensure associates are comfortable and to reduce the risk of repetitive stress injuries.

Many of our sites have multi-functional ergonomics teams to identify and reduce exposures that can contribute to repetitive stress injuries such as carpal tunnel syndrome. BD Biosciences employs a certified ergonomist to provide expertise and support to the teams throughout the entire company in addressing these issues.

In 2009, our BD Biosciences facility in San Jose, California received the U.S. Green Building Council’s LEED Certification (Leadership in Energy and Environmental Design) for new construction. To become LEED-certified, buildings accrue a set number of points for having environmentally sustainable design, construction and operational practices. As part of the certification in San Jose, the site received a point for ergonomics, making it one of the first buildings in the United States to meet this requirement. The site received the point not only by designing work spaces to reduce the risk of repetitive stress exposures, but also by providing ergonomics education to associates who work in the building.

CASE STUDY

BD facility in Yishun honored by Singapore Human Resources Institute

SINGAPORE — Our manufacturing facility in Yishun, Singapore, was honored by the Singapore Human Resources Institute (SHRI) at the 2009 Singapore HR Awards. Since 2001, this facility has taken a comprehensive approach to health by promoting holistic physical, social, spiritual, emotional and intellectual wellness.

Associates understand that even a minor accident can shut down the plant, and they are taught to view improper safety and health practices as more than injuries and illnesses. They understand that a simple problem of being over-stressed at work may lead them to make mistakes which can result in an accident that may disrupt business. They are also taught to consider their health and well being as intricately linked with the health and well being of the Company.

As a result of this holistic approach, and of associates’ dedication to their physical well being, the percentage of the workforce with high cholesterol has decreased by 26 percent and the proportion of associates who are overweight has dropped by 2.7 percent since 2006. These improvements alone have contributed to a **13 percent reduction in medical costs per associate.**

Learning and Development

BD offers learning and development programs to keep associates engaged and to enable them to reach their full potential. This is a vital part of attracting and retaining talented people and ensuring that we meet our business objectives.

Along with formal training provided by BD University (BDU), our company-wide learning system, we encourage associates to develop professionally by seeking new and challenging work experiences and through participating in on-the-job training. We also stress learning and development through people; for example, formal and informal coaching, mentoring and networking.

Learning

We see BD as a teaching, coaching and learning organization. BDU offers courses aligned to our strategic objectives, including training on:

- › Leadership development
- › Professional skills
- › Operational effectiveness
- › Career development
- › Global sales effectiveness

BDU also offers courses on business and organizational skills, ethics and diversity awareness.

Approximately 90 percent of the courses available through BDU are taught by our executives, leaders and other BD associates making use of the unique skills and knowledge of our senior team. This **“Leaders as Teachers”** approach has been recognized by external learning and development professionals and enables us to reach thousands of associates each year globally in a highly effective and cost-efficient manner.

We are also using digital training to expand the reach of our courses and to allow associates to fit learning into their busy schedules. Using “on-demand” learning and development tool kits, associates can access training materials via the BD intranet whenever it suits them.

Associates participate in a BDU training session, facilitated by senior BD executives.

Development

BD encourages associates to take ownership of their individual professional development. In partnership with their managers, associates create development plans to align with the requirements of their current role and with consideration for their career aspirations and possible future roles.

We have developed a formal performance management process (PMP) for associates and their managers. The process is designed to:

- › Ensure that associates know what is expected of them
- › Engage associates in ongoing performance and developmental coaching
- › Provide associates with opportunities to grow and develop their capabilities
- › Provide associates with a thoughtful performance review, including a written assessment, at least once per year

Objective-based Mentoring

BD’s mentoring program enables associates to form partnerships with one another to meet specific learning and development objectives. An associate can self-nominate or be recommended to the program by his or her manager or Human Resources partner. The Diversity Inclusion department, in collaboration with Human Resources, then selects a mentor who can assist the associate in meeting their objectives. In 2009, 119 pairs (238 people) participated globally.



Diversity and Inclusion

For BD, diversity refers to the spectrum of people who make up our company and the world we serve as we help all people live healthy lives. Diversity reflects a culture of inclusion that welcomes 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.

The diversity of our workforce enables BD to continually innovate and is a key component of our business success. We strive to build a diverse workforce and to create an inclusive culture in which our associates feel valued for their unique contributions.

Implementation of our Diversity and Inclusion Strategy is overseen by our Diversity Inclusion Leader and is closely aligned with our Talent Management and Learning strategy.

Associate Networking Group

In BD's Franklin Lakes, New Jersey headquarters, an associate networking group known as Network XYZ, began as a grassroots effort by associates looking to facilitate professional and social networking and foster enhanced working relationships among the various generations. The name represents the three generations in the BD workforce: Generations X and Y represent associates under 40 years old, and the "Z" represents everyone else.

Activities offered by Network XYZ include on-site events such as lectures, seminars and a monthly book club, as well as off-site social events.

Diversity and Inclusion Training

Through BD University, we offer many courses that integrate diversity and inclusion concepts to give our associates the knowledge to adopt and promote inclusive behavior. The courses are available to all associates. Courses include: Diversity Awareness, Working Globally, Understanding and Flexing Your Work Style, Valuing Diversity, and Coaching for Impact.

"Our diverse portfolio of products and services helps the customer see BD as a value-added solution partner. Diversity of thought, background and skills of associates creates a healthy competition that enhances the level of customer service."

—Country General Manager, BD in Italy and Greece

CASE STUDY

Knowledge Alley

NEW JERSEY, U.S. — Learning from one's peers is a great way to develop knowledge. BD in Franklin Lakes created XYZ Knowledge Alley as a way for associates who are subject-matter experts to host a one-hour, lunchtime discussion to share their understanding with anyone who wants to listen. This is helpful for new hires who can learn from more experienced associates. Featured topics of discussion have included "Crisis Communications," "What is BD doing to be green?" and "Innovating for Impact."

Supplier Diversity


The BD Supplier Diversity Program encompasses BD's U.S. and Puerto Rico operations and supports efforts to source materials, supplies and services from small business suppliers according to U.S. Federal Acquisition Regulation. The program reflects our corporate commitment to diversity and supports our strategic objective to increase revenue from U.S. government organizations and all other customers dedicated to diversity. Using Supplier Diversity as part of BD's sourcing process strengthens economic development opportunities for small businesses, provides a value-added strategy that enhances competition within BD's supplier base, and supports the overall company strategy.

BD is committed to working with small businesses, including qualified Small, Veteran-Owned, Service Disabled Veteran-Owned, Small Disadvantaged, Women-Owned, and Historically Underutilized Business Zone companies. BD is dedicated to continuing to work with small businesses that meet our high quality standards and fulfill our material, supplies and service requirements. In 2009, BD engaged small business suppliers for 36.5 percent of our eligible spend.

At BD, we are committed to

the environment





BD associates at our facility in Erembodegem, Belgium received green apples and tips for biodiversity as part of the site's Earth Day celebration.

The connections between human health and a healthy environment are inseparable. For this reason, BD is committed to reducing our environmental impacts and supporting our customers and suppliers to do the same.

The newly formed **BD Office of Global Sustainability** leads our environmental efforts. In 2009, we developed environmental targets for our worldwide operations against which we will measure our performance and progress. While we are reducing the environmental footprint of our operations, we are also incorporating sustainability into our product development and research and development processes.

Along with our targets, our **2015 Sustainability Strategy** aims to incorporate environmental thinking into the fabric of our business. Our main focus areas fall into two categories: Product Stewardship, which includes materials of concern in our products, sustainable products and packaging programs, and innovation in end-of-product-use management; and Sustainable Operations, which includes supply chain stewardship, environmental impacts of manufacturing and climate change.

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Management

“We always seek to improve” is a BD Core Value, and Continuous Improvement has played a critical role in our environmental management approach for more than 20 years. While we have always focused on meeting local regulatory requirements in our manufacturing operations around the world, we have recently launched environmental initiatives in each of the six focus areas in our 2015 Sustainability Strategy.

These initiatives go beyond compliance and focus on improving environmental performance across our organization. It is BD’s environmental policy to “minimize the discharge of hazardous materials and the generation of waste, promote recycling and resource recovery, conserve energy, water, and natural resources, and reduce air emissions and water effluents at our facilities worldwide.” To do this, we are also applying Continuous Improvement tools to help reduce the generation of waste in our manufacturing operations and to conserve natural resources.

Our environmental management system—based on the principles of “Plan, Do, Check, Act”—has helped BD make progress toward reducing our impacts. The system includes a company-wide data collection system that sites use to report their environmental performance. In 2009, BD committed to a set of environmental reduction targets for our worldwide operations to drive reductions in energy, greenhouse gas emissions, water and waste. Read more about our targets [here](#).

Twenty percent of our manufacturing facilities (13 in total) have implemented the internationally-recognized environmental management systems standard ISO 14001, which requires independent certification. As part of our sustainability strategy, our intention is to expand ISO 14001 certification beyond our manufacturing facilities to cover other functions of our business, such as product development. This total business certification approach is a multi-year process that involves certifying additional manufacturing facilities. We plan to pilot this approach in 2011.

CASE STUDY

Sending back packaging for recycling

BD BIOSCIENCES — In the U.S., our Discovery Labware unit is helping customers recycle packaging from our products. Customers in laboratories can now designate a large BD box and affix our **BD Recycle Box** label on it to identify its purpose to their employees. All plastic and Styrofoam® packaging from our products is put into the box. When it’s full, the laboratories send it back to us to be recycled, using prepaid postage labels that BD provides.



In just one day, BD associates in Mexico planted more than 4,000 trees to help replenish forests in the area of northern Mexico City known as Naucalpan.

In addition to independent certifications, BD also regularly conducts internal safety and environmental audits to check that our manufacturing facilities, research centers and distribution centers comply with our policies, local laws and best practices. The audits include a review of site environmental management systems. We follow up within 12 months of each audit to ensure that corrective actions, when necessary, have been taken.

Suppliers

BD’s **Expectations for Suppliers** outlines general expectations for our suppliers regarding their environmental performance as well as social responsibility and business conduct. This includes compliance with all country and local environmental regulations for the regions in which they operate.

As part of our global sustainability strategy, we are working on ways to engage with our suppliers on their environmental performance. For example, Green Forums are one way we plan to work with suppliers to drive innovation in the materials they provide. These new ways of working with our suppliers on sustainability are intended to improve their environmental performance and ours.

The Impact of Our Products

BD's long-term objective is to reduce the environmental impacts of our products at each stage of the lifecycle. We are working to understand and reduce materials of concern in our products. We are also working to reduce usage of raw materials and increase the use of recycled content in BD products and packaging. Additionally, we are working to find ways to reduce impacts during disposal.

Our product portfolio is complex, ranging from single-use disposable devices to large-scale electronic instruments. Understanding the impacts of our product range is an ongoing process, and we are at the beginning of this journey.

Materials of Concern

Materials of Concern (MOCs) are chemicals for which scientific evidence shows probable serious long-term effects to humans or the environment, but where alternatives sometimes do not exist. Recent regulations have made tracking the MOCs in our manufacturing operations a priority. These include:

- › **REACH** (Registration, Evaluation, Authorization and Restriction of Chemical substances)—An E.U. regulation that requires chemical substances manufactured or imported into the E.U. to be registered with the European Chemicals Agency.
- › **RoHS** (Restriction of Hazardous Substances Directive)—An E.U. directive that restricts the use of six hazardous materials in the manufacture of various types of electronic and electrical equipment. Similar regulation is in various stages of implementation in other regions.
- › **Essential Requirements for Packaging**—The European Packaging Waste directive has set concentration levels for heavy metals that packaging must not exceed (cadmium, mercury, lead and hexavalent chromium).

In recognition of increased regulations for and customer concern about hazardous materials, we are compiling a database of all chemical substances used in BD products and packaging.

Using this database, we will develop global standards for the materials content of our products and packaging. New product development processes will also include an MOC risk assessment. Wherever possible, we will eliminate or avoid using these chemicals in our products, through new product development or changes to existing materials.

Sustainable Products and Packaging

BD is looking to redesign products so that they use less material, energy and water, and require less packaging.

We aim to increase the use of recycled content in our products and packaging. We are also researching alternatives to non-fossil fuel-based materials such as rubber and plastic, while maintaining the highest level of patient safety. **BD Recykleen™ Sharps Collectors**, introduced in 2009, are made from recycled material, with products ranging from 20 percent to 100 percent recycled plastic.

In 2009, we began working in collaboration with our corrugated cardboard suppliers and BD's Research & Development group to increase the potential for recycled content in our packaging systems. While the solution will take additional research, opportunity exists to introduce at least 25 percent recycled content in several packaging systems.

BD's customers are integral to our effort to redesign products and packaging to reduce environmental impacts. We maintain an ongoing dialogue with customers to understand their challenges, discuss our progress, share achievements and raise awareness about opportunities to create sustainable solutions for product redesign and repackaging.

End-of-Use Management

Customer input is an important component to making any product change which lessens environmental impact. For example, BD is working with hospitals to better understand their waste streams, so that we can make more informed design decisions.

Our Sharps Disposal Solutions group is dedicated to designing, manufacturing and distributing medical technology products safely while reducing environmental impacts. This platform provides information to customers specifically around proper waste segregation.

As part of BD's new environmental strategy, we will design products and packages to include consideration of total product lifecycle. We aspire to pioneer best-in-class solutions for end-of-use waste management of our products and packaging. We are beginning to look at ways to manage our products with a "cradle to cradle" approach, taking account of and responsibility for every stage of a product's lifecycle.

Future plans

As part of BD's long-term objective to reduce the environmental impact of our products, we are working to formally embed environmental considerations into our Global Product Development System (GPDS), our pipeline for innovating products from idea to execution. This approach, called "Design for the Environment," will help us to reduce impacts at each stage of the product lifecycle.

We are also beginning to use lifecycle analysis (LCA) to quantify total environmental impacts for some products. This will help us to target our efforts to achieve the most significant reductions.

The Impact of Our Operations

BD continuously works to improve environmental performance in our facilities. One focus is on cutting our impact on climate change by reducing greenhouse gas emissions that result from energy consumption. We are also targeting reductions in water use and generation of waste.

The BD Office of Global Sustainability works with the Integrated Supply Chain Operating Committee (ISC OC) to oversee operational environmental performance. The ISC OC is chaired by our Senior Vice President of Integrated Supply Chain and includes the operations leaders from each business, the Vice President of Sustainability and the leaders of our Procurement, Supply Chain and Distribution functions.

2015 Environmental Goals

BD's goals are to:

- › **Reduce energy consumption** from operations by 30 percent by 2015, from 2008 levels*
- › **Increase renewable energy use** in BD's portfolio to 25 percent by 2015, from 2008 levels
- › **Reduce the use of water** by 15 percent by 2015, from 2008 levels*
- › **Reduce hazardous waste generation** by 10 percent by 2015, from 2008 levels*
- › **Reduce non-hazardous waste generation** by 15 percent by 2015, from 2008 levels*

*All figures normalized to cost of goods sold (CoGS)

To meet these goals, BD will:

- › **Focus on natural resource conservation** through continuous improvement activities such as employee-led energy reduction and waste reduction campaigns
- › **Improve the efficiency of lighting systems and equipment** such as heating, ventilation and air conditioning (HVAC) and compressed air systems
- › **Use alternative energy generation sources** such as fuel cells and co-generation systems
- › **Provide policy and performance guidelines** to associates
- › **Conduct energy audits** to identify specific opportunities

Specifically, to increase our renewable energy use, BD will:

- › **Purchase certified "green" energy** through our utilities
- › **Self-generate** through capital purchase of equipment or through Power Purchasing Agreements
- › **Explore renewable investment opportunities** such as wind energy
- › Purchase **Renewable Energy Credits (RECs)**

Measurement

BD measures and reports GHG emissions for our worldwide operations. These include Scope 1 (direct emissions) and Scope 2 (indirect emissions such as purchased electricity) for our manufacturing sites, distribution warehouses, research centers, and BD's global headquarters. We do not yet include Scope 3 emissions, such as emissions resulting from business travel.

For more than 10 years, we have collected data from both our plants and our corporate infrastructure in order to report annual environmental metrics. As part of our new strategy, we are transitioning to an online system that will allow us greater transparency and flexibility to monitor progress toward our 2015 reduction targets.

We measure much of our performance normalized to the cost of goods sold (CoGS). This figure is essentially how much it costs us to make our products. This is similar to normalizing to revenue, but without factoring in additional inputs such as currency fluctuations and contract pricing. As the business grows, adjusting our emissions to CoGS will be a good indicator of the efficiency of our operations.

Performance

Please see the **Performance** section of this report to read about BD's environmental operational performance.



1. BD Government Relations Office, Washington, DC, USA—5,000 square feet. Commercial Interior Renovation, Attempting LEED Silver Certification. Completion: May 2010



2. BD-Canada Country Office, Mississauga, Ontario, Canada—70,000 square feet. Commercial Interiors, LEED Silver Certification (pending). Completion: 2009



LEED-Certified Construction

As part of BD's environmental strategy, all new construction and major modifications to our existing buildings will be consistent with the U.S. Green Building Council's LEED (Leadership in Energy and Environmental Design) standards. BD became a member of the USGBC in 2009; currently, one of our buildings is LEED certified and an additional eight buildings are pending certification.

3. BD Offices, Show and Training Facilities, R&D Labs, Heidelberg, Germany—93,000 square feet. LEED for New Construction, Attempting LEED Silver Certification. Completion: Spring 2011

4. BD Technologies, Research and Development Facility, Research Triangle Park, North Carolina, USA—25,000 square feet. LEED for Building Operations and Maintenance, Attempting LEED Certification. Estimated Completion: Fall 2010



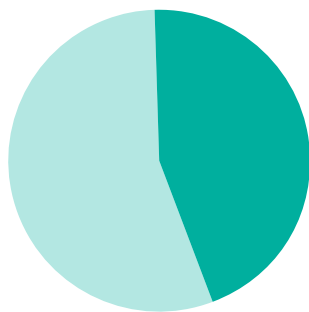
Performance

At BD, we measure our sustainability performance using a number of metrics that address our economic, social and environmental impacts. We report our fiscal year 2009 performance here.

Financial

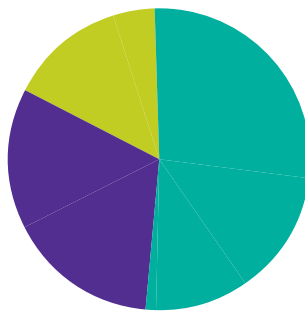
Revenues by Geography
(dollars in billions)

- U.S. \$3.205
- International \$3.956

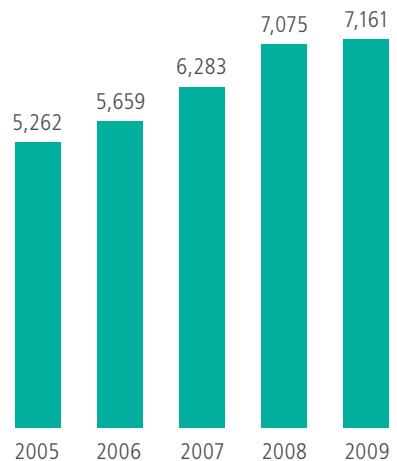


Revenues by Segment
(dollars in billions)

- BD Medical \$3.731
- BD Diagnostics \$2.226
- BD Biosciences \$1.204



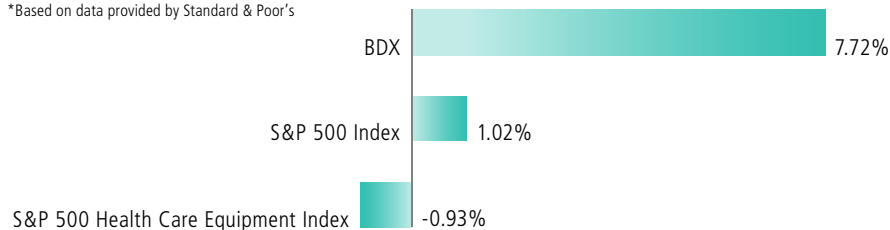
Revenues
(dollars in millions)



Total Shareholder Return

5-Year Compounded Annual Growth Rate (CAGR) 9/30/04–9/30/09*

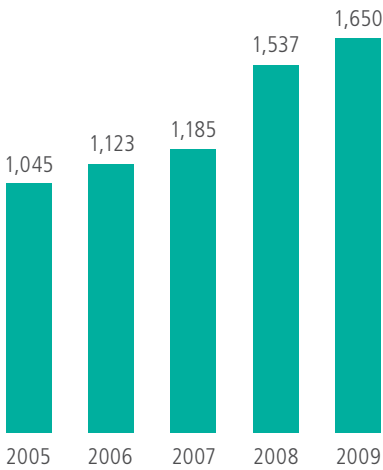
*Based on data provided by Standard & Poor's



Cumulative total return to shareholders is measured by dividing total dividends (assuming dividend reinvestment) plus per share price change for the period by the share price at the beginning of the measurement period.

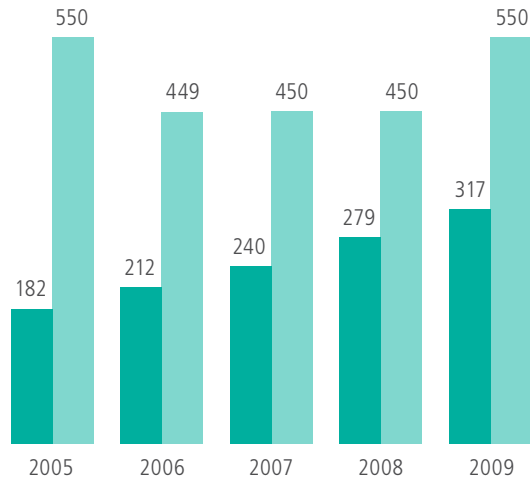
Operating Income

(dollars in millions)



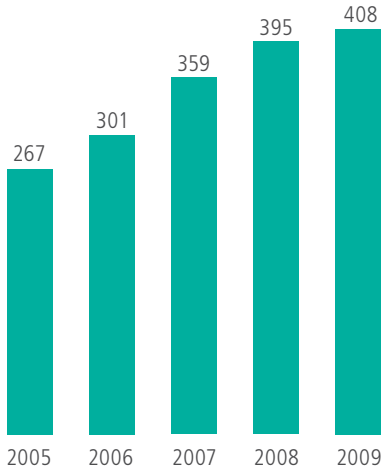
Dividends Paid / Share Repurchases

● Dividends paid (dollars in millions)
● Share repurchases (dollars in millions)



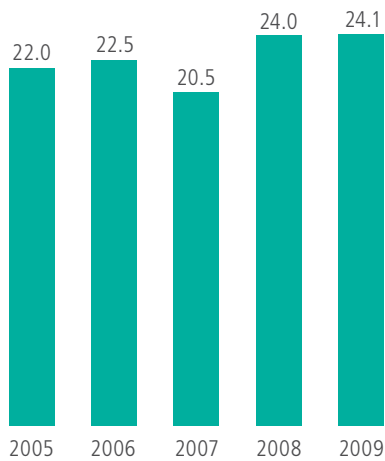
R&D Expense

(dollars in millions)



Return on Equity

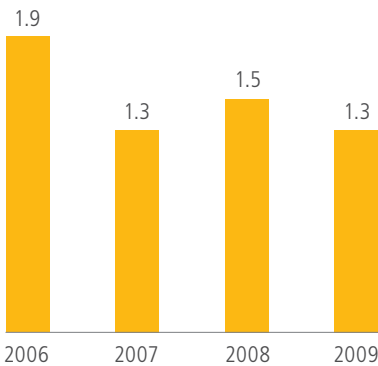
(percentage of return)



Social

BD Employee Injury & Illness Rates

(per 200,000 man hours worked)



Ethics & Compliance Training

Year	Course Units
2006	21,937
2007	63,887
2008	125,888
2009	173,979

Cumulative number of course units delivered through our online "Doing What is Right" program since inception

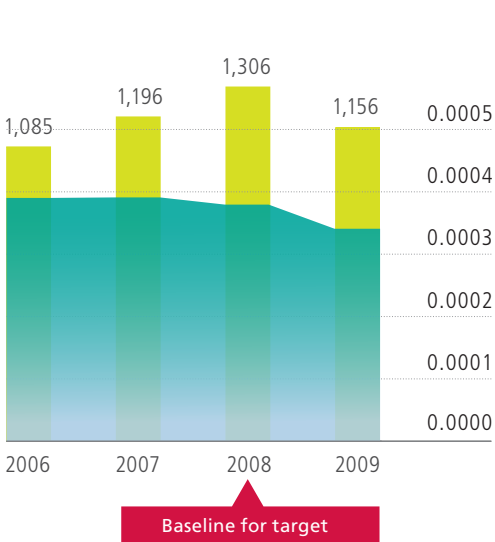
Read about our [Philanthropy performance](#) in the Society section.

BD's 2015 Environmental Goals

- › Reduce energy consumption from operations by 30 percent by 2015, from 2008 levels*
 - › Increase renewable energy use in BD's portfolio to 25 percent by 2015, from 2008 levels
 - › Reduce the use of water by 15 percent by 2015, from 2008 levels*
 - › Reduce hazardous waste generation by 10 percent by 2015, from 2008 levels*
 - › Reduce non-hazardous waste generation by 15 percent by 2015, from 2008 levels*
- *All figures normalized to cost of goods sold (CoGS)

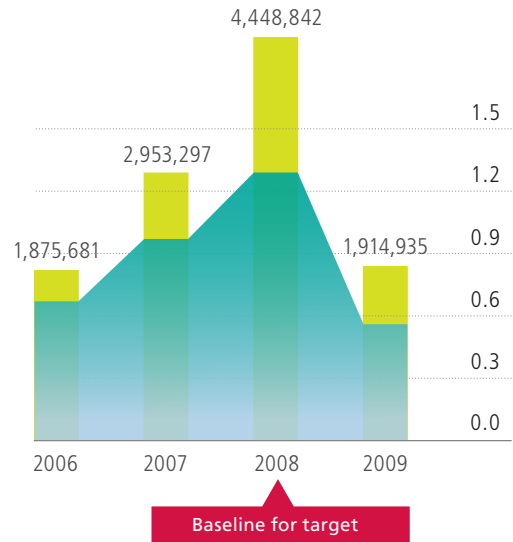
Water Consumption

- Absolute (million gallons)
- Normalized to cost of products sold (million gallons)



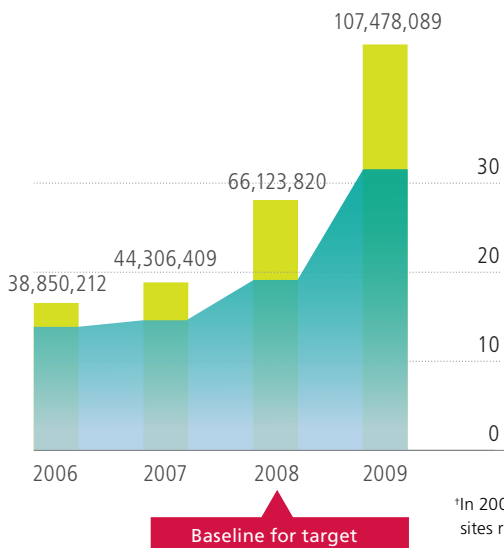
Hazardous Waste Generation

- Absolute (lbs.)
- Normalized to cost of products sold (lbs.)



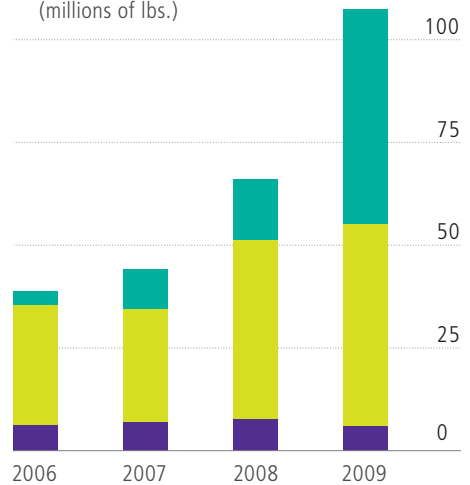
Non-Hazardous Waste Generation†

- Absolute (lbs.)
- Normalized to cost of products sold (lbs.)



Non-hazardous Waste Disposal†

- Recycled
- Landfilled
- Incinerated (millions of lbs.)



†In 2009 BD revised environmental reporting standards for our sites requiring more detailed information on non-hazardous waste generation and disposal, which lead to improved reporting.

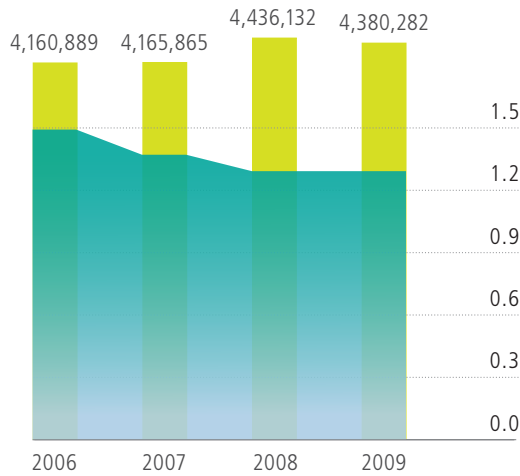
Traditional and Certified Renewable Energy Goal



- 2009 Renewable energy consumption: 7.33%
- 2015 Projected renewable energy consumption: 25%
- 2015 Projected traditional energy consumption: 75%

Energy Use

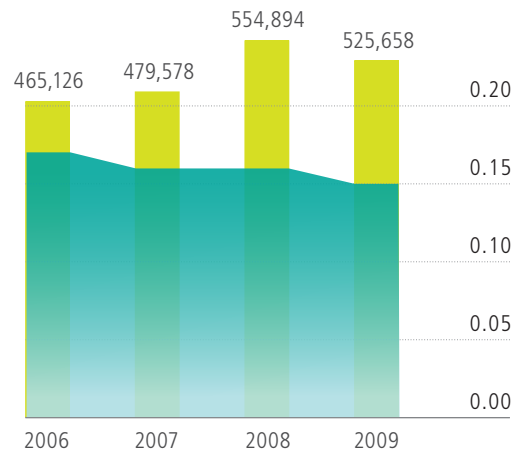
- Absolute (gigajoules)
- Normalized to cost of products sold (gigajoules)



Baseline for target

Greenhouse Gas Emissions*

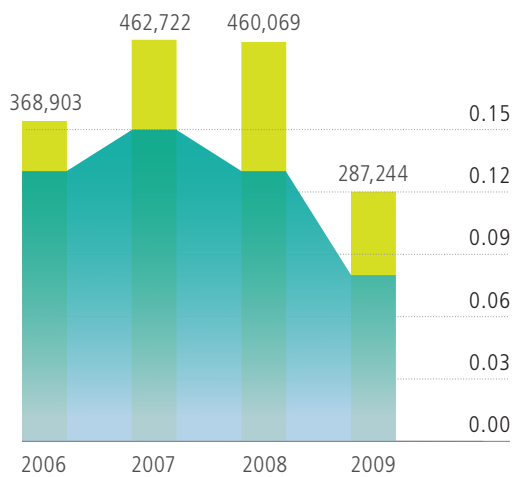
- Absolute (metric tons)
- Normalized to cost of products sold (metric tons)



*Data reported represents BD's Scope 1 (direct fuel use) and Scope 2 (indirect from electricity) greenhouse gas emissions.

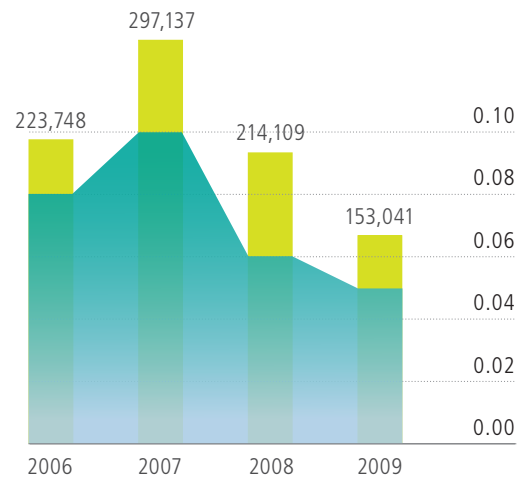
Ozone Depleting Substance Emissions

- Absolute (lbs.)
- Normalized to cost of products sold (lbs.)



Volatile Organic Compound (VOC) Emissions

- Absolute (lbs.)
- Normalized to cost of products sold (lbs.)



Awards



2009 Awards and Recognition Highlights

Corporate Citizenship

FTSE4Good Index SINCE 2003

Dow Jones Sustainability World Index SINCE 2006

Dow Jones Sustainability North American Index SINCE 2005

100 Best Corporate Citizens List CRO MAGAZINE

World's Most Ethical Companies ETHISPHERE COUNCIL

World's Most Admired Companies® FORTUNE

Innovation

Ocean Tomo 300® Patent Index NYSE EURONEXT

Medical Design Excellence Award BD BACTEC™ FX SYSTEM

New York Academy of Sciences Innovation in Industry Awards
BD SCIENTISTS FOR DEVELOPMENT OF MICRONEEDLE AND INHALABLE VACCINE DELIVERY TECHNOLOGIES

Environment, Health and Safety

Green Rankings NEWSWEEK

EPA's Green Power Fortune 500 Challenge UNITED STATES

Platinum Award HEALTH PROMOTION BOARD OF SINGAPORE

Distinguished Safety Performance Award, Meritorious Improvement Award and President's Award
PUERTO RICO MANUFACTURERS ASSOCIATION

Advocate Award in Employee Health and Wellness
SINGAPORE HUMAN RESOURCES INSTITUTE

Employer of Choice

Top 25 Best Employers in Asia HEWITT ASSOCIATES

Employer of Choice for Women in Australia
EQUAL OPPORTUNITY FOR WOMEN IN THE WORKPLACE

Top 25 Best Employers in India HEWITT ASSOCIATES

Best 100 Employers Among Small and Medium-Sized Enterprises in Germany TOP JOB SURVEY

Best Workplaces in Canada GREAT PLACE TO WORK® INSTITUTE

Best Places to Work in New Jersey NJBIZ, SINCE 2005

Great Places to Work NEW JERSEY MONTHLY

GRI

The table below provides information on BD's application of the Global Reporting Initiative (GRI) G3 Sustainability Guidelines in this report.

GRI GUIDELINE		LOCATION
STRATEGY AND ANALYSIS		
1.1	Statement from the most senior decision maker of the organization about the relevance of sustainability to the organization and its strategy (Core)	Letter from Chairman and CEO, page 8
1.2	Description of key impacts, risks and opportunities (Core)	Our Focus, page 7
PROFILE		
2.1	Name of reporting organization	Page 1
2.2	Primary brands, products and or services	Page 1
2.3	Operational structure of the organization including main divisions, operating companies, subsidiaries and joint ventures	Page 1
2.4	Location of organization's headquarters	Page 1
2.5	Number of countries where organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	10-K
2.6	Nature of ownership and legal form	10-K
2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries)	10-K
2.8	Scale of the reporting organization	Page 1
2.9	Significant changes during the reporting period regarding size, structure or ownership	10-K
2.10	Awards received in the reporting period	Performance, page 55
REPORT PARAMETERS		
3.1	Reporting period for information provided	Letter from Chairman and CEO, page 8
3.2	Date of most recent previous report	Letter from Chairman and CEO, page 8
3.4	Contact point for questions regarding the report or its contents	www.bd.com/sustainability
REPORT SCOPE AND BOUNDARY		
3.5	Process for defining report content	Our Focus, page 7 Stakeholder Engagement, page 11
3.9	Data measurement techniques and the bases of calculations	Impact of Our Operations, page 49
GRI CONTENT INDEX		
3.12	Table identifying the location of the Standard disclosures in the report	GRI Index

GRI GUIDELINE		LOCATION
GOVERNANCE, COMMITMENTS AND ENGAGEMENT		
GOVERNANCE		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight	Governance and Ethics, pages 9–10
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and if so, their function within the organization’s management and the reasons for this arrangement)	Governance and Ethics, pages 9–10
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members	Governance and Ethics, pages 9–10
4.4	Mechanisms for stakeholders and employees to provide recommendations or direction to the highest governance body	Governance and Ethics, pages 9–10; Stakeholder Engagement, page 11
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements) and the organization’s performance (including social & environmental performance)	Governance and Ethics, pages 9–10
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	Governance and Ethics, pages 9–10
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization’s strategy on economic, environmental and social topics	Governance and Ethics, pages 9–10
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental and social performance, and the status of their implementation	Governance and Ethics, pages 9–10
4.9	Procedures of the highest governance body for overseeing the organization’s identification and management of economic, environmental and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles	Governance and Ethics, pages 9–10
4.10	Processes for evaluating the highest governance body’s own performance, particularly with respect to economic, environmental, and social performance	Governance and Ethics, pages 9–10
COMMITMENTS TO EXTERNAL INITIATIVES		
4.12	Externally developed economic, environmental, and social charters, principles or other initiatives to which the organization subscribes or endorses	Environmental Management, page 47
STAKEHOLDER ENGAGEMENT		
4.14	List of stakeholder groups engaged by the organization	Stakeholder Engagement, page 11
4.15	Basis for identification and selection of stakeholders with whom to engage	Stakeholder Engagement, page 11
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Stakeholder Engagement, page 11
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	Stakeholder Engagement, page 11

GRI GUIDELINE		LOCATION
PERFORMANCE: ECONOMIC		
ECONOMIC PERFORMANCE INDICATORS		
Aspect: Economic Performance		
EC1	Direct economic value generated (Core)	Performance, page 52
EC3	Coverage of the organization's defined benefit plan obligations	10–K
Aspect: Market presence		
EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation	Supply Chain, page 35
Aspect: Indirect economic impacts		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro-bono engagement	Society, pages 14–22
PERFORMANCE: ENVIRONMENTAL		
DISCLOSURE ON MANAGEMENT APPROACH		
Provide a concise disclosure on the management approach items outlined below		Environmental Management, page 47
ENVIRONMENTAL PERFORMANCE INDICATORS		
Aspect: Materials		
EN2	Percentage of materials used that are recycled input materials (Core)	Performance, page 53
Aspect: Energy		
EN3	Direct energy consumption by primary energy source (Core)	Performance, page 54
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives (Additional)	Performance, page 54
EN7	Initiatives to reduce indirect energy consumption and reductions achieved (Additional)	Environmental Impact of Our Operations, page 49
Aspect: Water		
EN8	Total water withdrawal by source (Core)	Performance, page 53
Aspect: Emissions, effluents and waste		
EN16	Total direct and indirect greenhouse gas emissions by weight (Core)	Performance, page 54
EN17	Other relevant indirect greenhouse gas emissions by weight (Core)	Performance, page 54
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved (Additional)	Environmental Impact of Our Operations, page 49
EN19	Emissions of ozone-depleting substances by weight (Core)	Performance, page 54
EN20	NO _x , SO _x , and other significant air emissions by type and weight (Core)	Performance, page 54
EN22	Total weight of waste by type and disposal method (Core)	Performance, page 53
Aspect: Products and services		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation (Core)	Environmental Impacts of Our Products, page 48

GRI GUIDELINE		LOCATION
PERFORMANCE: LABOR PRACTICES AND DECENT WORK		
DISCLOSURE ON MANAGEMENT APPROACH		
Provide a concise disclosure on the management approach items outlined below		Our Associates, pages 37–44
LABOR PRACTICES AND DECENT WORK PERFORMANCE INDICATORS		
Aspect: Employment		
LA1	Total workforce by employment type, employment contract and region (Core)	Our Associates, pages 37–44
LA7	Rates of injury, occupational diseases, lost days, absenteeism, and number of work related fatalities by region (Core)	Performance, page 52
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases (Core)	Our Associates, page 42
Aspect: Training and education		
LA10	Average hours of training per year per employee by employee category (Core)	Our Associates, page 43
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing their careers (Additional)	Our Associates, page 43
LA12	Percentage of employees receiving regular performance and career development reviews (Additional)	Our Associates, page 43
PERFORMANCE: HUMAN RIGHTS		
DISCLOSURE ON MANAGEMENT APPROACH		
Provide a concise disclosure on the management approach items outlined below		Governance and Ethics, pages 9–10
HUMAN RIGHTS INDICATORS		
Aspect: Investment and procurement activities		
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken (Core)	Supply Chain Safety, page 35
Aspect: Child Labor		
HR6	Operations identified as having a significant risk for incidents of child labor, and measures taken to contribute to the elimination of forced or compulsory labor (Core)	Governance and Ethics, pages 9–10
Aspect: Forced and compulsory labor		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor (Core)	Governance and Ethics, pages 9–10

GRI GUIDELINE		LOCATION
PERFORMANCE: SOCIETY		
DISCLOSURE ON MANAGEMENT APPROACH		
Provide a concise disclosure on the management approach items outlined below		Governance and Ethics, pages 9–10; Society pages 14–22
SOCIETY PERFORMANCE INDICATORS		
Aspect: Community		
S01	Nature, scope and effectiveness of any Programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting (Core)	Society, pages 14–22
Aspect: Corruption		
S02	Percentage and total number of business units analysed for risks related to corruption (Core)	Governance and Ethics, pages 9–10
PERFORMANCE: PRODUCT RESPONSIBILITY		
DISCLOSURE ON MANAGEMENT APPROACH		
Provide a concise disclosure on the management approach items outlined below		Impact of Our Products, page 48; Supply Chain Safety, page 35
PRODUCT RESPONSIBILITY PERFORMANCE INDICATORS		
Aspect: Customer Health and safety		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures (Core)	Impact of Our Products, page 48; Supply Chain Safety, page 35
PR3	Type of product and service information required by procedures and percentage of significant products and service subject to such information requirements (Core)	Impact of Our Products, page 48; Supply Chain Safety, page 35



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Global Sustainability at
BD_Sustainability_Office@bd.com

ON THE COVER
A child in Bangladesh takes
part in an immunization
campaign supported by the
American Red Cross and its
Measles Initiative partners.

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