

Sustainability Report 2013

Passion for Innovation.
Compassion for Patients.



Daiichi-Sankyo



Sustainability Report
Based on 2013
Daiichi Sankyo Brasil



The President's
Message

The President's Message

This year we publish our sixth Sustainability Report, and we take the opportunity to present our goals, results and unceasing commitment and enthusiasm towards innovation and new partnerships. Our main motivation is the desire to turn social challenges into innovative business deals, to strengthen relationships with patients with ever increasing awareness, and to firmly establish a more sympathetic corporate culture committed to enhance people's quality of life.

Once more we are proud to have gone beyond the original goals and attained the best levels in our history. With its Hybrid Business Model, Daiichi Sankyo Brasil starts a new period where Innovative Products and Branded Generics complementarities are the main features. In this context in 2013 we extended our medicine lines launching similar products. Such step was possible only through a partnership with Ranbaxy pharmaceuticals, started in 2008 at world level. Ranbaxy leads the Indian pharmaceuticals market and, in 2013, such partnership enabled Daiichi Sankyo Brasil to launch four new medicines: three for the central nervous system and one for gastroenterology.

Another relevant fact this year was the new partnership with Ferring Pharmaceuticals, allowing for two more products to be launched. To support those changes fourteen new representatives were hired to cover fourteen new territories and the Sales Force was trained to promote all products in every market region of the organization.

We will keep on researching to be able to launch innovative products, and we will also enlarge and complement our portfolio with same-line therapeutic products.


Since Benicar's reduced price strategy was maintained more patients could get the medicine. This way, besides a spectacular increase in the number of units produced, the economic and social results were also impressive.

With Interfarma's Health First Project ["Geral na Saúde"], put into practice by its affiliate companies, our focus on health education could be improved. The project is kept through a collaborative site where some topics are suggested for the correspondents to meet and find together new methods to research, to understand and to deal with challenging health issues. Such topics concern mainly the low-income young population.

We are aware that with every individual and collective decision we cause a relevant impact on society, and this awareness is the key to use our creativity, our knowledge and technologies to the benefit of society as a whole.

Keeping this in mind, we see more and more opportunities to meet people's needs using our innovative approach, and this defines the strategy that makes us accomplish our mission—to contribute to improve people's quality of life. We are sure the relationship with our targets will get stronger with the new medicines, services and business we present to the market.

GRI Indicators: 1.1



Mission, Vision
and Values

Mission, Vision and Values

Mission

"To contribute to the enrichment of quality of life around the world through the creation of innovative pharmaceuticals, and through the provision of pharmaceuticals addressing diverse medical needs."

Vision

"Our vision is to become a Global Pharma Innovator - a company that continuously develops innovative medicines - by 2015."

Our Three Corporate Values and Eight Commitments

Innovation

Our imperative

- 1 – To create first-in-class and best-in-class drugs.
- 2 – To take a global perspective, and respect local values.
- 3 – To foster intellectual curiosity and strategic insight.

Integrity

Our Strength

- 4 – To provide the highest quality medical information .
- 5 – To provide a stable supply of top-quality pharmaceutical products.
- 6 – To be an ethical, trusted, and respectful partner.

Accountability

Our Culture

7 – To be accountable for achieving our goals.

8 – To demonstrate professionalism, respect for others, and teamwork.

Our Three Management Values

Humanistic

Attract qualified professionals throughout the world

Motivate and appropriately reward employees, provide equal opportunities, and support career development.

Social

Fulfill our social responsibilities by performing our duties.

Contribute to society by respecting the environment, supporting community development, and helping address community problems.

Economics

Experience robust growth, creating special values and premiums.

GRI Indicators: 4.8



Business
Management

Governance

The Board of Directors, the highest organization unit, and the Executive Committee represent the corporate governance structure of Daiichi Sankyo Brasil. The president, who also is the organization legal representative, is a member of the Board of the Directors. There is no participation of independent members in the Board and the administration is unitary. In 2013 there were no significant changes as regards the size, structure or shareholders' engagement.

The relationship between wages earned by the members of the highest governance level and the organization's performance on economic, social and environmental aspects results from evaluating their overall performance including skills such as strategic insight, decision making, focus on results, conscious leadership and organization awareness.

The Executive Committee—during their monthly meetings—and the Board of Directors—every three months—self-assess the management's actions and procedures related to economic, social and environmental performance, including major risks and opportunities. In extreme cases, the Crisis Management Team is in charge of dealing with risks management in the operational planning. The organization's Code of Conduct together with Daiichi Sankyo Brasil Directive of Promotion Practices (both aligned with Interfarma's Code of Conduct), Daiichi Sankyo Hotline, and KPMG auditing procedures also ensure the compliance with internationally held up rules, codes of conduct and principles.

In the same vein, in order to avoid conflicting interests Daiichi Sankyo Brasil also implements its own Code of Conduct, Directives of Promotion Practices and Interfarma's Code of Conduct (Research Pharmaceutical Industries Association) to which is associated.

The organization maintained the same initiatives of previous years: the DOAR Group (Disseminators of Objectives and Analyses of Results), Daiichi Sankyo Hotline (direct contact with the President), the Coffee with the President Program, and the Conversation with the President are all channels to ensure a constantly transparent communication between the employees and the highest governance level.

The Hotline has received three requests, all of which were sent straight to the President who carefully analyzed each case and called a meeting with three members of the Executive Committee to examine the issues, gather proof and find a solution.

GRI Indicators: (2.3, 2.9, 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, 4.9, 4.10, 4.11, HR4)

Economic Financial Data

Revenue

Gross Operating Revenue: R\$ 267 million

Net Operating Revenue: R\$ 204 million, of which:

- R\$ 136 million proceeding from the local market (Brazil), representing 67% of the net operating revenue;
- R\$ 39 million proceeding from Venezuela, representing 19% of the net operating revenue;
- R\$ 29 million proceeding from other countries (mostly South America), representing 14% of the net operating revenue.

Liabilities/Equity

Current Liabilities and Long-Term Liabilities: R\$ 65 million (33% of Liabilities).

Equity: R\$ 130 million.

Liabilities/Assets: R\$ 195 million.

Agregated Value (EC1)

Aggregated Value Table

Aggregated Value Table	Value in R\$ million	%
Economic Value generated	267,5	
Revenue	267,5	100%
Economic Value distributed	196,0	
Salaries	45,2	23%
Operational Cost	72,9	37%
Investment in society - Donations	0,1	0
Accumulated profits	29,1	15%
Payment to government	43,6	22%
Payment to providers*	5,1	3%
Accumulated Economic Value (Generated EV - Distributed EV)	71,6	

In 2013, sales surpassed in 14% the corporate goals, and the operating profit result was approximately four times the estimate value for the year.

After 2012 tsunami in Japan, raw materials imported supply stabilized and in 2013 there were no instabilities. As a rule, there were no financial implications or identified risks related to weather conditions.

GRI Indicators: 2.5, 2.8, EC1, EC2

Products and Markets

Medicines promoted and sold by Daiichi Sankyo Brasil are useful for several medical areas—cardiology, central nervous system, gastroenterology,

orthopedics, inflammation and pain.

Cardiologia:

- Benicar® (olmesartan medoxomil)
- Benicar HCT® (olmesartan medoxomil + hydrochlorothiazide)
- BenicarAnlo® (olmesartan medoxomil + amlodipine)
- Effient® (prasugrel hydrochloride)

Central Nervous System

- Scitalax (escitalopram oxalate)
- Bipogine (lamotrigine)
- Selzic (oxcarbazepine)

Gastroenterology

- Lactulona® (lactulose)
- Ezobloc (esomeprazol emagnesium)

Orthopedics, inflammation, pain

- Loxonin® (sodium loxoprofen)
- Hirudoid® (mucopolysaccharide polysulphate)
- Euflexxa (sodium hyaluronate)

In charge of promoting and advertising Daiichi Sankyo Brasil medicines, the Sales Force works with doctors and hospitals engaged in areas related to the organization's products. The Sales Force covers 26 Brazilian States—Alagoas, Amazonas, Bahia, Ceará, Espírito Santo, Goiás, Maranhão, Minas Gerais, Mato Grosso, Mato Grosso do Sul, Pará, Paraíba, Pernambuco, Piauí, Paraná, Rio de Janeiro, Rio Grande do Norte, Rio Grande do Sul, Santa Catarina, São Paulo e Sergipe, besides Brasília. So, all regions in the country are covered.



GRI Indicators: 2.2, 2.7



Strategic
View

Strategic View

Daiichi Sankyo Brasil is proud to have reached in 2013 the highest economic level of its history as a result of its products good performance, its exports and the new Hybrid Business Model, in a strategy that goes beyond developing its own brand products. With this wider perspective, Daiichi Sankyo Brasil will keep on researching to launch exclusive and innovative products, complementing its portfolio with similar products from licensed partner companies. This business strategy ensures a steady growth in patients' number who are able to obtain our medicines.

To highlight this important step towards business growth, six new products were introduced to the market, mainly Ezobloc, Scitalax and Euflexxa. These new brands have meant a steady increase in the organization's results. It is worth mentioning that similar products are bioequivalent and are sold at much cheaper prices than reference products.

Besides that, in 2013 efforts towards increasing access to olmesartana were consolidated, and the molecule reached its best level ever, surpassing 260 thousand treated patients/month, an increase of approximately 35%, compared to 2012. Effient also attained over 4,000 patients/month, a record since it was launched.

An important partnership was signed with Ferring Pharmaceuticals to co-promote Pentasa and to the exclusive launching of Euflexxa. This move intended to increase both our Orthopedics and Gastroenterology portfolios since Ezobloc and Lactulona belong to the same specialty as Pentasa and Euflexxa belongs to the same as Loxonin.

As regards potential risks, the organization is aware of Venezuela's economic instability, since the country is a major importer of Daiichi Sankyo Brasil products.

The organization has notably attended several scientific events, with more than thirty participations in national and international congresses, among which Socesp (Cardiology Society of the State of São Paulo), Dante Pazzanese Institute course, the Brazilian Congress of Cardiology, the Brazilian Congress of Hemodynamics the South Rio Congress of Cardiology, Socerj (Cardiology Society of the State of Rio de Janeiro), the Brazilian Meeting on the Digestive System, the Brazilian Congress of Psychiatry, AHA (American Heart Association) ESC (European Society of Cardiology), ACC (American College Congress), WCC (World Cardiology Congress), among others. For the first time the organization attended Psychiatry and Gastroenterology congresses.

2013 was also an important year as regards the awards granted to the organization:

- Best Scientific Symposium – Brazilian Cardiology Congress
- Friend of the Heart Award – Brazilian Cardiology Society, received by Eloi Bosio, Daiichi Sankyo Brasil's President. The award is given to those who made the best contributions to Cardiology along the year.
- Best Company for Trainees – research by CIEE (Company-School Integration Center), Toledo & Associados, and ABRH-SP (Human Resources Brazilian Association – São Paulo).

GRI Indicators: 1.2, 2.10



The Pharmaceutical
Industry

The Pharmaceutical Industry

As in previous years, the pharmaceutical industry scene is characterized by frequent changes. The main alteration in sanitary law regarding medicines in 2013 was introduced by Resolution 20/2013 that established the Electronic Registration System for registration petitions of new molecules in the country. Regulations concerning administrative procedures to obtain the Good Practices in Manufacturing Certificate were published, and post-registration norms and biological stability studies were reviewed. Active pharmaceutical raw materials were included in the molecules list with compulsory registration in the country. The decree that regulates Law 6360/76 defining which products must be approved by sanitary vigilance was reviewed and simplified. Also published were the public polls to review registration norms of synthetic medicines, and to define protocols of permission to outsource production, quality control and medicine storage.

Anvisa (National Sanitary Vigilance Agency) also published its Call Edict n.4/2013 to obtain data to help analyze the regulatory impact related to altering criteria to prescribe and furnish generic and similar medicines.

In December, Resolution 54/2013 was published to define the implementation of a national system to control medicines, and the procedures and mechanisms to track medicines within the pharmaceutical products chain. Legislation defines two-dimensional bar codes (Datamatrix) as the official technology to capture, store and electronically transmit data, as well as it establishes a maximum three years period to implement the system. Two years after its implementation, companies which own medicines registrations must inform complete data on three medicine batches. An important decision established that the owner of medicine registrations is accountable for maintaining the databank with registrations regarding the medicine positioning within the pharmaceutical chain.

Regulations for packaging insert, packaging and labeling of medicines

In 2013, part of the information in packaging insert was updated in order to maintain the quality, adequacy and the organization's transparency regarding information given to patients and health professionals. The main alterations were as follows.

- Segregation of Hirudoid's packaging insert according to the dosage form, to comply with RDC 47/09. There will be one for the gel formula

and another for the ointment formula.

- Inclusion and updating of information according to the Company Core Data Sheet:

Packaging insert, packaging and labeling	
Items	Medicines and Active Principles
Warnings, precaution and adverse reactions	Effient
Drug interactions, pharmacological characteristics, contra-indications and adverse reactions	Benicar, Benicar HCT and BenicarAnlo

All advertising materials undergo an inside assessment process and must be approved of by the Marketing, Regulatory Affairs, Medical Division, and Legal Departments.

GRI Indicators: PR3, PR6



Social
Commitment

Global Compact

The commitment signed with the United Nations Global Compact is part of the organization's agenda. This year, Daiichi Sankyo Brasil attended the annual meeting of the Global Pact Brazilian Network, which offered several lectures and group discussions. The Social Responsibility area participated in the "Poverty Eradication, Health and Sanitation" panel from which was drafted a proposal to create a tool to build a sustainability social network designed to share efforts and information able to impact public policies and develop excellence projects.

GRI Indicators: 4.12

Volunteering Program and AAC-Friends of the Heart Association

The partnership with AAC remains solid, with monthly financial contributions, inside campaigns for sales events, and the volunteer participation of employees in parties. Last year, a June folkloric feast was held at AAC. The organization's volunteers prepared the whole event, collecting gifts (donated by the plant employees) and sweets' kits (donated by the office employees), setting up the decoration and entertaining people with various games and plays.

In the second term, the Daiichi Sankyo Brasil Volunteering Program was advertised more intensely, encouraging employees to donate working hours to the benefit of the Association. Now the program has two steady volunteers and eight temporary ones, contributing in parties and events planning.

In August the organization celebrated the Volunteering National Day. During the event, the Program was advertised in brochures and in a video presenting the work done by AAC.

In December a volunteer day at ACC celebrated the Volunteering International Day, when seven Daiichi Sankyo Brasil employees had the opportunity to join ACC volunteer corps and go on a visit to InCor in-patients (both before and after surgery). This initiative is part of the "Welcome Program" sponsored by ACC to provide emotional support to patients engaging them in several different activities to promote their psychological well-being.

"Geral na Saúde" Project

Created by Interfarma, "Geral na Saúde" is a project sponsored by companies affiliated to the institution partners to the Grajaú Hospital, to 12 Health Basic Units operating in the South Area of São Paulo city, and the "Doutores da Alegria" (Doctors of Happiness), a clown group whose performances in hospitals greatly improve the patients' mood. In a collaborative site with suggested relevant health topics correspondents send texts, photos, videos and voice recordings.

The project aims to spur debates among young correspondents, educators and several other participants so they can share experiences and find together new ways to deal with the issues which have been identified. As a rule, the topics are mainly relevant to low-income youngsters.

To become a project correspondent it is enough to enroll in the blog: geralnasaude.com.br .

"I'm 12/8" Campaign

The partnership for the "I'm 12/8" campaign developed by the Arterial Hypertension Department of the Brazilian Cardiology Society was renewed one more year in order to help the Hypertension Division make people aware of how important it is to treat the disease and what are the health-related risks if the condition is not properly addressed. The campaign aims at reducing the 300 thousand annual deaths caused by cardiovascular diseases.

"Alert Heart" Campaign

The "Alert Heart" campaign is sponsored by Daiichi Sankyo to help the Brazilian Hemodynamics and Intervention Society—SBHCI in their effort to make Brazilian population aware of the risks of a sudden heart attack, i.e., the acute coronary syndrome, the cause of very many deaths every year.

300 thousand reasons to start right

This year the Sustained Medical Education Program—300 Thousand Reasons to Start Right—impacted regions all over Brazil, with an average of 50 doctors per meeting.

GRI Indicators: EC8



Ethics and
Transparency

Ethics and Transparency

The Compliance Division constantly develops activities to enhance transparency and ethics within the organization. To that end, several meaningful efforts have been made along 2013.

- Launching and advertising the new Code of Conduct following the Corporate Conduct Charter global directives.
- Launching and training for the Daiichi Sankyo Promotion Practices Directives, following Interfarma's Code of Conduct.
- "I Follow" campaign to inform doctors about Interfarma's Code of Conduct.
- Follow-up the implementation of action plans developed by Daiichi Sankyo headquarters.
- Reviewing Daiichi Sankyo Brasil Code of Conduct e-learning.

As a result of the work done, Daiichi Sankyo Brasil is proud to say that once more in 2013 the organization was approved in all auditing processes it was submitted.

- Comisión Federal para la Protección contra Riesgos Sanitarios—COFEPRIS, the regulatory Mexican authority regarding raw materials production;
- Pfizer and Merck- Sharp-Dohme;
- Sameb (Barueri Medical Assistance Service)
- CRF—Pharmacy Regional Council;
- CRQ—Chemistry Regional Council;
- Environment Management System, Merck-Sharp-Dohme.

Fighting Corruption

Several initiatives were implemented to fight corruption, including analyses of the stakeholders' engagement, launching and advertising the new Code of Conduct, and designing new corporate policies such as the Commercial Policy that establishes norms and procedures related to the business relationship between Daiichi Sankyo Brasil and its clients, and the Devolution Policy that defines how clients can send medicines back to the organization.

Employees were trained as regards the Promotion Practices Directives aligned to Interfarma's Code of Conduct, about such topics as corruption, public policies and disloyal competition. The main anticorruption policies are the organization's Code of Conduct, Interfarma's Code of Conduct and the Hotline. There are no programs to submit the units to risk assessments related to the topic.

To ensure the financial integrity of the organization, the Purchase Division develops auditable manual controls or SAP Management System controls. The Financial Division continuously implements and improves its inside controls. As regards new types of control, two situations must be highlighted. The automatic process of reimbursing travelling expenses, validated and authorized by the managers prior to the payment is the first one, and the automatic reception of invoices from suppliers. Such procedure guarantees the right accounting of values paid and payment authorizations, besides the automation of payment processes of outside contracts, better control, faster processing, and eliminating the need of paper documents sent throughout the organization.

GRI Indicators: SO2, SO3

Human Rights

As part of its outsources' hiring contract, the organization includes clauses that support and respect the protection of human rights internationally upheld. Thus every outfitter hired by Daiichi Sankyo Brasil must abolish all and every form of enforced or slave-like labor. In 2013, 153 contracts were formulated with those clauses, meaning 87% of the total of contracts to which they were applicable.

GRI Indicators: HR1

Participation in Public Policies

To comply with the constant modifications introduced in the Brazilian sanitary legislation concerning the pharmaceutical industry, the Regulatory Affairs Department regularly participates in meetings with representatives from regulatory agencies and work groups, in order to make contributions to future regulations under public consultation and/or to ask valid norms to be reviewed so as to improve the technical requirements applied to

products registration in Brazil. To issue recommendations the organization collaborates with class agencies—Interfarma and Sindusfarma (the Pharmaceutical Industries Union)—in debates on public policies.

Daiichi Sankyo Brasil took part in the reviewing process of Interfarma’s Code of Conduct, taken as public policy for its associates. Both Interfarma and Abrafarma (the Brazilian Association of Pharmacy and Drugstore Networks) also designed a campaign to reduce taxes on medicines, and were supported by the organization that advertised the petition among its employees and encouraged them to discuss it with their relatives. Overall, the campaign obtained over 2.6 million signatures of supporters, officially delivered at the National Congress to the President and the House leaders, in Brasília.

GRI Indicators: 4.13, SO5



Environment
Management

Environment, Health and Safety

To produce value to be shared among its many concerned targets, sustainability is addressed by all the organization's divisions. This is a major issue from planning on, through indexes and goals definition, and is an integral part of employees' training courses, besides being linked to performance analyses and the leaders' salaries.

The Environment Division, a major player in the process, is constantly improving its modus operandi. To ensure ISO 14001 maintenance a group was formed with one employee from each manufacturing division who must act as an inside auditor. The group was responsible to publish indexes and training employees in the Environment Management System. The Safety and Environment Division was successfully audited by an outside international company.

To guarantee good performance from employees, the organization periodically offers training courses on the certification process to obtain the ISO 14001 seal, as well as qualifies new employees to keep on sharing the Environment Management System (EMS).

GRI Indicators: EN6, SO1

Environment Management System (EMS)

In 2013 the Environment Management System – EMS defined objectives and goals to allow for a monthly evaluation of residues destined to recycling, incineration and/or co-processing and landfill through the Environment Aspects and Impacts. The tool makes it possible to identify the relevant impacts and insert the proper operational controls to reduce them in order to mitigate possible environment impacts.

It is also worth mentioning the environment monitoring processes implemented in 2013 on:

- Water and energy usage;
- Industrial residues generated (co-processing and incineration);
- The quality of industrial effluents issued;

- Inside and outside noise;
- The black smoke from diesel-engine vehicles operated by outfitters and services suppliers at the plant entrance.

Every day the Effluent Treatment Station (ETS) is monitored and every six months the plant sends the results to the Environment Agency in order to accomplish with the Decree 8468/76 Article 18.

GRI Indicators: EN26, SO1

Environment Protection

To contribute to environment protection, the organization invested around R\$ 320 thousand to maintain its environment activities, corresponding to the residues deliverance program, the indexes monitoring, and to maintain ISO 14001 seal, among other efforts.

GRI Indicators: EN30

Productive Process, Social and Environmental Impacts

Input

Water

13.363 m³/year

Daiichi Sankyo Brasil neither recycles nor reuses water. In 2013, the employees attended training courses to learn how to use water responsibly.

Energy

Energy (EN3, EN4)								
Energy source	Type	Use	By Unit	Value	GJ*/unit	Obs.	Energy Consumption (GJ)	%
Diesel	Non-renewable	Generators	L	1.100	0,138	**	152	0,3%
Liquefied Petroleum Gas (LPG)	Non-renewable	Boiler	t	92,5	47,310	***	4.378	8,9%
Electricity	Renewable	All unities	Kwh	4.295,9	0,004	**/****	17	0,0%
Etanol	Renewable	Fleet	L	13.708	0,022	*****	302	0,6%
Gasoline	Non-renewable	Fleet	L	352.824	0,125	**	44.103	90,1%
Total							48.951	
Total Consumption Renewable Energy							319	1%
Total Consumption Non-Renewable Energy							48.632	99%

* GJ = gigajoule

** Data from G3 Global Reporting Initiative Directives

*** Data from "Good Practice Guidance and Uncertainty Management in National Greenhouse Gas Inventories". Intergovernmental Panel on Climate Change (IPCC): Montreal, 2001.

**** The amount reported in 2012 for electricity refers to demand (kw), not to usage (kwh). This resulted in reporting a smaller amount than what was effectively used. After correction, there is a significant variation in this index in 2013. It also impacted significantly the report of greenhouse gases emission.

***** Data from "Steams its generation and uses". 41 edition. The Babcock & Wilcox Company: Estados Unidos, 2005.

Materials and Services

Materials and services (EN1, EN2, EC6)		
Material	Amount	Measuring Unit
Packaging		
Aluminum	56.089	Kg
Assorted Barrels	569	Unit
Tubes	2.987.570	Unit
Print directions of use	15.235.043	Unit
Boxes	324.211	Unit
Styrofoam Boxes	0	Unit
Cartridges	15.881.824	Unit
Glass Flasks	108	Unit
Aluminum Seal	111	Unit
Rubber stopper	645	Unit
Medicines		
Active Principles	10.544	Kg
Other Components	100.185	Kg

In 2013, the organization spent R\$ 47 million with productive materials suppliers of which 26%, R\$ 12 million, was spent with local outfitters. The organization works with 72 suppliers of which 61 are local ones. Local outfitters are preferred as commercial partners provided the transaction is feasible.

All packing cartridges and leaflets for products are certified by FSC – Forest Stewardship Council. The medicines leaflets are also developed together with Laramara (Brazilian Association of Assistance to the Visually Impaired). In 2013, 4,521 units were purchased. There are no data on the percentage of materials from recycling.

Output

Disposal

Disposal (EN22, EN27)		
Disposal	Weight (t)	%
Coprocessing	35,22	13%
Recyclables	87,46	33%
Common Garbage	146,18	54%
Total	268,85	100%

In line with the organization efforts to implement good environment practices, expired or damaged products are totally discarded. Keeping the same classification of previous years, the organization classifies residues resulting from its operations into four different categories, each with its own specific destination: co-processing, incineration, recycling and common garbage.

- Organic residues and common garbage are sent to landfill;
- Recyclable residues such as paper, plastic and metal items are sent to recycling companies;
- Lamp residues are sent by the organization to a licensed company;
- Pharmaceutical production residues and personal protective equipment (PPE) are sent to co-processing or incineration; These packaging materials are sent to social organizations specialized in recycling;
- There are no efforts to recover packaging materials from consumers.

Emissions

Emissions of greenhouse gases were calculated by means of the Brazilian program GHG Protocol. In all 1,717.5 tons of CO2 equivalent to 117,7 tons of biomass were identified as the method scopes one and two. Emissions related to HCFC22 used in refrigeration and air conditioning totaled 11.1 tons of equivalent CO2. The organization does not emit substances damaging to the ozone layer.

Emissions		
Source of emission	CO2 equivalent (t)	Biomass (t)
Generator and boiler	321,4	0,1
Soil Transportation	640,1	117,6
Purchasing Electricity	0,41	0,0
Total	961,91	117,7

Source of emission	CO2 equivalent (t)	Biomass
Refrigeration and air-condicionating (HCFC22)	11,1	0,0

Note

* Data from "Contribution of Working Group I to the Fourth Assessment Report of the Intergovernmental Panel on Climate Change, 2007".

In its constant search to reduce the emission index of gases resulting from the boiler and the generator used in its operations, the Environment, Health and Safety Division keeps a maintenance plan for such equipment in order to lessen the emissions impact. However there are neither specific calculations to identify NOx and Sox emission nor emissions reducing from maintenance efforts.

Effluents

As in 2012, the industrial effluent complies with legal parameters. Since mid-2012, it is treated by the Effluents Treatment Station started two years ago. Captured by Sabesp collecting network, its average flow was 2.53m³/h.

GRI Indicators: EN8, EN10, EN3, EN4, EN1, EN2, EC6, EN22, EN27, EN16, EN17, EN18, EN19, EN20, EN21.



Responsibility for
the Product

Safe Medicines

With its integrative approach, Daiichi Sankyo strives to act according to the best practices in all its operations in order to ensure top quality medicines and thus keep aligned with its mission to improve the quality of life for people. Best practices are achieved by its constant search for better processes and technologies, and increasingly modern production equipments.

To ensure efficiency and quality to its medicines, in 2013 the organization made heavy investments in technology for the Quality Control department to improve its processes. Among other highlights, it is worth mentioning the acquisition of a robotic device for preparing samples that can achieve a meaningful reduction in lead time for preparation of samples analyses, and also grants such analyses higher precision and trustfulness.

Also in order to improve the Quality Control, the required tests to implement the Ultra-Performance Liquid Chromatography – UPLC technique used in the main analyses to clear olmesartana products were concluded. Using such technique, Daiichi Sankyo aims at reducing the analysis lead time with products, as well as minimizing the amount of chemical substances used in such processing.

In 2013 the quality control of raw pharmaceutical materials production, previously outsourced was internalized, resulting in better control of such process as well as reducing costs and operation time.

The study to implement LIMS – Laboratory Information Management System was finished. It allows automation of most analytical processes, substituting paper documents by electronic data, besides enhancing productivity and efficiency, and a higher compliance level to the best lab practices, to the satisfaction of the organization.

Due to higher levels of productivity, the olmesartan amlodipine batch grew three times and studies have started to increase more than 50% the size of olmesartan and olmesartan hydrochlorotiazide lines that will begin to be produced by new equipments of bigger capacity and better technology, as soon as the compulsory authorizations required by sanitary agencies such as Anvisa, among others, or Daiichi Sankyo's business partners are secured.

Faithful to its commitment to the quality of its products, Daiichi Sankyo Brasil constantly stimulates their employees' qualification offering them training courses which include basic and recycling activities as required by the Good Manufacturing Practices (GMP)—i.e., personal hygiene, pharmacovigilance, quality deviation treatment, and change control, as well as training courses abroad and Brazil. This way, every employee is

trained to be able to execute his work adequately, safely and consciously.

Quality Meeting 2013

The meeting in August 2013 concerned “Quality, everybody’s commitment.” The meeting successfully applied an innovative model where the employees discussed improvement opportunities and designed an action plan to implement them, engaging all the manufacturing divisions. Periodically this action plan is monitored by all employees in order to ensure its full implementation.

The meeting was also attended by Mr. Hirosumi Izawa, representative of Daiichi Sankyo Global Quality Division, and Mrs. Lídia Nunes and Mr. Martin Bravo, representing respectively Daiichi Sankyo Venezuela’s Quality Division, and Daiichi Sankyo Mexico’s Quality Division.

GRI Indicators: PR1

Consumer Support Service

This crucial area in its role of improving the quality of life for people has suffered several different restructuring processes in order to increase the excellence level in information transmission to the patients as regards medicine data and instructions of use, price and other data.

The “Adere Saúde” project, which began in 2012, is a health assistance channel for patients. To benefit from it, the patient must call the CSS “Adere Saúde” to obtain information about treatment based on Effient and how to buy the medicine. The service provides comfort and convenience to the patients with acute coronary syndrome.

The Safety Information Solution—SIS, a major part of the assistance software that integrates all data on Medicine Adverse Event, was used in 2013 too. Its purpose is to ensure tracking of adverse events, info assessment and expiration date control sending the pertinent data to the Sanitary Vigilance Center and Daiichi Sankyo Co.

Consumer Support Service

Type of Contact	Amount	%	Subject
Complaints	315	90%	Product
		10%	Service
Suggestions	22	77%	Product
		23%	Service
Praise	77	56%	Product
		44%	Service
Pharmacovigilance	406	100%	Adverse effects
Complaints - Commercial			3
Complaints - Product			282
Complaints - Service			30
Average complaints			26,5/month

Note: all complaints were duly addressed.

Below the main topics mentioned in the complaints and the phone calls, as well as a description of solutions provided by the organization to deal with them.

- The medicine price – this issue was brought in connection with the terminated “Benicare Life Program.” The patients were informed of modifications implemented in order to offer patients wider access to Benicar line;
- Lacking medicine – the complaint was forwarded to the division concerned;
- Possible quality breach – for all complaints the medicine was substituted by a new unit and those the patient returned are analyzed.

GRI Indicators: 4.17

Client Satisfaction

Daiichi Sankyo Brasil exceeded expectations regarding the time lapse in forwarding answers to complaints and/or written manifestations (e-mail). This attitude was highlighted in an article of Consumidor Moderno (Modern Consumer) magazine. Despite being “market standard” a time lapse from 3 to 8 working hours to give an answer to a consumer complaint, the organization could answer 90% of e-mails in less than 3 hours.

GRI Indicators: PR5

Shared Auditing of Suppliers

As in the last few years, in 2013 the auditing processes were shared among Daiichi Sankyo Brasil suppliers. The Shared Auditing Group is formed by five pharmaceutical industries that hold quarterly meetings to share information, reports and documents according to the auditing control matrix. There is a term of commitment signed by the participating companies, and all information shared is confidential. In 2013 the group did 24 auditing processes of which five were conducted by Daiichi Sankyo Brasil.

In 2013 the Shared Auditing Group gathered 24 suppliers of which 19 were audited (18 were done in 2013). The auditing processes use different criteria regarding human rights and environment assessments in Workplace Atmosphere and Overall Considerations items. They also check certifications such as ISO 140001 and SA8000, and the audited suppliers' compliance to Good Manufacturing Practices directives.

GRI Indicators: HR2

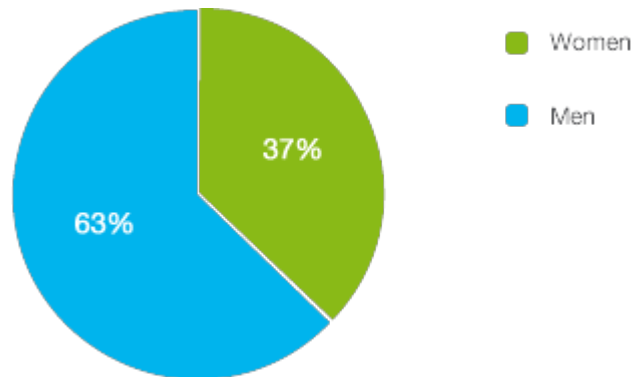


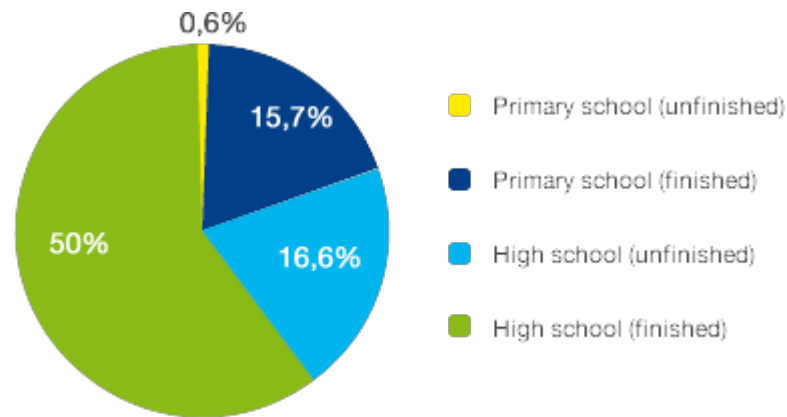
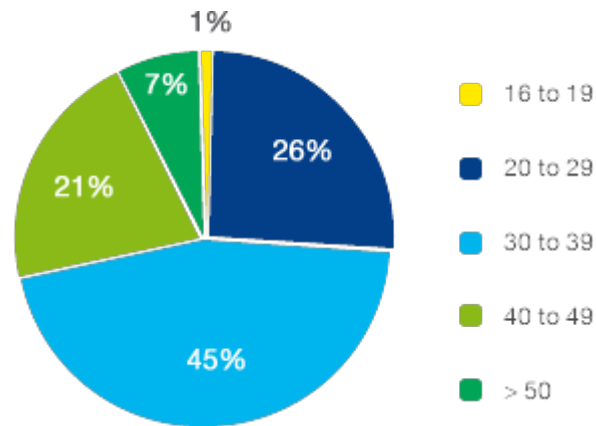
Employees

Employees Profile

There are 336 employees and 14 trainees in the organization. In 2013 Daiichi Sankyo Brasil presented data shown below.

Employees	
Admissions	91
Layoffs	83
Admissions Trainees	12
Layoffs	20
Average Monthly Turnover	2,59%





This year the administrative department moved to the Cidade Jardim Corporate Center – Continental Tower. The new offices with modern design and better positioned rooms help improve communication among managers and between coordinators and their teams. To help employees' adaptation, the organization provided vans to take them in and out the new workplace at the beginning and the end of the working hours, and also at lunch time while the restaurant was not operational. Intranet network also kept an open communication channel to provide personnel with more information.

The operational changes notification is not specified in the collective negotiation deals concerning all the organization's employees. Should any operational change happens, its time period will be dealt with when it happens. The hiring procedures of employees or members of top management takes into account the candidate's home address to favor local communities. Preferably the organization hires local personnel where each unit operates, except when there are no professionals with corresponding profile to the organization's needs.

Governance and diversity

Women 37 years old in average represent 43% of employees in Executive Committee jobs. All of them are from Caucasian extraction.

GRI Indicators: EC7, LA1, LA2, LA4, LA5, LA13

Salaries

The lowest salary paid by the organization is R\$ 1.438,00, i.e., 78% higher than the national minimum wage and the State of São Paulo's.

The organization's compensation policy does not discriminate by gender, race or color. The base salary for each category is gender-free and the salary amount is related to job responsibilities.

The table below indicates the salary proportion between genders and professional category. Negative values indicate when women's average base salary is higher than men's. Positive values indicate when men's average base salary is higher than women's.

Proportion of salary by gender

Functional category	Men base salary/ Women base salary
President	0%
Directors	7,19%
Managers	-10,50%
Coordinators	10,70%
Sales Force	0%
Administrative Occupations	-3,52%
Operational occupations	2,76%
Trainees	0%

GRI Indicators: EC5, LA14

Benefits

The benefits offered to the employees of Daiichi Sankyo Brasil are:

- Breakfast – at the office and plant
- Health Plan
- Dental Plan
- Life Insurance
- Restaurant / Meal vouchers
- Food Vouchers
- Christmas kit

- Nutrition expert – two monthly visits to the office and the plant; employees may schedule individual appointments
- Quick massage – at the office and plant
- Labor fitness sessions – at office and plant
- Charter bus / Transportation voucher / Parking
- Baby day-care voucher
- Gym classes reimbursement
- Vehicle for Sales Force and Managers
- Medicines from Daiichi Sankyo Brasil
- Drugstore partnership
- EAP – Employee Support Program – 0800 hotline for directions and financial, psychological, emotional and legal support
- Medical check-up for executive employees
- Daiichi Sankyo Prev (private pension plan)

Note: All employees are entitled to the benefits.

In 2013 both groups of Daiichi Sankyo Prev (private pension plan) were integrated and now constitute only one group. The organization contributes with 50% of the value each employee must pay.

The Continuing Education policy regarding eligible criteria for graduate and MBA courses was altered to allow for employees in leading jobs better exposition and perspectives in their careers.

The mixed recruiting concept was implemented throughout the organization except for jobs requiring confidentiality. After all managers finished training, the openings are advertised at intranet and this ensures employees to apply for the job and recommend colleagues.

GRI Indicators: EC3

Training Courses

Average Training Hours

Hierarchy Rank	Average hours	%
President	13	4,0%
Directors	13	4,0%
Managers	14	4,3%
Coordinators	13	4,0%
Sales Force	233	71,9%
Administrative occupations	13	4,0%
Operational occupations	12	3,7%
Interns	13	4,0%
Total	324	100%

Type of Training

Type	Average hours	%
Behavioral	13	50%
Technical	13	50%
Total	26	100%

Training and Developing the Sales Force

The Sales Training department provided several courses through web meetings and on-site meetings to train the Sales Force about new products, pathology, recommendations and disease contexts in Brazil. The web meeting tool allowed universal access, easy interaction with the lecturer, and minimized costs and time spent by the team to go to the course place.



Goals 2013:
Our Accomplishments

Goals 2013 - Our Accomplishments

Goals 2013	
Goals	Status
Identify new partnerships through the New Business Area in order to expand the current portfolio.	
Increase local Sales in 13% compared to the year 2012.	
Continue the leadership development plan "Escola de Liderança" (School Leadership) and extend the established concepts to all employees.	
Promote greater employee participation in the activities of the Volunteering Program created by the organization.	
Reduce in 10% the amount of material destined for landfill and redirect it for recycling.	



Goals 2014:
Our Commitment

Goals 2014 - Our Commitment

Goals 2014

Goals

Increase in 15%, compared to the year 2013, the number of patients with cardiovascular disease who will receive our products treatment, considering our goal to help saving lives.

Identify new partnerships, product licenses, expanse of product lines and new products acquisition through the New Business Area in order to expand the current portfolio.

Continue the leadership development plan "Escola de Liderança" (School Leadership) in order to ensure that new employees be trained about the concepts of the program and the others could also review them, ensuring continuous maintenance of it.

Maintenance of the partnership with "Associação Amigos do Coração"(Friend of the Heart Association).

Increase the recycling of materials in the plant in 5% compared to the year 2013.

A close-up photograph of a hand holding a small, round, white pill between the tips of the thumb and index finger. The background is a blurred blue surface, possibly a wall or a screen. The lighting is soft, highlighting the texture of the skin and the smooth surface of the pill. A semi-transparent grey overlay is present in the lower-left corner, containing the text 'About the Report'.

About
the Report

About the Report

Performance Management of the Global Reporting Initiative – GRI, concerned departments

GRI Themes Management				
Economic Performance	Finance Division			
Environmental Performance	Environment, Health and Safety Division			
Labor Practices and Decent Labor	Human Resources Division	Environment, Health and Safety Division		
Human Rights	Compliance Division			
Society	Compliance Division	Social Responsibility Division		
Responsibility for the Product	Quality Division	Marketing Division, Regulatory Affairs	Sales Division	Medical Division

About the Report

The good results achieved by the organization result from efficiently implementing its strategy, in a transversal approach of the three sustainability elements of its management. The more social and environmental practices progress, bigger become innovation opportunities and more challenges happen. Thus, Daiichi Sankyo Brasil manufactures innovative products, invests in new technologies and improves its overall management in order to consistently aggregate values to the quality of life.


The organization publishes its sixth Sustainability Report and commits itself to keep on publishing it annually. Information herewith forwarded refers to activities between January 1st and December 31st, 2013.

This Report is based on the Global Reporting Initiative methodology. To define its content the main stakeholders were asked to offer their input, and

the main positive and negative effects on economic, social and environmental aspects from the organization operations were also taken into consideration.

The Report is about all Daiichi Sankyo Brasil's operations, including the headquarters in São Paulo-SP, the plant in Barueri-SP, and the Sales Force activities in south, southeast, center-west and northeast Brazil. There were no significant estimates in data measurements, nor limitations in the scope recommended by the GRI directives.

Seventy one performance indicators were answered, one more compared to last year's Report. There were also 22 additional indicators, as well as all the essential indicators, related to the following topics:



Indicators by theme

Theme	Answered Indicators
Economic Performance	8
Environmental Performance	27
Labor Practices and Decent Labor	13
Human Rights	6
Society	8
Responsability for the Product	9
Total	71

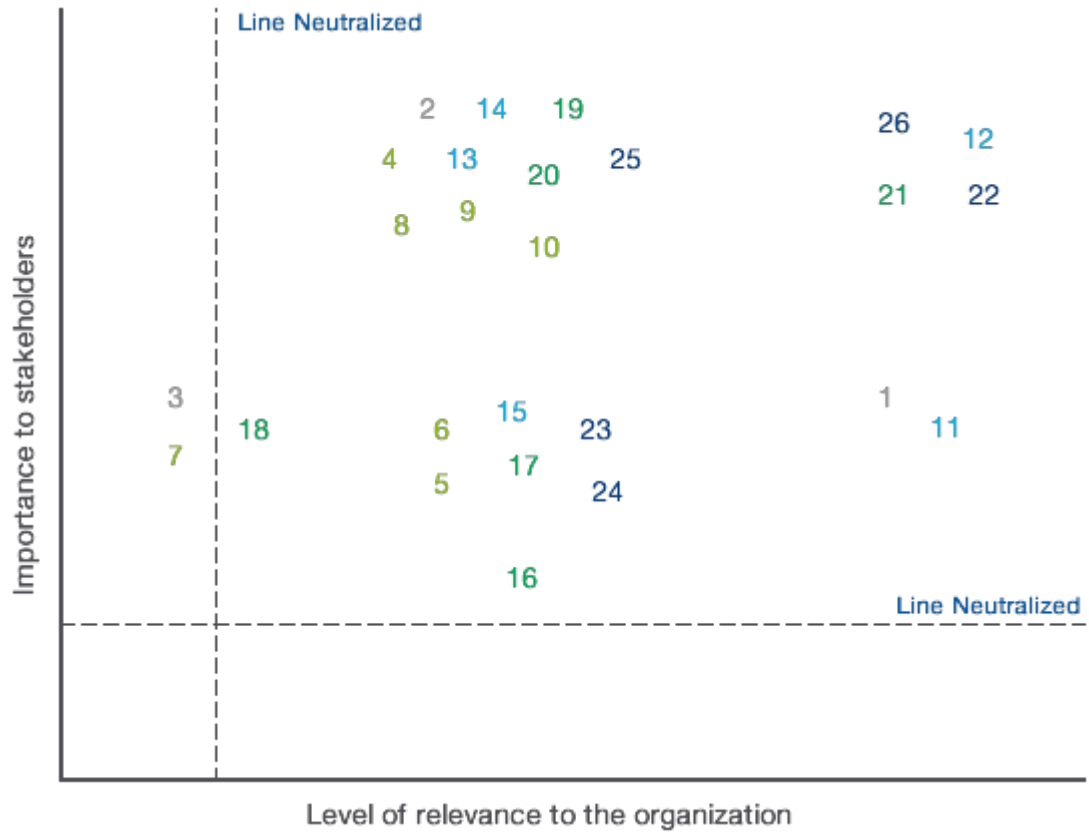
The stakeholders who were asked to input for this Report topics were interviewed between October 24th, 2013 and January 29th, 2014. The consultation collected data provided by 547 stakeholders, besides Daiichi Snakyo Co., and all the organization employees. There were 211 answers in all, 85 more than the previous year, as shown below.

Research with stakeholders

Stakeholders	Number	Representation % in Daiichi Sankyo Brasil	Representation % in Materiality Research
Employees	87	25,9%	41,2%
Doctors	64	22,1%	30,3%
Distributors	20	23,3%	9,5%
Multistakeholders	15	14,4%	7,1%
Pharmaceutical	13	24,5%	6,2%
Banks	5	83,3%	2,4%
Suppliers	4	44,4%	1,9%
DS Group	3	42,9%	1,4%
Total	211		

In 2013 the Report's reach identified through consultation to the stakeholders, showed that 54% of those who answered the research had read the Report in 2012.

Materiality Matrix



1. Economic performance
2. Market share
3. Indirect economic impacts of the organization
4. Used materials and disposed items
5. Energy
6. Water
7. Biodiversity
8. Emissions, effluents and residues
9. Medicines and environmental impacts
10. Environmental investment
11. Employability
12. Relationship between employees and governance
13. Health and work safety
14. Training and education
15. Diversity and equal opportunities
16. Acquisition process
17. Non discrimination
18. Freedom of association
19. Child and slave-like labor
20. Participation in the community
21. Corruption
22. Health and safety of the client
23. Products labeling
24. Marketing communication
25. Clients' privacy
26. Compliance to laws and regulations

To offer suggestions and/or information, write to the Social Responsibility Division at: responsabilidadesocial@daiichisankyo.com.br.

GRI Indicators: 2.1, 2.4, 2.6, 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.9, 4.17

The Stakeholders Engagement

Daiichi Sankyo Brasil believes that keeping an open dialogue with its stakeholders is a major tool to help the organization design its best strategy, considering new factors in risk analyses and management, building new partnerships and identifying different ways to deal with its suppliers chain, to manage its social and environmental impacts, to improve its products and services positioning, and its communication. For the organization, engaging goes beyond communication. It means establishing a relationship of mutual trust, dialogue, and shared influences so that all players can deal profitably with risk issues and potential opportunities.

For the stakeholders engagement phase, the organization's Executive Committee identifies and prioritizes its public relationship principles and defines its main concerns as well as the steps Daiichi Sankyo Brasil has taken to address them.

Stakeholders Engagement		
Stakeholders	Division in charge	Frequency
Doctors	Marketing and Sales	Periodic. In congresses and visits by the representatives
Employees	Human Resources and Communication	Daily and on demand by the hotline
Suppliers	Plant	On demand
Patients and clients	CAS	Daily contacts from patients
Anvisa and other regulatory agencies	Regulatory Affairs	On demand
Interfarma (Associação da Indústria Farmacêutica de Pesquisa)	President, Finance and Regulatory Affairs	Monthly
Sindusfarma (Sindicato da Indústria de Produtos Farmacêuticos)	Finance and Human Resources	On demand
Banks	Finance	Quarterly
Daiichi Sankyo Co.	Executive Committee	At least five yearly meetings

GRI Indicators: 4.14, 4.15, 4.16, 4.17



Social Balance
Sheet

Social Balance Sheet

Social Balance Sheet

Social Balance Sheet

Social Balance Sheet

1. Basis for calculation	2013 - Value (R\$ Thousand)			2012 - Value (R\$ Thousand)		
	Value (Thousand)	%GP	%NR	Value (Thousand)	%GP	%NR
Net revenues (NR)						
			204			155
Operating Result (OR)			47.9			27.7
Gross Payroll (GP)			37.6			37.7
2. Internal Social indicators	Value (Thousand)	%GP	%NR	Value (Thousand)	%GP	%NR
Food	2.675	7,11%	1,31%	2.552	6,76%	1,65%
Mandatory payroll taxes	7.437	19,77%	3,64%	10.427	27,63%	6,73%
Private pension plan	386	1,00%	0,20%	331	0,88%	0,21%
Health	2.989	7,90%	1,47%	1.920	5,09%	1,24%
Occupational health and safety	280	0,70%	0,10%	0	0%	0%
Education	51	0,10%	0,02%	73	0,19%	0,05%
Culture	23	0,06%	0,01%	0	0%	0%
Training and professional development	401	1,20%	0,22%	374	0,99%	0,24%
Day-care / Allowance	34	0,09%	0,01%	35	0,09%	0,02%
Profit / Result Sharing	4.863	12,93%	2,38%	3.225	8,55%	2,08%
Others	149	0,40%	0,07%	3.710	9,83%	2,39%
Total - Internal Social indicators	19.288	51,16%	9,41%	22.646	60,02%	14,61%
3. External Social indicators	Value (Thousand)	%GP	%NR	Value (Thousand)	%GP	%NR
Education	0	0%	0%	0	0%	0%
Culture	0	0%	0%	0	0%	0%
Health and Sanitation	49	0,10%	0,02%	122	0,44%	0,08%
Sport	0	0%	0%	0	0%	0%

Prevention of hunger and malnutrition	0	0%	0%	0	0%	0%
Others	5	0,01%	0,02%	44	0,16%	0,03%
Total Contribution to Society	54	0,11%	0,02%	166	0,60%	0,11%
Taxes (excluding payroll taxes)	23.943	49%	12%	22.126	79,80%	14,28%
Total - External social Indicators	23.997	50%	12%	22.293	80,39%	14,38%
4. Environmental indicators	Value (Thousand)	%GP	%NR	Value (Thousand)	%GP	%NR
Investments related to Company production/ operation	0	0%	0%	0	0%	0%
Investment in external projects/programs	0	0%	0%	0	0%	0%
Total Environmental Investment*	0	0%	0%	0	0%	0%
Regarding annual targets for reducing waste, volume of resources used in operations and increased efficiency in the use of natural resources, the company:	() Has no target	() Fulfilled 0 to 50%	() Fulfilled 51 to 75%	(x) Fulfilled 76 to 100%	() Has no target	() Fulfilled 0 to 50%
	() Fulfilled 51 to 75%	(x) Fulfilled 76 to 100%	() Fulfilled 51 to 75%	(x) Fulfilled 76 to 100%	() Fulfilled 51 to 75%	(x) Fulfilled 76 to 100%
5. Staff indicators	2013			2012		
Employees at end of period	350			319		
Employees hired during period	103			106		
Outsourced employees	40			48		
Interns	14			17		
Employees over 45	57			38		
Women working at the company	131			133		
% management positions occupied by woman	31,75%			29%		
Afro-Brazilian employees working at the company	11			30		
% management positions occupied by Afro-Brazilian employees	0%			2%		
Employees with disabilities or special needs	6			2		

6. Information on Business Responsibility	2013 Value (R\$ thousand)	Goals 2014
Ratio of highest to lowest compensation in the company	Not informed	Not informed
Total number of work-related accidents	0	0
Company-sponsored social and environmental projects were decided upon by:	<input type="checkbox"/> executive officers <input checked="" type="checkbox"/> executive officers and managers <input type="checkbox"/> all employees	<input type="checkbox"/> executive officers <input checked="" type="checkbox"/> executive officers and managers <input type="checkbox"/> all employees
Health and safety standards in the workplace were set by:	<input type="checkbox"/> executive officers and managers <input type="checkbox"/> all employees <input checked="" type="checkbox"/> all + CIPA	<input type="checkbox"/> executive officers and managers <input type="checkbox"/> all employees <input checked="" type="checkbox"/> all + CIPA
Concerning labor union freedom, the right to collective bargain, and internal employee representation, the company:	<input type="checkbox"/> does not become involved <input checked="" type="checkbox"/> adheres to ILO <input type="checkbox"/> encourages and adheres to ILO managers	<input type="checkbox"/> will not become involved <input checked="" type="checkbox"/> will adhere to ILO <input type="checkbox"/> will encourage and adhere to ILO managers
Company pension plan covers:	<input type="checkbox"/> executive officers <input type="checkbox"/> executive officers and managers <input checked="" type="checkbox"/> all employees	<input type="checkbox"/> executive officers <input type="checkbox"/> executive officers and managers <input checked="" type="checkbox"/> all employees
Profit/results sharing program covers:	<input type="checkbox"/> executive officers <input type="checkbox"/> executive officers and managers <input checked="" type="checkbox"/> all employees	<input type="checkbox"/> executive officers <input type="checkbox"/> executive officers and managers <input checked="" type="checkbox"/> all employees
In the selection of suppliers, the same ethical and social/environmental responsibility followed by the company	<input type="checkbox"/> is not considered <input checked="" type="checkbox"/> is suggested <input type="checkbox"/> is required	<input type="checkbox"/> will not be considered <input checked="" type="checkbox"/> will be suggested <input type="checkbox"/> will be required
In relation to volunteer work by employees, the Company:	<input type="checkbox"/> does not get involved <input type="checkbox"/> supports it <input checked="" type="checkbox"/> organizes and encourages it	<input type="checkbox"/> will not get involved <input type="checkbox"/> will support it <input checked="" type="checkbox"/> will organize and encourage it
Total number of customer complaints/ criticisms:	to the company 815 to Procon — to the law courts —	to the company 2048 to Procon — to the law courts —
% of complaints and criticisms attended or solved:	to the company 100% to Procon — to the law courts —	to the company — to Procon — to the law courts —
Total value added to be distributed (R\$ thousand)	Not informed	Not informed
Distribution of Value Added (DVA):	Not informed	Not informed

*All the projects related to environment had no cost to the company.



GRI Index and the
Global Compact

GRI Index and The Global Compact

In 2013 Daiichi Sankyo Brasil kept its self-declared A Level for the Global Reporting Initiative.

		Correlation
		Global Compact
		Menu
1. Indicators Global Reporting Initiative		
1.1	Statement from the top power decision-maker in the organization (such as the CEO, the president of the Board of Directors or equivalent) about the importance of sustainability	The President's Message
1.2	Description of the main impacts, risks and opportunities.	Strategic View
2. Organizations Profile		
2.1	Name of the organization.	About the Report
2.2	Main brands, products and/or services.	Business Management
2.3	Organization's operational structure, including main divisions, operational unities, subsidiaries and joint-ventures.	Business Management
2.4	Site of the organization's headquarters.	About the Report
2.5	Number of countries where the organization operates and name of the countries where their main operations are or are especially relevant for the sustainability issues covered by the report.	Business Management
2.6	The property's juridical type and nature.	About the Report
2.7	Business markets (including geographical discrimination, assisted sectors, and types of clients/beneficiaries).	Business Management
2.8	Size of the organization.	Business Management
2.9	Main changes regarding the organization's size, structure or shareholding participation during the period covered by the report.	Business Management

2.10 Awards received during the period covered by the report.

Strategic View

3. Report Parameters

3.1 Period covered by the report (such as civil/fiscal year) for the information given.

About the Report

3.2 Date of the latest previous report (if any).

About the Report

3.3 Cycle of reports presentation (annual, biennial, etc).

About the Report

3.4 Where to check for additional information on the report or its contents.

About the Report

3.5 Process to define the report contents.

About the Report

3.6 Report limits (such as countries, divisions, subsidiaries, rented premises, joint-ventures, suppliers).

About the Report

3.7 Declaration about any specific limitations referring to the report boundaries or its purpose. If the report boundaries and purpose does not deal with all sorts of economic, environmental, and social impacts relevant to the organization, acknowledge the strategy and the schedule set to obtain full coverage.

Not applicable (N/A)

3.8 Basis for the report preparation regarding joint-ventures, subsidiaries, rented premises, outsourced operations, and other organizations that might have a major impact on the comparability among periods and/or organizations.

N/A

3.9 Data measurement techniques and basis for calculations, including hypothesis and techniques that support estimates applied to to the compilation of indexes, and other information in the report.

About the Report

3.10 Explanation of the consequences of any alteration in information from previous reports, as well as the reasons for such changes (such as merging process, acquisitions, alterations on the base year, on the core business, and measurement methods).

N/A

3.11 Meaningful changes compared to previous years regarding purpose, boundaries, and measurement methods applied to the report.

N/A

3.12 Table that identifies where the information is included in the report.

Index GRI

3.13 Policy and current practice regarding the search for outside validation for the report.

Unaudited

4. Governance, Commitments and Engagement

4.1	The organization's governance structure, including committees under the highest governance unit in charge of specific tasks such as the definition of strategies or supervising the organization.	1, 10	Business Management
4.2	Indication should the president of the top governance unit is also an executive director (if so, his tasks in the organization administration and the reasons for such composition).		Business Management
4.3	For organizations with a unitary management structure, statement with the number of independent or non-executive members of the highest governance unit.		Business Management
4.4	Process for shareholders and employees to provide recommendations or direction to the highest governance body.	1,10	Business Management
4.5	Relationship between compensation for members of the highest governance unit, executive directors, and other executive officers (including rescissory agreements) and the organization's performance (including social and environmental performance).		Business Management
4.6	Processes in effect at the highest governance unit to ensure that conflicts of interest are avoided.		Business Management
4.7	Process to determine the expertise and qualifications of the members of the highest governance unit to define the organization's strategy regarding issues on economic, environment and social matters.		Business Management
4.8	Declaration of the mission and values, the codes of conduct, and the organization principles relevant for the economic, environmental and social performances as well as how far they have already been implemented.	1,10	Mission, Vision and Values
4.9	Procedures of the highest governance unit to monitor the organization's process of identification and management of economic, environmental and social performances, including relevant risks and opportunities, as well as the compliance with rules, codes of conduct, and principles agreed upon on the international forum.		Business Management
4.10	Processes for self-assessment of performance by the highest governance unit.		Business Management
4.11	Explanation of whether and how the organization obeys the precautionary principle.	7	Business Management
4.12	Letters, principles and other economic, environmental and social initiatives developed by other agencies supported or endorsed by the organization.	1,10	Social Commitment

4.13 Participation in associations (such as industry federations) and/or domestic/foreign agencies.	Ethics and Transparency About the Report About the Report About the Report About the Report Responsibility for the Product
4.14 List of stakeholders groups engaged by the organization.	
4.15 Basis to identify and choose stakeholders with whom to engage.	
4.16 Engagement approaches for stakeholders, including engagement frequency by type and stakeholders groups.	
4.17 Main themes and concerns raised through the stakeholders' engagement, and the steps taken to deal with them.	

Economic performance

EC1 Direct and distributed economic value, including revenues, operational costs, employees compensation, donations, and other investments in the community, accumulated profits, and payments to capital suppliers and governments.	Business Management
EC2 Finance implications and other risks and opportunities for the organization's activity due to climate changes.	Business Management
EC3 Coverage of the benefits plan obligations offered by the organization.	Employees
EC4 Major financial help received from the government.	No incidence
EC5 Variation in the proportion between the lowest salary compared to the local minimum wage in important operational units. 1	Employees
EC6 Policies, practices, and proportion of expenditures with local suppliers in important operational units.	Environment Management
EC7 Procedures for hiring local members and their proportion in top rank management positions in important operational units.	Employees
EC8 Development and impact of investments in infrastructure and services provided, mainly for public benefit, through business engagement, in kind or in pro bono activities.	Social Commitment

Environmental Performance

EN1	Materials used by weight or volume.		Environment Management
EN2	Percentage of used materials from recycling.	8, 9	Environment Management
EN3	Direct energy consumption according to sources of primary energy.		Environment Management
EN4	Indirect energy consumption according to sources of primary energy.		Environment Management
EN6	Initiatives to provide products and services with low energy consumption or using renewable resources, and lesser need for energy due to those initiatives.	8, 9	Environment Management
EN8	Total water extraction by each source.		Environment Management
EN9	Water sources highly impacted by water extraction.		N/A
EN10	Percentage and total volume of recycled and reused water.	8, 9	Environment Management
EN11	Site and size of own lots and rented or managed lots in protected areas, or adjacent to them, and lots high in biodiversity outside protected areas.		N/A
EN12	Description of major impacts on biodiversity from activities, products and services in protected areas and in areas high in biodiversity outside the protected areas.		No incidence
EN13	Protected or restored habitats.	8	N/A
EN14	Strategies, steps in effect and future plans to manage impacts on biodiversity.	8	N/A
EN15	Number of species in the IUCN Red List and in national conservation lists with habitats in areas impacted by operations, according to their status as endangered species.		N/A
EN16	Total direct and indirect emissions of greenhouse gases, by weight.		Environment Management
EN17	Other relevant indirect emissions of greenhouse gases, by weight.		Environment Management
EN18	Initiatives to reduce emissions of greenhouse gases, and reductions obtained.	8, 9	Environment Management

EN19	Emissions of hazardous substances to the ozone layer, by weight.		Environment Management
EN20	NOx, SOx and other major atmospheric emissions, by type and weight.		Environment Management
EN21	Total discarded water, by quality and destination.	8	Environment Management
EN22	Total residues weight, by type and discarding method.	8	Environment Management
EN23	Number and total volume of any major spillings.		No incidence
EN24	Weight of transported, imported, exported or seemingly dangerous residues, according to the Basel Convention ¹³ terms, and percentage of residue loads transported abroad.		No incidence
EN25	Identification, size, protection status, and biodiversity index of water-bodies and related habitats specially impacted by water discarding and drainage implemented by the reporting organization.		N/A
EN26	Initiatives to mitigate environment impacts by products and services, and how far these impacts were reduced.	8, 9	Environment Management
EN27	Percentage of products and their packages recovered, compared to the sum of sold products, by product category.	8, 9	Environment Management
EN28	Monetary value of major penalties and total number of non-monetary sanctions resulting from non-compliance to laws and regulations for environment protection.		No incidence
EN30	Total investments and expenditures on environment protection, by type.	8	Environment Management
Desempenho Trabalhista			
LA1	Total of workers, by type of job, labor contract and region.		Employees
LA2	Total number and percentage of employee rotation, by age bracket, gender and region.	6	Employees
LA3	Benefits to workers employed full-time which are not extended to temporary or part-time workers, identified by main activities.		No incidence
LA4	Percentage of workers engaged in group negotiation agreements.	3	Employees
LA5	Minimum term to notify about operational changes in advance, including whether the procedure is specified in group negotiation agreements.	3	Employees

LA7	Rate of job-related injuries, occupational diseases, missed days, absenteeism and deaths, by region.		Employees
LA8	Ongoing programs in education, training, counselling, risk control and prevention to give assistance to employees, their families or community members related to serious diseases.		Employees
LA9	Health and safety topics covered in formal agreements with trade unions.		Employees
LA10	Average number of training hours per year, per worker, according to occupational category.		Employees
LA11	Programs for skills management and ongoing learning that steadily support the workers' employability and help them deal with their retirement plans.		Employees
LA12	Percentage of workers whose performance is regularly analyzed and whose career is continuously developed.		Employees
LA13	Constitution of groups in charge of corporate governance, and identification of employees by category, according to gender, age bracket, minority, and other diversity indicators.	6	Employees
LA14	Ratio between male and female wage floors, by occupational category.	6	Employees
Human Rights			
HR1	Percentage and total number of meaningful investment contracts with clauses on human rights or contracts that have been submitted to assessments regarding human rights.	1, 2	Ethics and Transparency
HR2	Percentage of contracted companies and vital suppliers submitted to human rights assessments, and the implemented measures.	1,2	Responsibility for the Product Business Management
HR4	Total number of discrimination issues, and the implemented measures.	1,6	Management
HR5	Identified operations in which the right of free association and group negotiation might be in danger and the implemented measures to support this right.	1,3	No incidence
HR6	Operations identified as a potential risk for child labor and the implemented measures to eliminate it.	1, 5	No incidence
HR7	Operations identified as potential risk of hard or slave-similar labor, and the implemented measures to help eliminate them.	1,2,4	No incidence
Society			
SO1	Nature, reach, and efficacy of any program and practice to assess and manage operational impacts on the communities, including start, length of operation and end.		Environment Management

S02	Percentage and total number of business units assessed for corruption risks.	10	Ethics and Transparency
S03	Percentage of workers trained in the anticorruption policies and procedures of the organization.	10	Ethics and Transparency
S04	Steps taken to face corruption cases.	10	No incidence
S05	Positions regarding public policies and participation in lobbies and public policies elaboration.		Ethics and Transparency
S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.		No incidence
S07	Total number of legal actions engendered by disloyal competition, trust and monopoly practices, and its results.		No incidence
S08	Monetary value of major penalties and non-monetary sanctions due to non-compliance to laws and regulations.		No incidence

Responsibility for the Product

PR1	Stages on the life cycle of products and services whose impacts on health and safety are assessed in order to get improvements, and percentage of products and services submitted to such procedures.		Responsibility for the Product
PR2	Number of non-compliance cases to regulations and voluntary codes related to impacts due to products and services on health and safety during the life cycle, by type of result.		No incidence
PR3	Type of information about products and services demanded by labelling procedures, and percentage of products and services submitted to those demands.		The Pharmaceutical Industry
PR4	Number of non-compliance cases to regulations and voluntary codes, related to information and labelling of products and services, by type of result.		No incidence
PR5	Practices related to customer satisfaction, including research results that measure said satisfaction.		Responsibility for the Product
PR6	Laws, rules and voluntary codes adherence programs related to marketing communications, including advertising, promotion and sponsorship.		The Pharmaceutical Industry

PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Responsibility for the Product
PR8	Total number of proven complaints related to privacy violation and loss of clients data.	No incidence
PR9	Monetary value of (major) penalties due to non-compliance to laws and regulations related to supplying and usage of products and services.	No incidence

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