

SUSTAINABILITY REPORT 2015/2016

Passion for Innovation.
Compassion for Patients.®



Based on April 2015 to March 2016
Daiichi Sankyo Brasil



Message from
The President

Message from the President

(G4-1)

Transparency is for us both the foundation of every relationship and the fundamental asset of a sustainable performance. Based on these assumptions, we are proud to submit our most recent Sustainability Report disclosing our accomplishments, challenges, goals and results in 2015.

This way we commit to our philosophy and also express Daiichi Sankyo Brasil true vocation in the pharmaceutical industry, namely to contribute to enhance people's quality of life, generating not only economic but also social and environment value.

A sustainability strategy is ingrained in our management model, and translates the concept of quality of life in the relationships with all our business partners—employees, suppliers, distributors and other groups— with whom our connection is based on a transparent and highly respectful communication.

Struggling with a widespread market crisis, 2015 was struck by strong doubts regarding the impact of corruption on the country's economy, the devaluation of our currency, Gross Domestic Product (GDP's) retraction, double digits inflation back in place, rising taxes, increasingly higher unemployment rates, and low levels of investment in several economic segments.

Despite a rather challenging macroeconomic context, this year Daiichi Sankyo Brasil obtained positive results and grew, in comparison with the last period. On the other hand, the organization engaged into much pondering and searching for alternative ways to keep on doing business. It was deemed necessary to promote changes from within, looking for answers in our stock of accumulated experiences.

Thus, we put into action a gradual process of intensive transformation of the organization's culture that implied, among several practices, a decisive commitment to transparency and to value ethical behaviors through the creation of an anticorruption policy and including the topic in the organization's Code of Ethical Conduct.

We were able to avail ourselves of the opportunities to praise even more both the organization's and the employees' capacity, which are the

main roads to achieve evolution. That is how we reaffirmed our commitment to increasingly invest in people to transform the organization.

Therefore, last year was remarkable for the strong investments made to provide employees with training courses, as well as enhancing processes, and implementing practices to motivate teams in order to achieve synergy among areas.

It also deserves special mention the investment made in Talent Pool, a development program for new Sales Force leaders. The program has proved to be a meaningful resource to prepare new leaders for succession and the expansion of management tasks in the Sales Force—all the while keeping an eye on patients, the community and the environment. What is in place in the organization is a holistic approach, always geared by innovation.

On the social and environment spheres, we commit ourselves to always proceed efficiently and respectfully towards people and the environment. This attitude reflects directly on our business and in other actions, which imply a permanent and transparent dialogue with our target groups. Among such actions, we highlight health prevention and safety at work, a committed and responsible management of effluents and greenhouse effect gases, besides contingency plans for sensible use of water and energy.

In order to assert our commitment to preserve the environment, we will keep as a priority goal for the next year an even more reduced usage of water and energy.

Resulting from each employee's own efforts, that panorama ensures that our commitment to engage, develop and recognize the workforce's dedication promotes continuous growth and helps the organization to achieve sustainable results.

As a signatory company of the UN Global Pact since 2010, Daiichi Sankyo Brasil is aware of the impact that its business have on the goals of sustainable development. This implies unceasing attention not only to the quality of products but also to how solutions are thought about and implemented to be able to exert a positive impact on the society.

To this end, next year a new Integrity Program will be designed to mitigate corruption risks and implement the best compliance practices in order to strengthen our corporate ethics.

This effort consolidates the organization's maturing process of the last few years, benefitting from better internal policies, at the same time it reflects a growing overall concern in the country with the national political scene—to the extent that we saw the need to include “corruption” as a theme in this Report's Materiality Matrix.

Looking ahead, a few themes may have a negative impact on our business. We acknowledge ANVISA's improvement revising processes and speeding them up is concerned, practices which might greatly benefit the expansion of clinical researches. Nevertheless, the slow regulation of some of these improvements is cause of concern in the pharmaceutical industry.

The organization will also keep on researching and developing innovative products in the cardio metabolic segment in order to keep on contributing to a better quality of life for the population.

Inspired by this model which is a main commitment for us, the organization will strive to further increase the number of ways for people to have access to our medicines. We wish to do more and better, all the time, always thinking about the future. We do it for us, for everybody whom we are related to, for society, for Brazil, and for a healthier world.

That is how our strategy allows us to play the leading role in the market that is being designed. Our main efforts in sustainability may be seen in this Report. I hope its reading will be enlightening and inspire new attitudes.

Team spirit and the employees' commitment to overcome challenges brought about by ongoing political and economic factors are the sources of our motivation. It was the deepest sense of gratitude that led us to include in this Report's layout illustrations made by members of our team who took part in a global contest on environment promoted by Daiichi Sankyo Co.

I take the opportunity to thank all our partners who helped us to achieve the results shown here, and to say that I count on each one of you to keep on trying to build a safer and healthier future.



Mission, Vision
and Values

Mission, Vision and Values

Mission

To contribute to the enrichment of the 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.

Our Three Corporate Values and Eight Commitments are:

Innovation

It is our core feature as well as a fundamental requirement aimed at creating innovative medicines that can stand out at global level. Each and every employee at Daiichi Sankyo shares the innovation spirit.

Commitments

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

Integrity

It is our strength and a fundamental feature of our character. We always work with the aim of doing our activities are done correctly and transparently in order to improve the patients' health and well-being.

Commitments

- 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

It is our culture. We eagerly accept our duties and honor our commitments with all those who depend on us so that we can provide innovative medicines for patients all over the world.

Commitments

- 7 - To be accountable for achieving our goals.
- 8 - To demonstrate professionalism, respect for others, and teamwork.



Sustainability
Management

Sustainability Management

(G4-2, G4-19, G4-20, G4-24)

When one speaks of sustainability a whole world of opportunities opens up, among which alternative ways to reduce the social and environment impacts inherent to the organization's scope of activities.

The ideal model to do business is not that which just corresponds to the consumer's expectations and contributes to produce effective products. It is indeed the model which less impacts the environment and also respects the basic social principles.

To disclose the most relevant elements of its operations, Daiichi Sankyo Brasil revised its list of stakeholders, mapping the new ones and making some of them priorities to be consulted with during the process of defining the themes to be dealt with in the 2015 Report.

The Executive Committee revised the basis of issues related to materials. The definition of themes resulted from cross checking their analysis with the results from consultation of the most meaningful interaction groups for the organization. The results of this year's materiality are shown below.

Material Themes

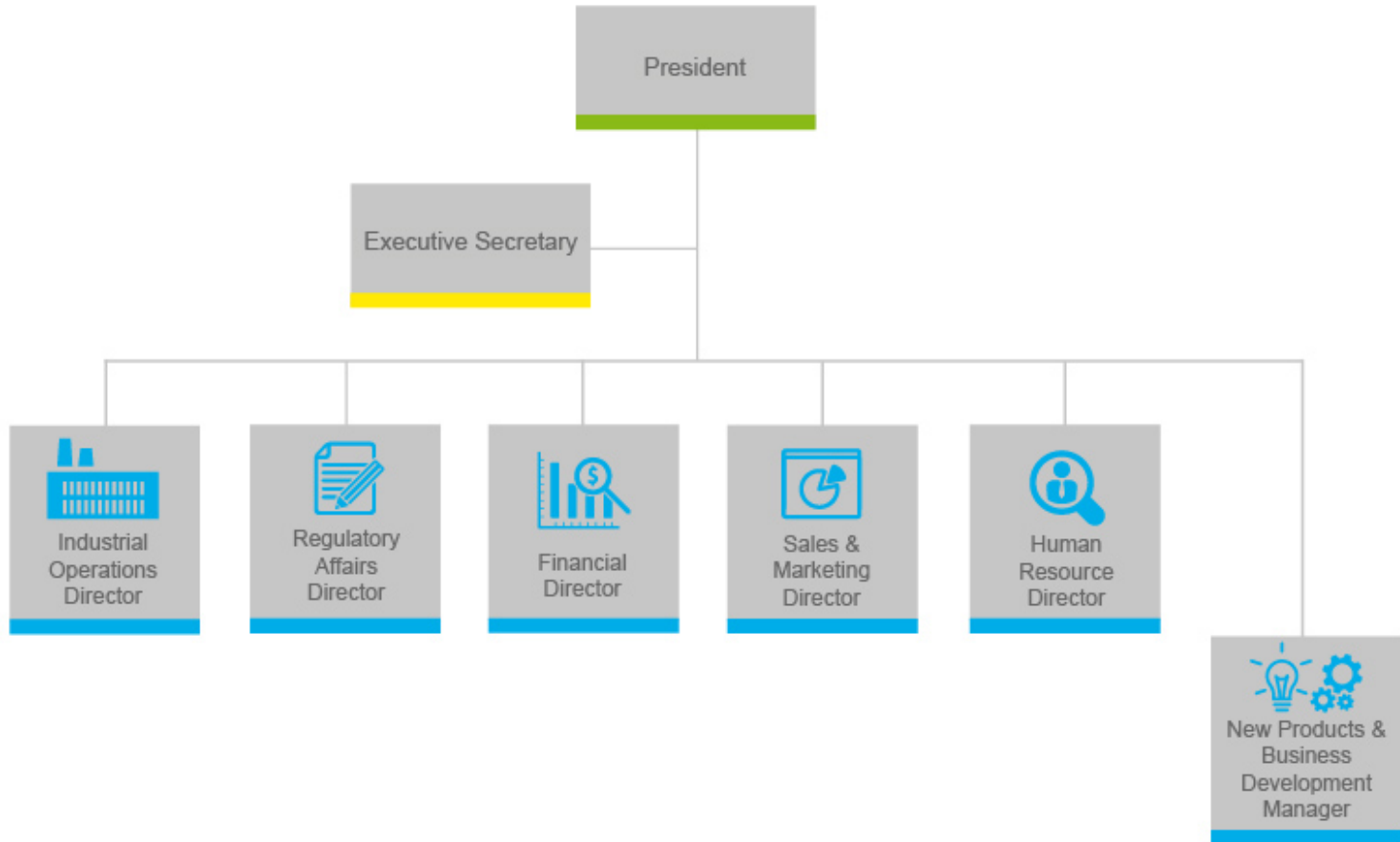
Themes	Impacted Groups	Aspect and Indicator
Medicines and environment impacts	Employees, regulatory agencies, suppliers	<ul style="list-style-type: none"> - Mitigating environment impacts of products and services (G4-EN27, G4-EN29, G4-EN30, G4-EN34) - Investments in environment protection (G4-EN31)
Market share	Employees, pharmaceuticals, Daiichi Sankyo Group, regulatory agencies	<ul style="list-style-type: none"> - Variation in the proportion of the lowest salary to the local minimum wage (G4-EC5)
Conformity to laws and regulations	Colaboradores, médicos, distribuidores, agências reguladoras, fornecedores, Grupo Daiichi Sankyo	<ul style="list-style-type: none"> - Total amount of non-conformity instances to regulations related to products and services impacts on health and safety during the life cycle (G4-PR2)
Client's health and safety	Doctors physicians, distributors, pharmaceuticals, suppliers	<ul style="list-style-type: none"> - Patient's health and safety (G4-PR1, G4-PR2)
Training and education	Doctors physicians Daiichi Sankyo Group, suppliers	<ul style="list-style-type: none"> - Percentage of employees who undergo performance analysis and career development (G4-LA11)
Water	Doctors physicians, pharmaceuticals, regulatory agencies, suppliers	<ul style="list-style-type: none"> - Total water withdrawal by source (G4-EN8) - Water sources significantly impacted by water withdrawal G4-EN9)- Total volume of recycled and reused water (G4-EN10) - Total volume of recycled and reused water (G4-EN10)
Effluents and residues	Doctors physicians, regulatory agencies, suppliers	<ul style="list-style-type: none"> - Water discharge, residues and leakages (G4-EN22, G4-EN23, G4-EN24, G4-EN25)
Corruption	Doctors physicians, distributors, regulatory agencies, suppliers	<ul style="list-style-type: none"> - Operations subject to risk assessment related to corruption (G4-SO3, G4-SO5) - Communication and training in policies to fight corruption (G4-SO4)



Business
Management

Business Management

(G4-2, G4-19, G4-20, G4-24)



Governance

Year after year evolving its structured governance policy, Daiichi Sankyo Brasil believes businesses might be transitory but commitments and values are perennial. Therefore, the organization's corporate governance identified by a transparent approach and ethical conduct is reflected in all of its public relationships.

To that end, the Executive Committee orchestrates all actions with its five directors, led by the president. The Executive Committee defines strategies, policies and directives established by the Board of Directors, the organization's highest governance level. The president also belongs to the Board of Directors and is the company's legal representative. (G4-34, G4-38, G4-39)

In 2015, the organization created the Human Resources Board and implemented the Work Committee—with the participation of the members of the Executive Committee—to follow up the debates and the indicators related to the theme and to the Human Resources area.

The Executive Committee's composition remained the same as regards the stakeholders' ownership, the company's size and structure, and the committees. (G4-9, G4-13)

Twice a year the members of the Executive Committee are assessed by means of the performance evaluation model, which can measure objectively every individual contribution to Daiichi Sankyo Brasil results. Along the process, action plans are designed aiming to achieve the goals defined by the Daiichi Sankyo Co. at the beginning of the fiscal year. (G4-41)

Quarterly meetings in conference with Daiichi Sankyo Co. are held to present results and revise goals in order to adjust the ongoing strategies.

The Executive Committee holds two monthly meetings. One is designed to discuss issues related to social and economic concerns, in addition to analyze the organization's monthly results. The other one follows up ongoing projects. (G4-44; G4-47)

To become a member of the Executive Committee, the candidates on the short list usually go through four interviews, according to the role's profile and the global model of competences. The president participates in the selection process and is responsible for the final hiring decision. (G4-40)

The managers are in charge of implementing the organization's and individual goals, as they relate to the environment, social and economic issues established according to goals defined by the Daiichi Sankyo Co. To proceed with the assessment and follow-up processes, during their meetings the members of the Executive Committee report the results to the highest governance rank. The goals of the remaining hierarchy levels are analyzed and revised every year by the area managers at the end of the first semester. (G4-35, G4-42, G4-36)

Believing in human talent is a guiding principle in our trusting and transparent public relationships, especially with our own employees who adhere to the same policies, whatever their position in the hierarchy. In the compensation evaluations, whether for promotion or merit, the result in the Short Term Incentive Plan (STIP) is taken into consideration. The performance assessment proceeds according to the goals of the economic objectives. The competences assessment is done according to the global model of competences defined by the Daiichi Sankyo Group. The organization does not avail itself of outside consultants for this process. (G4-51, G4-52)

Every year, while the Sustainability Report is under way, the higher governance levels deepen their knowledge of sustainability. The members of the Executive Committee analyze and define the organization's material themes after the stakeholders' engagement, through an outsourced consultancy. Then goals and action plans are established as regards the three sustainability aspects to be implemented the following year. (G4-37, G4-45)

Next, all areas attend a meeting to analyze the material themes so as to provide the leaders a wider knowledge of sustainability. Engaging everybody had a positive result in improving the quality of the information used to make this Report. (G4-43)

Communicating with the employees is fundamental to stimulate their commitment and encourage them to act responsibly. To that end, the organization preserved the communication channels "Grupo DOAR - Disseminadores de Objetivos e Análise de Resultados" [DOAR Group - Objectives Disseminators and Results Analysis], "Diálogo com o Presidente" [Dialogue with the President], "Café com o Presidente" [Coffee with the President], and the Confidential Channel. (G4-49, G4-57, G4-58)

In a continuous and permanent manner, Daiichi Sankyo Brasil concentrates efforts to improve its governance, providing in advance preemptive improvements to risk management processes in the operational planning. This way, by means of anonymous denounced, the Compliance Division identified possible instances of non-ethical behaviors and irregularities. To ensure the organization's integrity, some internal processes were revised, improved and implemented. (G4-58)

To deal with imminent risk instances, the organization established the Crisis Management Committee (CGC), formed by managers with the task to make proper decisions based on the organization's policy for crisis management. The group manages processes and helps top executive levels to minimize or avoid negative impacts. (G4-46)

With the help of an outsourced consultancy, a Business Continuity Plan was designed this year to deepen analyses and spot possible risks for the plant's operations. A plan including action flows and communication was developed to prepare the organization for an eventually unwanted stop in the plant. At the end, a simulation exercise attested to the plan's efficacy.

With the same purpose, the security of information policy establishes directives and duties to ensure and preserve the integrity, confidentiality, and availability of the organization's information, protecting its data from unwanted access, use, alteration, disclosure, and destruction, violation or unauthorized recording.

Daiichi Sankyo Brasil reiterates its commitment with transparency and ethical behavior by revising its Code of Ethical Conduct and creating an anticorruption policy. Besides avoiding conflicts of interests, these efforts are part of the organization's commitment to the UN Global Pact principles concerning human rights, labor rights, fighting corruption and environment protection. (G4-41)

Economic Financial Data

REVENUE

(G4-9)

Gross Operating Revenue: R\$ 291,9 million.

Net Operating Revenue: R\$ 260,7 million, of which:

- R\$ 188,5 million proceeding from Brazil, representing 72% of total revenue;
- R\$ 72,2 million proceeding from exports, representing 28% of the revenue;

Aggregated Value Table (G4-EC1)

Aggregated Value Table	Value in R\$ million	%
Economic Value generated	296,1	
Revenue	296,1	100%
Economic Value distributed	262,8	
Salaries	62,5	23.8%
Operational Cost	96,6	36.7%
Investment in society - Donations	0,1	0.03%
Accumulated profits	41,3	15.7%
Payment to government	62	23.5%
Payment to providers*	0,2	0.08%
Accumulated Economic Value (Generated EV - Distributed EV)	33,3	

* According to the GRI-G4, the item "Investment in society" only includes social projects and donations unrelated to activities with commercial purposes.

2015 was a positive year for Daiichi Sankyo Brasil. Its business strategy allowed for 18% increase of the net revenues compared to the previous year. In a recessive economic scenario, facing intensive cost-related stress, a rigorous control of operational expenses was adopted, resulting in a record profit margin, and in 6% growth rate comparing to 2014.

Answering for one aspect of sustainability, the financial sector has been implementing important steps aimed at maintaining the business running forever. Among such practices it is worth mentioning the revising and putting in action new policies, such as the petty cash fund whose purpose is to define directives and duties for eligible employees. There also is the policy for credit and collection aimed at mitigating operational risks, ensuring healthy sales growth, with optimized receipt conditions and profit margins.

Another equally important step was to design the Mid-Term Business Plan including the anticipated revenues, costs, expenditures and

investments for the period. The plan also guides the organization to invest in new products and businesses.

It is also worth mentioning the organization's training programs on finance for employees from several areas. The most common technical terms were discussed together with basic finance information, considered to be necessary knowledge for the daily work operations, so as to encourage good planning practices and resources optimizing.

Daiichi Sankyo Brasil is continuously monitoring laws, resolutions and economic indicators among which inflation rates, taxes, exchange and interest rates in order to evaluate possible impacts on sales, expenditures and investments. The Executive Committee analyzes the anticipated economic impacts.

The members of the finance department gather together once a month with the Executive Committee to analyze the company's results, and quarterly with Daiichi Sankyo Co. for a follow up of budget, results and strategies. All decisions are taken in a collegiate way.

The contingency plan for an unexpected stop of the plant's operation and the preventive rise of products stock, at the time of the water shortage affecting the State of São Paulo, are examples of the organization's monitoring of indirect economic impacts.

Daiichi Sankyo Brasil does not receive any financial support from the government and does not support any political party. (G4-EC4, G4-EC8)

The organization rather works with local suppliers chosen by their technical quality, values and social responsibility. Expenditures with suppliers represent 35% of the total amount. Hiring local service companies amounts to 40%, while acquiring consumption material reaches 37%, of which 11% are for packaging. (G4-EC9)

Products and Markets

Widening patients' access to Daiichi Sankyo Brasil medicines has been a constant concern so as to meet at a significant level the population needs. The results can be explained by the excellent quality and innovative profile of the products used by physicians and patients in medical establishments, physicians' offices, and public or private hospitals.

The medicines promotion is done by the Sales Force. The medicines are sold by distributors and pharmacy Chains in every Brazilian state. Some medicines are manufactured and exported directly or through licensed companies in 17 Latin America countries, namely, Venezuela, Guatemala, Mexico, Panama, Argentina, Chile, Peru, Colombia, Ecuador, Costa Rica, Bolivia, Paraguay, Uruguay, the Dominican Republic, El Salvador, Honduras, and Nicaragua. (G4-6) (G4-4; G4-6; G4-8)

Main products:

Cardiology

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

Central Nervous System

- Scitalax (escitalopram oxalate)

Gastroenterology

- Lactulona® (lactulose)
- Ezobloc (esomeprazole magnesium)

Orthopedics, inflammation, pain

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



Strategic View

Strategic View

To ensure its mission is implemented, the organization considers top priority its business relationships and the human potential, and always puts people in the first place.

Cardiovascular disease is one of the main causes of death in the country, taking approximately 350 thousand lives a year. In order to help reducing this rate, Daiichi Sankyo Brasil designed initiatives to enlarge medical knowledge and provide effective treatments. Thus the organization promotes updating and informative programs for physicians so they get to know innovative products and state-of-the-art treatments. To assist the different Brazilian regions in their specific needs, actions are customized to take their peculiar features into account.

It is worth mentioning the “Continued Medical Education Program” project that consists of meetings where diversified themes are approached by physicians and experts from several different health care areas. The events happen in a creative and integrative framework. In 2015, we had around 40 of such meetings with an estimated attendance of 1,100 physicians interested in scientific updating.

All marketing investments directed to physicians are carefully and ethically executed in compliance with the norms defined by Daiichi Sankyo Brasil’s and Interfarma’s Code of Ethical Conduct. The three main pillars for such investments are:

1. Increasing disclosure of Daiichi Sankyo medicines;
2. Increasing institutional knowledge of Daiichi Sankyo;
3. Increasing relationships and sharing of scientific information among health professionals.

In order to achieve the desired results and enhance the Sales Force expertise, the organization continuously invests in qualification courses for employees as well as the Talent Pool, a program designed to develop new leaders and prepare future leaders for the Sales Force.

The organization also improved its training platform implementing the Daiichi Sankyo Brasil University “Universidade UDS Brasil”, an innovative study system available to all employees that provides several different cognition strategies—reading material, medical lectures, quizzes between modules, dissertation quizzes, content tests to stimulate better learning, as well as information on pathologies and their respective treatments.

Attending congresses is a routine activity for marketing professionals who must make the medicines benefits known and also help physicians in

their scientific updating. The main national and international congresses are:

Cardiology

- Brazilian Congress of Cardiology [BCC]
- São Paulo Congress of Cardiology [SOCESP]
- European Congress of Cardiology [ESC]
- American College of Cardiology [ACC]
- American Heart Association [AHA]
- Rio de Janeiro Congress of Cardiology [SOCERJ]
- Rio Grande do Sul Congress of Cardiology [SOCERGS]

Central Nervous System

- Brazilian Congress of Psychiatry [CBP]
- International Symposium on Bipolar Disorder [SINC ABP]

Orthopedics

- Brazilian Congress of Knee Surgery [CBCJ]
- Brazilian Congress of Orthopedics [CBOT]

Gastroenterology

- Brazilian Week on the Digestive System [SBAD]

There were no non-compliance events involving regulations and volunteer codes as regards marketing communications, including advertising, promotion and sponsoring or products and services labeling. (G4-PR7 e G4-PR4)

Once again, Daiichi Sankyo Brasil's business operations were acknowledged and the organization was among the main pharmaceutical industries awarded with important prizes.

Awards

1. Daiichi Sankyo Brasil received one of the most important awards in business, called the Great Place to Work Saúde 2014. The short list included the best companies to work at, and Daiichi Sankyo came in the 14th position in the pharmaceutical industries category.

Before the awarding process, all employees were asked to take part in a research with qualitative and quantitative questions, of which 73% submitted answers.

The quantitative questions were about the work environment and concerned the following experiences:

- Relationship between leader and team members encouraging a trustful environment;
- The employee's pride in the work done;
- The prevailing camaraderie among the employee and team mates.

At this level, the organization rated 74% in the employees' trust index. Professional development was the most prized aspect by employees (45%), and next came quality of life, with 28%.


These results meant great accomplishments that both acknowledged the dedication and intensive work by all the employees and the importance of this award in the pharmaceutical business. For the next few years, Daiichi Sankyo Brasil intends to improve weaker aspects in the management and improve its strengths.

2. For the Brazilian Association of Psychiatry (ABP), Daiichi Sankyo Brasil came in 5th place as the largest investor and partner in its scientific activities.
3. The Brazilian Society of Cardiology (SBC) nominated Daiichi Sankyo Brasil among the four best laboratories in six categories:
 - Booth - creativity and innovation - among the final contestants;
 - Providing scientific services - among the final contestants;
 - Booth services for attendants during the Brazilian Congress of Cardiology - 1st place;
 - Quality of Satellite Symposium during the Brazilian Congress of Cardiology - among the final contestants;
 - Best advertisement in the *Arquivos Brasileiros* (Brazilian Archives) and the *Revista de Cardiologia* (Journal of Cardiology) -

among the final contestants;

- Better company in medical visitations – among the final contestants.

4. Credinfar - Associação dos Profissionais de Crédito e Cobrança das Indústrias Farmacêuticas e Afins (The Pharmaceutical and Like Industries Credit and Collecting Professionals Association) granted Daiichi Sankyo the runner-up prize of the "Top Credinfar Awards" for its commitment to improve and consolidate the organization's activities.



The Pharmaceutical Industry

The Pharmaceutical Industry

The meaningful development of the pharmaceutical industry in our country is showing that there is no question about Brazil being a dynamic and rising market. On the other hand, the macro political, economic and regulatory sectors are still fragile. Though the Regulatory Agency has implemented important improvements in the past few years, there still seems to be some difficulty with speeding up processes, an instance of which is the delay in publishing administrative rules to simplify those processes which are not yet regulated.

In 2015, Law n. 13.097/2015 was published to modify Laws n. 6360/76 – Vigilância Sanitária [Sanitary Surveillance Agency], n. 5991/73 – Controle Sanitário [Sanitary Control], and n. 782/99 – which created the Agência Nacional de Vigilância Sanitária (ANVISA) [Brazilian Sanitary Surveillance Agency]. The new law opens up to ANVISA the possibility of adjusting some of the ongoing sanitary surveillance parameters.

Among the main changes to be introduced by this new regulation it is worth mentioning that:

- Medicines registration term may be extended to 10 years (presently, 5 years);
- Simplified renewal registration process for medicines already registered in the last 10 years at least, which do not present relevant lack of efficiency and/or adverse events reports will be implemented;
- The validation date of operating licenses may start to be defined by local authorities according to the sanitation risk. Presently the term is one year long.

Also in order to adjust its standards, ANVISA published RDC 33/15, allowing some medicines to be manufactured (especially those for veterinary use) in production areas designed for medicines to be used by humans), provided the quality production of both is the same.

Also in October 2015 a new regulation was published—RDC n. 45—modifying RDC n. 54/2013. The new standard lifts the December 2015 deadline for Marketing Authorization Holders to make three batches of medicines tracking date available all the way to their distribution units. The definition of a new deadline is expected to come soon.

In 2015, the monetary value of significant non-compliance fines, relating to three instances, amounted to R\$ 114.880,60 of which R\$ 76.288,80 referred to a medicine's advertising. The fine was applied because the ad content should have included the medicine specific indication.

The remaining value of R\$ 38.591,80 refers to two import lawsuits where the products shipping date did not comply with the legislation. The organization has appealed and the lawsuit awaits trial. (G4-S08)



Social
Commitment

Pacts and Initiatives

(G4-15, G4-16)

Daiichi Sankyo Brasil confirms its commitment to the UN Global Pact contributing to a fairer society and a cleaner environment, implementing initiatives for its inside public, improving its management processes, and maintaining partnerships with associations and programs ethically committed.

To update its actions development, the organization sends the UN Global Pact its Progress Communication (COP) every year. In 2015, the Human Resources director attended the online training on the tools to work out the report.

The Communication and Social Responsibility Division attended a GRI Global Reporting Initiative event on materiality and stakeholders' engagement to get a deeper understanding of sustainability and the working out of the annual Sustainability Report.

Being associated to Interfarma, in 2015 Daiichi Sankyo Brasil took part in the effort to revise its Code of Ethical Conduct. The document is a guide for the pharmaceutical market daily practices. Interfarma's objectives include 1) representing companies and national and foreign researchers; 2) promoting and stimulating the development of scientific and technological research in Brazil, mainly the pharmaceutical production of input, raw materials, medicines and likewise.

It is also important to mention its association to Sindusfarma, the Pharmaceutical Industry Union whose purpose is to represent and support the business companies' interests.

In 2015, it also deserves special mention Daiichi Sankyo Brasil's effort to contribute to "Saúde na Tela" [Health on Screen] by Nimboos production agency. It is a 70 minutes long documentary on health to be developed, produced, finalized and released in the second half of 2017. The overall cost of the project is R\$ 288.526,00 to be sponsored by means of fiscal incentives as established by Article #1 of the July 7th 1993 Audiovisual Law n. 8.685, as well as by ProAC Cultural Action Program, ICMS Law n. 12.268 as of February 20th, 2006. Daiichi Sankyo Brasil contributed with R\$ 60.000,00.

Volunteering Program and AAC - Friends of the Heart Association

One of the most important projects for the organization is the Christmas Social Action with partner Friends of the Heart Association (AAC). All employees participate to collect body care items to set up kits that will be given to adult patients. Nine employees were in charge of distributing the gifts at the event; one of them played Santa Claus and another one was a goblin. Children were given plush Santa dolls. Bedridden patients were also engaged in the merry celebration.

Health First Project - PROJETO GERAL NA SAÚDE

The organization is happy to support for one more year the Health First Project with partner Interfarma. Oficina de Ideias, the agency in charge of developing the project, has been producing valuable information on relevant themes for the health business, and has already reached over 280 thousand people, meaning a 239% growth rate along the 30 months the project has been being carried out.



Ethics and
Transparency

Ethics and Transparency

The Code of Ethical Conduct was revised by the Compliance Division and it will get a new edition to be launched next year. A consultancy firm helped updating and reorganizing themes in order to make it easier to understand and assimilate the information. Modified aspects are shown below.

1. **Structure** – Structure analysis and themes reorganizing to make it easier to understand and assimilate information;
2. **Language** – More accessible language as well as additional information might help a better understanding of specific terms;
3. **Content** – Analysis and consolidation of relevant themes in the organization’s Code of Ethical Conduct, of good market practices, of the Daiichi Sankyo Group’s Code of Conduct Charter, and the Individual Conduct Principles which complements the Code of Conduct Charter.
(G4-56)

After the employees are hired, they take an e-learning training course. Besides that, the Sales Force team is also trained on the Directives and Promotional Practices guide, worked out with partner Interfarma. This year, the Compliance Division carried out meetings to discuss daily actions involving the relationship between the sales representative and the doctor physicians so as to get a deeper view of promotional practices and to support leaders in their sales force efforts. (G4-SO4)

In order to strengthen the processes transparency, several policies are constantly created and revised, as we can see below.

New policies

1. Credit and Collecting – Procedures to inform decisions regarding activities of the credit and collecting cycle;
2. Petty Cash Fund – Procedures for access, safety and availability of cash money.

Revised policies

1. Incentives paid to the Sales Force;
2. Recruiting and Selection;
3. STIP Short Term Incentive Plan;

4. Information Security;
5. Commercial.

In 2015, Daiichi Sankyo Co. carried out an inside auditing of all its divisions, namely Human Resources, Compliance, Purchasing, Marketing and Sales, Regulatory Affairs, Medical Affairs, Legal, Information Technology, and Finance, Treasury and Accounting. The process lasted around one month from gathering information and carrying out live meetings. At the end, the few piece of advice given became action plans within defined time spans for Governance, Marketing and Sales, Compliance, IT, Finance and Purchasing. Every two months, the head office followed up how the action plans were doing at meetings with the Executive Committee.

Quality Americas Regional Office and Parexel Consultancy carried out the first plant auditing in order to prepare the organization for the next auditing to be carried out by renowned international auditing agencies such as the Food and Drug Administration (FDA) and the European Medicines Agency (EMA). A positive result was achieved and the action plan produced is to be implemented.

Daiichi Sankyo Brasil was also audited by Pfizer, and inspected by INVIMA, Instituto Nacional de Vigilancia de Medicamentos e Alimentos (National Institute of Medicines and Food Surveillance - Agency of Colombia), both with positive results.

Fighting Corruption

Both the Compliance and the Legal area took part in workshops to develop deeper insights into anticorruption laws, to know how to apply them, and to better understand market practices. Since then, Daiichi Sankyo Brasil began to develop an anticorruption policy based on the regulation of Law n. 12.846/2013 to prevent risks and encourage an environment where transparency and work ethics prevail.

Aligned with the organization's values, the distributors adhered to the Declaration of Compliance and Commitment to Ethical Conduct. By means of this document, they commit to behave according to the anticorruption legislation. The same document also takes into consideration other duties and important directives that must guide Daiichi Sankyo Brasil's activities as well as those of its partners.

Therefore, the Code of Ethical Conduct includes now a topic on anticorruption law. For 2016 the organization is planning to launch it, besides carrying out training courses with leaders and other employees whose duties have a significant impact on such practices. In 2015 no corruption

instances were reported in the organization. (G4-SO5)

Human Rights

This is one of the 10 UN Global Pact Principles whose aim is to engage the entrepreneurial community in their business practices to adhere to fundamental values internationally accepted.

No operations in the organization nor from suppliers were reported that meant any risk of child, forced or slave-like labor. (G4-HR5; G4-HR6)

There was one reported instance of discrimination. Availing itself of the Code of Conduct, the organization put into practice an action plan and the result was analyzed by means of processes previously defined. (G4-HR3)



Environment
Management

Environment Management

In the words of the Brundtland Report*, real development should “allow that people, now and in the future, achieve social and economic balance as well as human and cultural fulfillment.” Institutional growth integrated to economic features is the foundation upon which to build a fair society, capable of reaching sustainable development.

Note

*The *Brundtland Report* is a document called *Our Common Future*, published for the first time in 1987 by the United Nations World Committee on Environment and Development.

Environment, Health and Safety

Looking after its employees’ welfare as well as the environment is a commitment Daiichi Sankyo Brasil renews on a daily basis. From optimizing processes and practices for a sensible use of resources to continuous training and qualification courses of its employees, the organization adheres to an integrated management philosophy regarding health, safety and environment. This year R\$ 530.000,00 were invested to improve production processes. (G4-EN31)

The Daiichi Sankyo Group defined June as the “Environment Month”. To engage and encourage its employees to acknowledge the importance of preserving the environment and participate in correlate activities, the organization worked out a global contest of graphic works (paintings, drawings, photography) done by the employees or their relatives. The initiative engaged all subsidiaries.

Environment, Management System - SGA

One year after having obtained the re-certification, the organization was granted the ISO 14001 maintenance, once again being acknowledged by the excellent performance of its environment management system.

Once more the professional attitude and commitment of the employees' effort to achieve such relevant results deserve special mention. To make it possible, they took part in several training courses on environment, such as the Environment Management System, and on residues discharge, besides general information on environment and safety.

Training	
Topics	Hours worked
Environment and safety	1,577
Quality and production	10,919

Environment monitoring at the plant concerns:

- The use of water and energy;
- The output of industrial residues (co-processing and incineration);
- Producing recycled solid residues;
- The quality of industrial discharged effluents;
- Levels of chemical substances in the work environment;
- Inside and outside noise emission;
- Controlling black smoke emission from diesel fuel vehicles used by third parties and service suppliers through the Ringelmann Scale*.

There were no complaints regarding either fines or sanctions related to environment laws and regulations, nor meaningful environment issues or impacts from spilling or products transportation. (G4-EN24; G4-EN29; G4-EN30; G4-EN34)

Note

*The **Ringelmann Scale**, designed by Maximilien Ringelman, allows the amount of fuel used at a given moment to be adjusted through smoke visual screening.

Environment Protection

Managing the business impacts implies keeping a wide perspective on the value chain, from raw materials supply to products discharge, in order to maximize the value produced and shared with the relationships network as a whole. According to the 2015 Materiality Matrix, the priority environment themes for the organization are water, effluents and residues.

As regards water use, a few projects designed to reduce its use were put into practice. The highlight goes to the reservoir built with three tanks of 25m³ each, designed to reuse rain water and discharge the water treatment system, as well as installing limiting devices to the water flow. The projects are being assessed and the results will be disclosed in the next Report. Sabesp provides the water used in the organization.

Inspired by the Environment Management System, a collective goal of the profit sharing program, designed to reduce water use, was included in the employees' performance calculation.

There has been a significant change in the destination of the laboratory discharge as residues and effluents started to be sent to the Effluents Treatment Plant instead of being incinerated. Other continuous improvement projects helped reduce 20% of the discarded aluminum present in the adjustment and alignment processes of the packaging line.

The purpose of Kaizen Program, which gave birth to this effort, is to spur improvement in processes, results, quality and personal development stimulating an analytical perception of daily routines. All employees can present, take part in and lead such projects that usually last six months.

In 2015, projects were implemented in the Production, Supply-chain and Maintenance divisions, aiming to reduce the amount of materials discharged, the amount of time to set up equipment, and the use of energy. The 5s concept to improve the work environment was also implemented. The results of the awarded projects were presented at the wrapping-up party at the end of the year.

Highlights go to:

- **Reducing discharge of the *Opadry* solution for pills coating.** Since excessive amounts of the substance were noticed in manufacturing the suspension, it was possible to change the quantity without impacting the coating safety, at the same time reducing

approximately 450kg of residues/year;

- **Reducing the amount of samples discarded after quality control analysis.** Standardizing and optimizing materials reduced 50% of the amount of samples sent to quality control procedures, as well as 30% of those sent for retention. The average saving amounted to 13 thousand blisters, 94 thousand pills and 3,200 tubes less in a year;

- **Improved chlorine dosing procedure in drinking water.** To eliminate chlorine dosing variation in drinking water and help operators daily work routines an automatic monitoring system was installed. It also resulted in abolishing water use for dosing adjustments, meaning approximately 200 thousand liters (200m³) less of water a year.

Productive Process and Social and Environment Impacts

Developing increasingly intelligent production processes allows the organization to grow, though this also implies a conscientious use of natural resources in all the operations. That is one way Daiichi Sankyo Brasil contributes to minimize its impact on the environment. As it believes in results of this kind, the organization tries to spot opportunities to improve managing indicators related to water, energy, residues and emissions, and keeps up with periodical monitoring protocols, including commitments and the evolution of each theme

Water

(G4-EN8)

Water use

12,783m³/year

Since the beginning of the water and energy crisis in the country, it became necessary to devise a contingency plan to prevent damaging impacts to the medicines production. Aligned with practices implemented by the Environment Management System, the contingency plan reduced the water and energy use at the plant, saving 14% of the total volume total of 160m³. (G4-EN10)

Energy

(G4-EN3)

Energy consumption by source of energy (G4-EN3)								
Energy source	Type	Use	By Unit	Value	GJ*/unit	Obs.	Energy Consumption (GJ)	%
Diesel	Non-renewable	Generators	L	5,491	0.138	**	758	1%
Liquefied Petroleum Gas (LPG)	Non-renewable	Boiler	t	49.4	47.310	***	2,338	4%
Electricity	Renewable	All unities	Kwh	5,193.296	0.004	**	20,773	33%
Etanol	Renewable	Fleet	L	28,962	0.022	****	637	1%
Gasoline	Non-renewable	Fleet	L	309,803	0.125	**	38,725	61%
Total							63,231	
Total Consumption Renewable Energy							21,410	34%
Total Consumption Non-Renewable Energy							41,821	66%

* GJ = gigajoule

** Data from G4 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.

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

Energy intensity

(G4-EN5)

251,782 million units produced (pills and tubes)/year

The intensity rate defines the amount of energy used by the organization in the context of a specific institutional metrics. The intensity rate is

calculated dividing the absolute use of energy by the final number of units produced.

In 2015 new efforts were also implemented to reduce energy use among which:

- Monitoring the air conditioning system;
- Installing solar systems to heat water at the administration quarters in Alphaville;
- Substituting IT servers for updated and more economic units, resulting in 35% less energy used than with the previous equipment.

Material

Packaging Material (G4-EN1)		
Material	Amount	Measuring Unit
Packaging		
Aluminum	57,659	Kg
Tubes	3,145.797	Unit.
Printed directions for the use of medicines	15,952.055	Unit.
Boxes	349	Unit.
Cartridges	16,685.492	Unit.
Medicines - Active Principles and Other Components		
Active Principles	10,621	Kg
Other components	75,296	Kg

Effluents

Captured by Sabesp's collecting net, the effluents average flow is 2,53m³/hour. Its volume is 11,343m³. (G4-EN22)

Residues

(G4-EN23)

Total weight of the following residues:

Disposal (G4-EN23)		
Disposal	Weight (t)	%
Coprocessing/Incineration	14.00	9%
Recyclables	50.70	30%
Wood	17.40	10%
Standard garbage	84.70	51%
Total	121,63	100%

* The organization does not transport, import, export, or threat waste deemed hazardous under the Basel Convention.

Complying with the National Policy of Solid Residues requirements, the organization's strategy aims to increasingly reduce the production of solid residues and waste material in the productive chain. According to the Environment Management System, dismissing residues and all the steps to avoid environment impacts were maintained so as to keep the environment balance. (G4-2; G4-EN27)

We highlight the following important initiatives in 2015:

- Partnership with a company specialized in wood recycling;
- Correct discharge of notebooks, desktops, screens, printers, projectors, mice, keyboards, smartphones, headsets and other electronic devices. In 2015, 930,5kg of electronic residues were sent to recycling;
- Purchasing of a paper shredder in order to send higher amounts of paper to recycling;
- Reducing the number of printed copies, from 1,043,241 to 831,084 pages, which meant 20% less than in 2014.

Having implemented these steps, the organization kept up its performance as regards good environment practices, sending each residue category to a specific destination:

- Organic residues or common litter go to landfills;
- Recyclable residues—paper, wood, plastic and metal—are sent to recycling companies;
- Lamp residues are treated by a licensed partner;
- Electronic residues are sent to recycling;
- Residues from pharmaceutical production and individual protection equipment (EPIs) are sent to co-processing or incineration;
- These products packaging are sent to social organizations specialized in recycling.


Emissions

(G4-EN15, G4-EN16, G4-EN20, G4-EN21, G4-SO2)

Emissions are accounted by means of the GHG Protocol tool, a Brazilian Program whose methodology carries out emission inventories calculating total CO2 tons equivalent to biomass tons.

The organization does not emit substances damaging to the ozone layer in amounts that might represent meaningful negative impacts for local communities.

SOx, NOx emissions and particulate substances from the boiler and the generator, as per regular standards, are not significant due to the equipment own capacity, so they are not measured.



Source of emission	CO2 equivalent (t)	Biomass (t)
Generator and boiler	158.36	0.9
Soil Transportation	527.24	609.7
Purchasing Electricity	646.26	0,0
Total	1.331.86	610.60



Responsibility
for the Product

Safe Medicines

As the organization believes that sustainability must prevail in every activity, it is a critical element in all practices aligned with the business core. All the organization's efforts and the ensuing results allow Daiichi Sankyo to help build a better world. These initiatives also stimulate employees to perform their jobs in a consistent manner.

The safe medicines concept includes products of assured quality and good manufacturing practices. These interrelated aspects in production management are essential features to produce top quality medicines. Every product is assessed as regards its impact on health and safety. There were no instances of non-compliance to laws and regulations. (G4-PR2, G4-PR1, G4-PR9)

The organization adheres to the best practices that evaluate safety and the efficacy of products sent for sale. Having it in mind, both non-clinical and clinical research are assessed by the regulatory agency. Sales are interrupted if a medicine cause severe and unexpected adverse reactions. (G4-14)

In 2015, GRATIS - Global Regulatory Affairs Tracking System was implemented to manage the registration details of Daiichi Sankyo Group products and track the regulatory applications both of ongoing projects and the registration of products already being marketed. The system includes members of the Regulatory Affairs of the whole Daiichi Sankyo Group.

To ensure the constant improvement of its processes, in 2015 Daiichi Sankyo Brasil put two new piece of software into practice:

- LIMS - To manage laboratory data by means of a stronger trust in the process and data integrity;
- SOFTEXPERT - To manage changes control, quality breaches, and preventive and corrective measures in medicines manufacturing.

Every year the Quality Division carries out its Quality Meeting and in 2015 the event was held for the seventh time, and its motto was "Inspiring Quality". The purpose of the event was to motivate the participants to think about the importance of quality in carrying out their work routines, as well as foster the idea that a concern for quality must be a priority for each one of the employees. This way quality will be expressed by means of excellence and responsibility both towards the medic category and the patients.

Customer Service

For Daiichi Sankyo Brasil its relationship with patients is of the utmost value. So the organization customizes its assistance and handles very carefully the information privacy. The Consumer Service is an example among many of the organization's commitment to sustainability.

This year, in order to optimize the service, the chat service software was substituted and the assistance scripts through this channel were standardized. To ensure the information safety, phone calls might be tracked—after being recorded and saved in a databank where calls are identified by user and date.

Some complaints are made during the phone calls and immediate steps are taken to solve the problem. The most common ones are:

- **Complaint** - Cost of medicine.
- **Solution** - Explanation about the product reduced value and directions to research prices at drugstores.
- **Complaint** - Delayed delivery of medicine bought through “Adere Saúde” support system.
- **Solution** - The responsible area and “Adere Saúde” are both specifically informed about the problem.

Type of contact	Amount
Complaints	129
Suggestions	36
Praise	98
Pharmacovigilance	633
Total	896
Informations - Comercial	566
Informations - Product	2.373
Informations - Service*	7.040

*Adere Saúde

The Consumer Service reflects how Daiichi Sankyo Brasil manages all its production processes, advertising and medicine sales. The Consumer

Service main goal is to provide excellent assistance, as the 2015 improvement efforts listed below illustrate:

- Assistance personnel rotation was adjusted to ensure calls are duly taken at peak intervals, and dropping rates are kept within expected margins;
- Monitoring the quality of the assistance provided increase from 70% to 95%;
- Daily follow-up of the calls flow: keeping the drop time below 4%, 90% of the calls must be answered up to 30 seconds, and the average time on hold must stay below 2,5 minutes;
- Improved phone assistance scripts for “Adere Saúde” and “Unidas” projects

As a result of continuous improvements in the assistance provided, 100% of the complaints and criticisms were taken or solved. There were no complaints about privacy violation and loss of clients’ data. (G4-PR8)

Pharmacovigilance Initiatives:

1. Implementing a Global Pharmacovigilance Databank (Argus) to manage worldwide reports of adverse events;
2. Implementing an individual revising process of the reports quality before submitting them on a global scale to guarantee data compliance;
3. Implementing the “Dedicated to unify physicians and patients” campaign, whose purpose is to spread the importance of a balanced perception and of reporting adverse events (EAM) to increase the level and amount of reports sent to the Pharmacovigilance Division, so as to build a stronger organization culture. Several activities were developed to that end:
 - a. Establishing and using a new training format for the Sales Force;
 - b. Creating a hot site that reached all the employees to make them aware of the importance to report products adverse effects;
 - c. Training employees on the new format;
 - d. Introducing the new Pharmacovigilance campaign: "Dedicated to unify physicians and patients";
 - e. Weekly study group on Pharmacovigilance for employees of the Customer Service / Pharmacovigilance area;
 - f. Local internal auditing on Pharmacovigilance;
 - g. Revising the strategy of standard operational procedures to simplify processes and optimize work demands.

Client Satisfaction

The organization carried out a satisfaction survey with its patients in order to improve the assistance provided to them. Given the results, no correction measures were deemed necessary. (G4-PR5)

CS Assistance

Number of survey forms sent: 547

Number of answers: 43

1. What do you think as regards our assistants' kindness?

43 (100%) Good

2. What is your opinion of our assistance?

43 (100%) Good

3. Was your request answered?

36 (84%) Yes e 7 (16%) No*

*Related to a purchase discount.

"Adere Saúde" Assistance

Number of survey forms sent: 746

Number of answers: 75

1. What do you think about our assistance after transferring the purchase to "Adere Saúde"?

71 (Good) / 1 (Acceptable) / 2 (Bad)

2. What do you think as regards our assistants' kindness?

74 (Good) / 1 (Bad)

3. Was your request answered?

64 (Yes) e 11 (No)**

**Delayed delivered, better discounts.

Suppliers

In 2015, the Suppliers and Export Division was restructured with the help of a consultancy firm to improve the process of services and materials acquisition and also to work out new purchasing policies.

To guarantee efficient purchasing processes, the specific area policies intend to ensure a steady supply of materials and services for the full performance of its activities. Besides that, the policies also define, guide and manage the purchasing process of productive and non-productive materials, goods and services by means of internal standards and approval of acquisitions by top managers.

The supply chain of productive materials is made of 37 suppliers, 21 providing raw materials and 16 of packaging material. There are also suppliers of consume material, marketing, maintenance, laboratory and services. (G4-12)

There is a contract policy whose purpose is to define directives and duties to work out, revise, approve and file contracts signed with suppliers and service firms, and also to ensure that all contracts comply with the business and legal practices required by the organization.

Choosing new suppliers involves environment criteria, which have shown to be of competitive advantage value for the candidates.



Employees

Employees Profile

In view of the organization's growth strategy, one of the biggest objectives at this macroeconomic moment is to keep all employees aligned, engaged and integrated into Daiichi Sankyo Brasil processes and core philosophy so daily work can happen according to the organization culture and valuing quality relationships.

The organization highly values developing competences and retaining talents with the necessary qualification to fulfill Daiichi Sankyo Brasil's view for the future. The organization also gives top priority to preparing future leaders capable to support and practice its strategic objectives. Its ultimate goal is that its values are increasingly intrinsic in all the daily activities performed by all the employees.

To that end, training and development programs are implemented in order to engage and prepare them to contribute to the organization's challenges. To ensure this, in 2015 the Human Resources area prepared the leaders to undergo competences previous assessment so as to make sure the organization's results shows as they must, besides promoting continuous feedback. The process means an opportunity to evaluate performance at the end of the first term as well as to plan the next six months according to the goals already defined. (G4-LA11)

To provide a stronger process, an outsourced consultancy helped carry out a workshop that lasted eight hours and whose purposes were:

- To prepare leaders for the upcoming competences assessment;
- To intensify feedback exchange;
- To instigate managers to change their behavior;
- To obtain a wider understanding of Daiichi Sankyo Brasil's competences.

As a result of the initiative, managers improved their ability to communicate and interact with their teams so as to present feedback on different themes, namely, career, performance and self-development, especially better efficiency in assessing competences.

Increasingly focusing on the leadership concern, in 2015 eight new managers took classes in the "Leadership School" Module I, the program designed to develop new leaders.

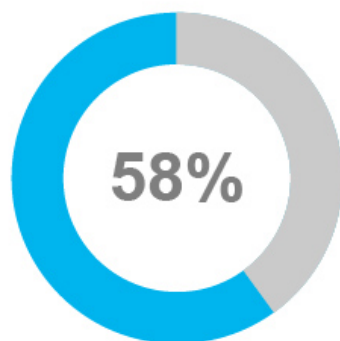
Aiming at continuously improving internal policies and procedures, a new system was implemented to give support to the Performance

Assessment. A step forward in this process issued from the Sales Force contribution to the competences evaluation. Now the team is assessed as per the results they obtain as well as by how they do it.

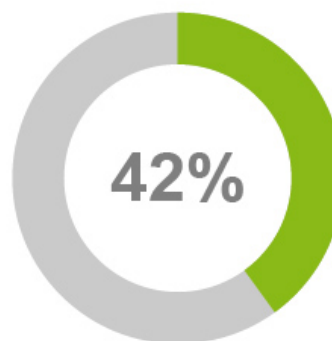
In 2015, six policies were revised, namely, the management of managers' vehicles, the management of vehicles used by the Sales Force, day care subsidy, donation of medicines, awards for long-lasting employment, and social loans.

The organization has 363 employees. This year, Daiichi Sankyo Brasil presented the following data: (G4-9)

Collaborators		
Gender	%	Qtde
Women	42%	154
Men	58%	209
Total	100%	363



MEN



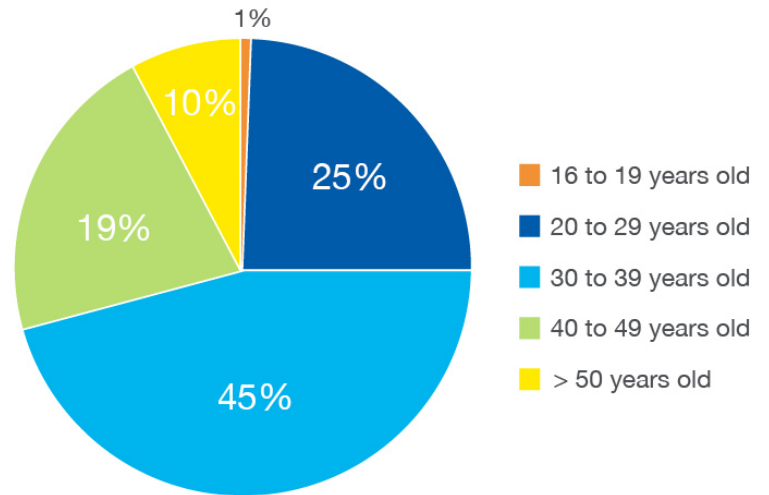
WOMEN

Collaborators by Gender (G4-10)

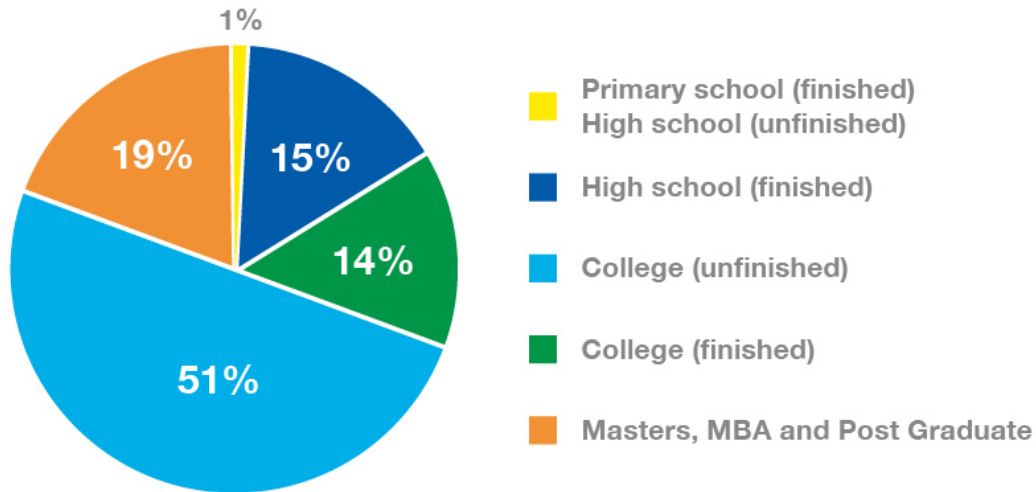
Gender	Full-time	Part-time	Interns	Outsourced
Men	209	0	1	16
Women	154	0	6	37
Total	363	0	7	53

Collaborators by Age Bracket

Age Bracket	%	Amount
16 a 19 years	1%	2
20 a 29 years	25%	92
30 a 39 years	45%	163
40 a 49 years	19%	70
> 50 years	10%	36
Total	100%	363



Education	%	Amount
Primary school (unfinished)	0.0%	0
Primary school (finished)	0.8%	3
High school (unfinished)	0.6%	2
High school (finished)	15.2%	55
College (unfinished)	13.8%	50
College (finished)	50.7%	184
Masters, MBA and Post Graduate	19%	69
Total	100%	363



Composition of employees (G4-LA12)

Gender	Directors	Managers	Coordinators	Sales Force	Administrative occupations	Operational occupations	Interns
Men	67%	76%	52%	67%	40%	64%	11%
Women	33%	24%	48%	33%	60%	36%	89%
Age Bracket							
<30 years old	0%	5%	15%	17%	54%	26%	100%
30 to 50 years old	50%	76%	78%	72%	44%	66%	0%
> 50 years old	50%	18%	7%	10%	2%	8%	0%
Minority groups							
Afro-descendents	0%	0%	0%	1%	2%	11%	22%
People with a disability	0%	0%	0%	0%	2%	7%	0%

Maternity/Paternity Leave

	Entitled	Took Leave	Back to work	Retained worker
Men	209	7	7	100%
Women	154	7	5	71%
Total	363	14	12	

Salaries

Daiichi Sankyo Brasil's policy for employees' compensation is based on a table of jobs and salaries where jobs with duties and equivalent relevance are grouped. To build the table, the pharmaceutical market is researched before analyzing the compensations paid to the employees as per the values contained in each table group. This way the organization produces data to support salary changes.

Collective bargaining engages 98% of the employees, but the trainees. As regards operational changes, the alteration warning is not specified in the collective bargaining agreement. If so, the deadline will be agreed upon on demand. (G4-11, G4-53, G4-LA4)

**Ratio of basic salary between gender
(LA13)**

Employee Category	Basic salary of men vs. basic salary of women*
Directors	11.8%
Managers	3.1%
Coordinators	-1%
Sales Force	0.0%
Administrative occupations	-2,1%
Operational occupations	14.4%
Interns	0.00%

***Note:** The negative values indicate that the average remuneration of women is superior than the average remuneration of men.

Remuneration is monitored by data obtained from two salary surveys, which are carried out by specialized consultancy companies, dismissal interviews results, and the level of satisfaction from organizational climate survey results - "Great Place to Work".

The average annual compensation of all employees represents 7.71% of the annual compensation of the highest salary paid by the organization.

The increase percentage of the employee who gets the highest salary was 8.0% and the average for the remaining employees was 11.05%. (G4-54)

In average, the salaries paid by the organization are substantially higher than the local minimum wage. For men it exceeds 60% and for women, 78%. (G4-EC5)

As regards the company's policies, all employees are benefitted, since there is no discrimination among hierarchy levels. To proceed with the evaluation of the compensation paid as promotion or merit, the organization takes into account the individual result in the Short Term Incentive Plan. Assessments resulting from performance are carried out by means of goals linked to economic objectives and competences dealing with social and environmental concerns, as follows: (G4-51)

- a. Results oriented;
- b. Intercultural sensibility;
- c. Change oriented;
- d. Partnership and collaboration;
- e. Respect for people and values;
- f. Continuous improvement;
- g. Focus on the client.

Daiichi Sankyo Prev is the organization's welfare plan that in 2016 will celebrate its 5th ongoing year. Until December 2015, the company paid up to 50% of the amount paid by the employee. From January 2016 on, it covers part of the value, according to how long the employee has been in the organization: (G4-EC3)

1. Up to 5 years = 50%;
2. From 5 years + one month up to 10 years = 100%;
3. From 10 years + one month on = 125%.

Training Programs and Development

It is essential to have the employees' collaboration if sustainability practices are to be process effective, and disseminates among the various groups the organization interacts with. To that end, there are training and development courses to engage and prepare them to contribute as regards the challenges facing the organization.

Employee turnover (G4-LA1)				
Gender	Hired	Rate of new employee hires	Dismissed	Turnover
Men	46	12,7%	89	13,2%
Women	42	11,6%	71	10,5%
Age Bracket	Hired	Rate of new employee hires	Dismissed	Turnover
16 to 19 years old	2	0,6%	2	0,3%
20 to 29 years old	45	12,4%	72	10%
30 to 39 years old	30	8,3%	61	8,5%
40 to 49 years old	9	2,5%	20	2,8%
> 50 years old	2	0,6%	7	1%
Region	Hired	Rate of new employee hires	Dismissed	Turnover
Office	18	5%	19	5,2%
Plant	29	8%	24	7,4%
Sales Force	41	11,3%	33	10,3%

Talent Pool - This program which is carried out by the Marketing and Sales Division identifies and develops future leaders based on global and

functional competences, and on the profiles both of the professionals and their future jobs in the management grid. The Talent Pool is a tool based on the organization's mission and values, whose dual purpose is to develop and to maintain Sales Force professionals who can be prepared to become future leaders. In 2015, thirteen employees were chosen to undergo a customized training program next year in order to become new leaders in the organization.

The Sales Force was also engaged in training courses using NLP - Neurolinguistic Programming. Different cognitive ways and improved learning methods were used to help pupils to read manuals, besides medical lectures, quizzes between modules, a dissertation quiz and content tests.

The Information Technology Division carried out a training course on Safety Policy, discussing a careful and conscious use of IT resources and safety protocols.

Every year Daiichi Sankyo Brasil carries out the Christmas Game, where the participants must give the right answer to a question. When this happens, the lucky person is entitled to take part in that day's raffle, a daily lottery that runs throughout December. All in all, 27 gifts were handed out to employees. The question themes were about the Sustainability Report 2014/2015, products, compliance, and the corporate brand.

This year a new feature was introduced in the graphic representation of the Executive Committee members who taped their own voices asking the questions. The employees approved the effort and the game result that playfully stressed important aspects of the organization.

Professional Development Program

For Daiichi Sankyo Brasil, education is a vital instrument to implement its strategic goals and for its employees' professional development.

In 2015, two Sales Force employees were chosen for job rotation, a professional development tool which consists in exchanging people among different areas of the organization. The participants had the opportunity to work at the office and got to know the processes and dynamics of the Division.

To enlarge access to knowledge, the organization became partner to two big teaching institutions for MBA and extensions courses on

management. Employees are granted special work conditions to be able to attend classes.

Also deserve to be mentioned the international training courses, attended in 2015 by two directors who travelled to the USA and Japan for business purposes, where they could also experience different cultures.

Daiichi Sankyo Brasil is proud to report that one more expatriation process was concluded this year, this time to USA.






Employees' Health and Safety

Health is a priority theme for the organization. The Flu Vaccine Campaign and the Visual Acuity Program extend to all employees and trainees. The health and safety at work themes are dealt with as defined by the Regulatory Norms (NRs); there is no formal agreement.



Goals 2015/2016:
Our accomplishments

2015/2015 Goals - Our Accomplishments

Goals 2015/2016	
Goals	Status
To grow 10% the 2014 total number of patients with cardiovascular diseases treated with Daiichi Sankyo Brasil products.	
To increase the portfolio through partnerships, licensing, line extensions and the acquisition of new products.	
To carry on the development plan for new Sales Force leaders under the New Talents Project.	
To map DSBR's risks and create a business continuity plan for unplanned stop of Alphaville plant.	
<p>Recycling: to maintain or reduce to 0.202 (kg) residue/produced units (thousand);</p> <p>Incineration / Co-processing: to maintain or reduce to 0.067 (kg) / residue/produced units (thousand);</p> <p>Water: to maintain or reduce to 0.043 (m3)/produced units (thousand); Energy: to reduce or maintain at 0.020 (MWh)/produced units (thousand)</p> <p>Energy: to reduce or maintain at 0.020 (MWh)/produced units (thousand)</p>	



Goals for 2016/2017:
Our Commitments

Goals for 2016/2017 - Our Commitments

Goals 2016/2017

To enlarge the products portfolio through partnerships, licensing, lines extensions and acquisition of new products;

To create and implement an Integrity Program;

To disseminate the Ten Principles of the UN Global Pact;

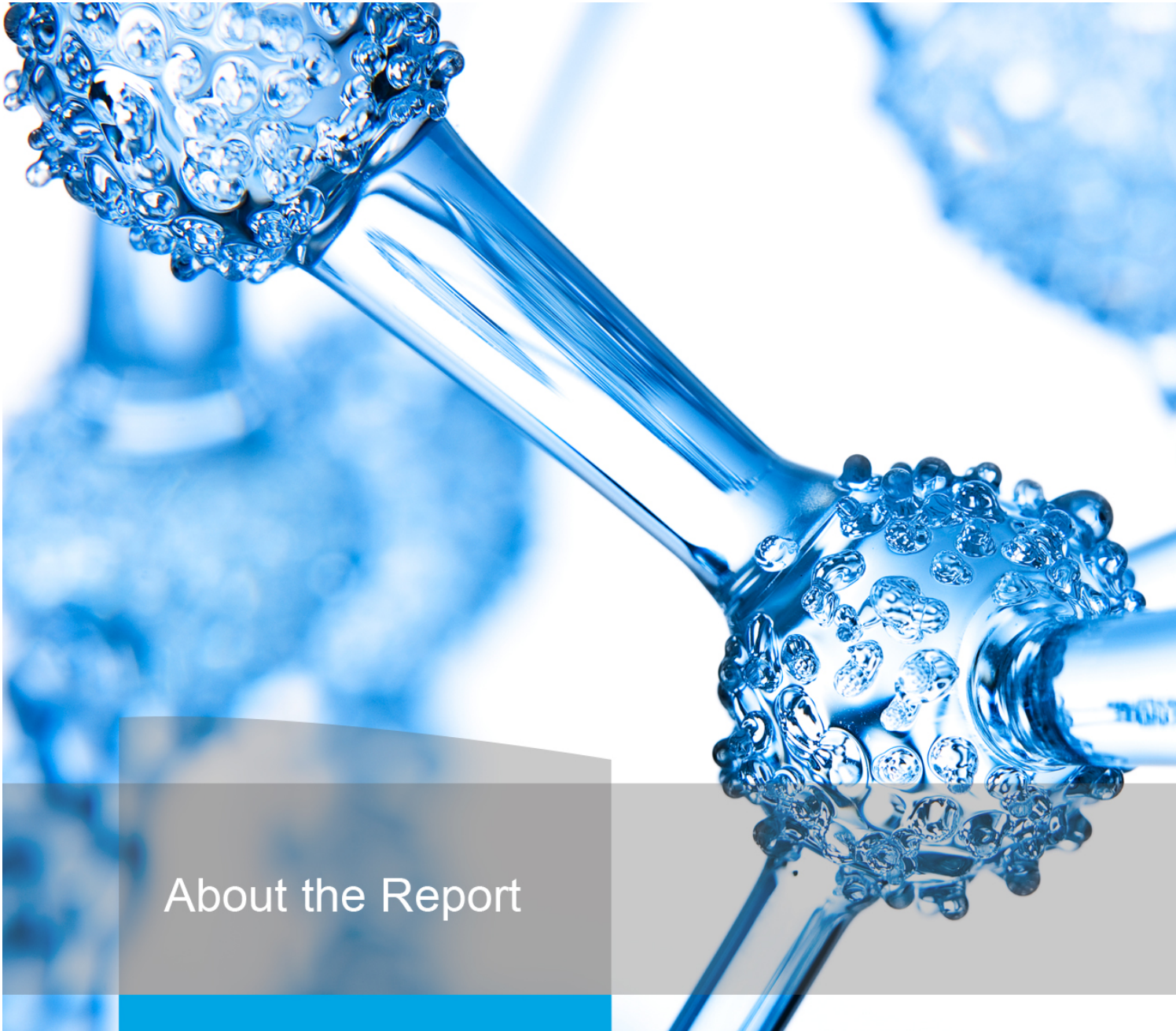
To work out a development and improvement program of leadership competences in the organization;

Recycling: to maintain or to reduce to 0.2357 (kg) residue/produced units (thou);

Incineration / Co-processing: to maintain or to reduce to 0.0716 (kg) residue/produced units (thou);

Water: to maintain or reduce to 0.0531 (m³)/produced units (thou);

Energy: to maintain or to reduce to 0.0291 (MWh)/produced units (thou).



About the Report

About the Report

(G4-3, G4-5, G4-6, G4-7, G4-17, G4-20, G4-21, G4-22, G4-23, G4-28, G4-29, G4-30, G4-31, G4-32, G4-33, G4-48)

Committed to present to its business relationship partners complete information on its management and performance, as well as striving to continuously improve such communication, Daiichi Sankyo Brasil presents for the eighth consecutive time its Sustainability Report (this year 2015/2016 one), worked out in compliance with the “agreed to” essential directives of the Global Reporting Initiative GRI-G4. The presentation strategy also contains a website and a concise printed version, both aiming to have only one language and a wide approach to the organization’s performance, including its economic, financial, social and environment aspects.

The Report is a detailed transversal presentation of the organization’s performance as regards the priority themes in sustainability, defined at the Materiality Matrix—medicines and their impact on the environment, the market share, compliance with laws and regulations, the client’s health and safety, training and education, water, effluents and residues, and corruption—together with more relevant information on its business partners such as its employees, the Daiichi Sankyo Group, patients, clients, suppliers, regulatory agencies, distributors, pharmaceutical industries and the community at large. No limit differences in materiality inside and outside the organization were perceived. The present information refer to all Daiichi Sankyo Brasil Farmacêutica Ltda. operations, including the headquarters in São Paulo-SP, the plant in Barueri-SP, and the Sales Force practices in the Southern, Southeastern, Middle West, Northern and Northeastern regions in Brazil.

All data refer to the fiscal year from April 1st, 2015 to March 31st, 2016. The full Report is followed up and revised by the Executive Committee and the organization’s president who commit to keep publishing it every year. The Report has not been submitted to any outside source of validation. There was no change regarding the information, limits and range of aspects published in the past few reports.

For additional information on this Report, please check with the Social Responsibility Division, tasked with its preparation, at the Daiichi Sankyo Brasil website www.daiichisankyo.com.br or by e-mail responsabilidadesocial@daiichisankyo.com.br.

Materiality Matrix

(G4-18, G4-24, G4-25, G4-26; G4-27)

The Materiality Matrix is the graphic representation of the priority themes reflecting the economic, environment and social impacts caused by Daiichi Sankyo Brasil's operations which can have a decisive influence on the organization's management assessments and decisions as well as on those of its main relationship groups.

The present Materiality Matrix results from a process implemented between 2015 and 2016 which engaged the main groups with which the organization interacts, namely its employees, suppliers, patients, clients, regulatory agencies, distributors, pharmaceutical industries, and the community, as well as the higher management levels. After the joint analysis of inside and outside perspectives, the following themes were deemed relevant: medicines and environment impacts; market share; compliance to laws and regulations; the consumer's health and safety; training and education; water, effluents and residues, and corruption.

The stakeholders' engagement is an usual practice of Daiichi Sankyo Brasil, and it is not limited to the time of elaboration of this report. The constant relationship strengthens the links and perception of positive and negative business impacts. Below we demonstrate the frequency and the departments involved in the engagement with priority groups.

Stakeholders Engagement

Stakeholders	Area in charge	Frequency
Doctors	Marketing and Sales and Medical Division	Periodic At congresses and through visits by the representatives and scientific
Employees	Human Resources and Communication	Daily and on demand through the confidential channel
Suppliers	Plant	On demand
Patients	Customer Services	Daily contacts with patients
Distributors	Marketing and Sales	Periodic
ANVISA and other regulatory agencies	Regulatory Affairs	On demand
Interfarma (Pharmaceutical Industry Research Association)	President, Finance Division and Regulatory Affairs	Monthly
Sindusfarma (Pharmaceutical Products Industry Union)	Finance Division and Human Resources	On demand
Banks	Finance Division	Quarterly
Daiichi Sankyo Co.	Executive Committee	At least five annual meetings

The process to engage stakeholders started in June. A group of 16,405 stakeholders was asked to participate, including the organization's employees. The 1,101 answers received are computed in the following table:

Research with Stakeholders

Stakeholder	Number	Percentage in the Research
Employees	295	26,8%
Doctors	750	68,1%
Distributors	9	0,8%
Suppliers	34	3,1%
Pharmaceutical	8	0,7%
Banks	0	0,0%
Multistakeholders	2	0,2%
DS Group	3	0,3%
Total	1.101	100%

In 2016 we began a revising process of the Matrix. The first step was to organize a workshop to engage employees from strategic areas at Daiichi Sankyo Brasil in order to present them the survey results obtained from priority groups. Next, there was a meeting with the Executive Committee to consolidate the relevant themes and the GRI aspects, of which the Materiality Matrix resulted.

According to the stakeholders' categories (in brackets) the most relevant themes were "Market Share" (Employees and Pharmaceutical Industries); "Corruption" (Medical Class); "Health and Safety at Work" (Daiichi Sankyo Group); "Training and Education" (Suppliers), and "Employment" (Distributors). (G4-27)

The priority process of themes resulted in the Materiality Matrix which shows the features causing meaningful economic, environment and social impacts both on the organization and the society within which Daiichi Sankyo Brasil operates, as data that might influence the stakeholders' decisions.

Priority themes in 2015: (G4-19)

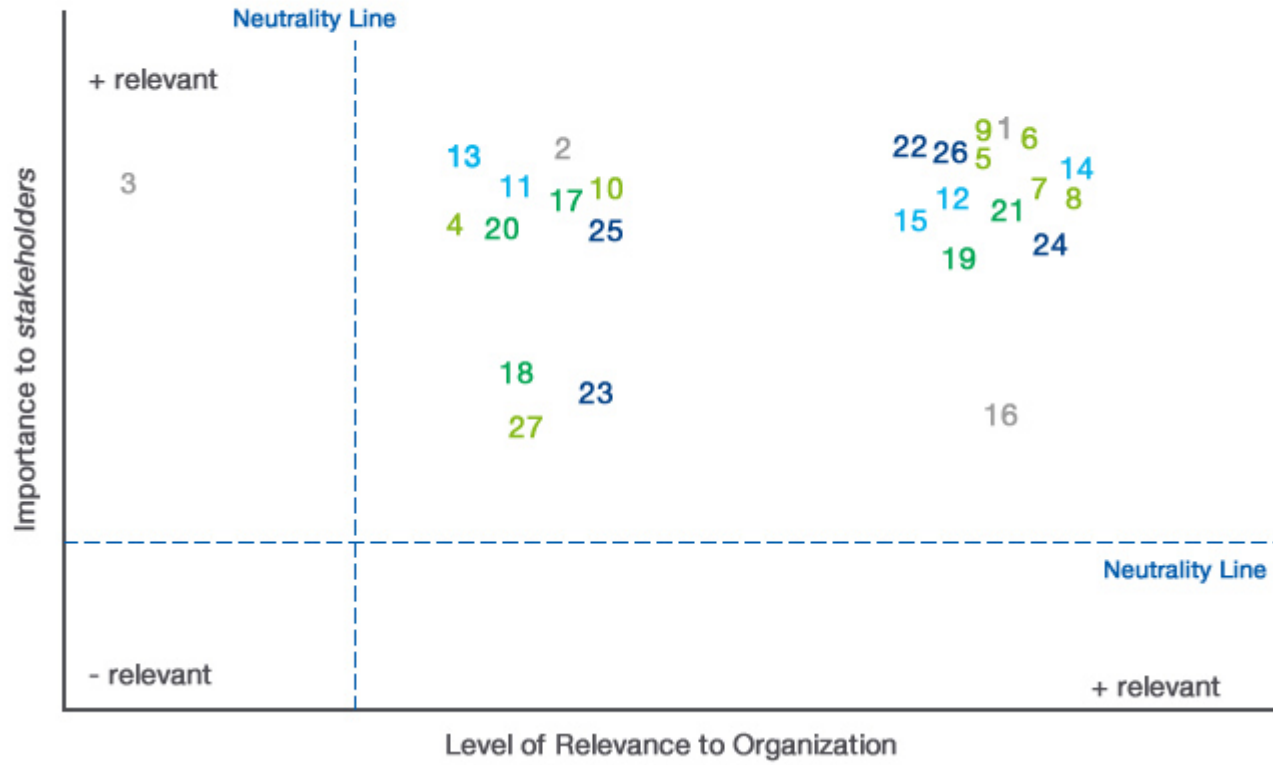
High Relevance

Economic Category	1. Economic performance 2. Market share 16. Purchasing practices
Environment Category	4. Used materials and discarded items 5. Energy 6. Water 7. Effluents and residues 8. Emissions 9. Medicines and environment impacts 10. Environment investment
Social Category: Labor Practices	11. Employability 12. Relationship between employees and governance 13. Health and safety at work 14. Training and education 15. Diversity and equal opportunities
Social Category: Human Rights and Society	17. Non-discrimination 19. Child and slave labor 20. Community actions 21. Corruption
Social Category: Responsibility for the Product	22. Client's health and safety 24. Marketing communication 26. Compliance to laws and regulations

Average Relevance

Economic Category	16. Purchasing practices
Environment Category	27. Transportation
Social Category: Human Rights and Society	18. Freedom of association
Social Category: Responsibility for the Product	23. Products labeling

Materiality Matrix





Social
Balance Sheet

Social Balance Sheet

Social Balance Sheet

1. Basis for calculation	2015/2016 · Value (R\$ Thousand)			2014/2015 · Value (R\$ Thousand)		
Net revenues (NR)			260.700			231.689
Operating Result (OR)			57.716			54.623
Gross Payroll (GP)			35.992			41.947
2. Internal Social indicators	Value (Thousand)	%GP	%NR	Value (Thousand)	%GP	%NR
Food	4.748	13,19	1,82	4.609	10,99%	1,99%
Mandatory payroll taxes	10.363	28,79	3,97	8.867	21,14%	3,83%
Private pension plan	499	1,38	0,20	415	0,99%	0,18%
Health	4.069	11,30	1,50	3.464	8,26%	1,50%
Occupational health and safety	118	0,32	0,04	64	0,15%	0,03%
Education	0	0,00	0,00	0	0,00%	0,00%
Culture	0	0,00	0,00	0	0,00%	0,00%
Training and professional development	858	2,38	0,33	585	1,39%	0,25%
Day-care / Allowance	63	0,17	0,02	57	0,14%	0,02%
Profit / Result Sharing	8.597	23,88	3,30	7.740	18,45%	3,34%
Others	369	1,00	0,14	338	0,81%	0,15%
Total - Internal Social indicators	29.684	82,41	11,32	26.139	62,31%	11,28%
3. External Social indicators	Value (Thousand)	%GP	%NR	Value (Thousand)	%GP	%NR
Education	0	0%	0%	0	0%	0%
Culture	60	0,10%	0,02%	0	0%	0%
Health and Sanitation	36	0,06%	0,01%	49	0,09%	0,02%
Sport	0	0%	0%	0	0%	0%

Prevention of hunger and malnutrition	0	0	0%	0	0%	0%
Others	0	0	0%	5	0,01%	0,02%
Total Contribution to Society	96	0,16	0,03%	54	0,10%	0,02%
Taxes (excluding payroll taxes)	44.790	77,60	17,18%	23.943	43,83%	12%
Total - External social Indicators	44.886	77,77	17,24%	23.997	43,93%	12%

4. Environmental indicators

	2015/2016 - Value (R\$ Thousand)			2014/2015 - Value (R\$ Thousand)		
Investments related to Company production/ operation	530			0		
Investment in external projects/programs	9			0		
Total Environmental Investment*	539			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%		

5. Staff indicators

	2015/2016	2014/2015
Employees at the end of period	363	350
Employees hired during the period	88	79
Outsourced employees	53	40
Interns	7	11
Employees over 45	106	60
Women working at the company	154	141
% management positions occupied by woman	43%	33%
Afro-Brazilian employees working at the company	12	9
% management positions occupied by Afro-Brazilian employees	0%	0%
Employees with disabilities or special needs	6	8

6. Information on Business Responsibility

Company-sponsored social and environmental projects were decided upon by:

executive officers executive officers and managers all employees

executive officers executive officers and managers all employees

Health and safety standards in the workplace were set by:

executive officers and managers all employees all + CIPA

executive officers and managers all employees all + CIPA

Concerning labor union freedom, the right to collective bargain, and internal employee representation, the company:

does not become involved adheres to ILO encourages and adheres to ILO managers

will not become involved will adhere to ILO will encourage and adhere to ILO managers

Company pension plan covers:

executive officers executive officers and managers all employees

executive officers executive officers and managers all employees

Profit/results sharing program covers:

executive officers executive officers and managers all employees

executive officers executive officers and managers all employees

In the selection of suppliers, the same ethical and social/environmental responsibility followed by the company

is not considered is suggested is required

will not be considered will be suggested will be required

In relation to volunteer work by employees, the Company:

does not get involved supports it organizes and encourages it

will not get involved will support it will organize and encourage it

Total number of customer complaints/ criticisms:

to the company 10,108 to Procon — to the law courts —

to the company 0 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 —



Global Reporting
Initiative Indicators

Indicators Global Reporting Initiative

Organizations Profile

Strategy and Analysis

- G4-1** Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.
- G4-2** Description of key impacts, risks, and opportunities.

Organizational Profile

- G4-3** Name of the organization.
- G4-4** Primary brands, products, and services.
- G4-5** Location of the organization's headquarters.
- G4-6** Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.
- G4-7** Nature of ownership and legal form.
- G4-8** Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).
- G4-9** Scale of reporting organization:
- G4-10** Total number of employees.
- G4-11** Percentage of total employees covered by collective bargaining agreements
- G4-12** **Global Compact Correlation Principle**
A description of 's supply chain follows:
- G4-13** Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.
- G4-14** Explanation of whether and how the precautionary approach or principle is addressed by the organization.
- G4-15** List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.
- G4-16** Memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization.

Identified Material Aspects and Boundaries

- G4-17** Operational Structure of the organization.
- G4-18** Details on report content and aspect boundaries.
- G4-19** All material Aspects identified in the process for defining report content.
- G4-23** Significant changes from previous reporting periods in the Scope and Aspect Boundaries.

Stakeholder Engagement

- G4-24** List of stakeholder groups engaged by the organization.
- G4-25** Basis for identification and selection of stakeholders with whom to engage.
- G4-26** Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

G4-27 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.

Report Profile

G4-28 Reporting period (such as fiscal or calendar year) for information provided.

G4-29 Date of most recent previous report (if any).

G4-30 Reporting cycle (such as annual, biennial).

G4-31 Contact point for questions regarding the report or its contents.

Report the 'in accordance' option the organization has chosen.

G4-32 Report the GRI Content Index for the chosen option (see tables below).

Report the reference to the External Assurance Report, if the report has been externally assured.

Governance

G4-34 Governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.

G4-35 Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.

G4-36 Details on whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.

G4-38 Composition of the highest governance body and its committees.

G4-39 Details on whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement):

G4-40 Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.

G4-41 Processes for the highest governance body to ensure conflicts of interest are avoided and managed.

Global Compact Correlation Principle 10

G4-42 Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.

G4-43 Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics

Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.

G4-44 Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.

- G4-45** Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities and whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.
- G4-46** Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.
- G4-47** Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.
- G4-48** Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.
- G4-49** Process for communicating critical concerns to the highest governance body.
- G4-51** Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration.
Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.
- G4-52** Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.
- G4-53** Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.
- Ethics and Integrity**
- G4-56** Description of the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.
- G4-57** Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.
- G4-58** Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.
- Global Compact Correlation** Principle 10

ECONOMIC

Form of governance

Aspect: Economic Performance

- G4-EC1** Direct economic value generated and distributed.
- G4-EC2** Financial implications and other risks and opportunities for the organization's activities due to climate change.
- G4-EC3** Coverage of the organization's defined benefit plan obligations.
- G4-EC4** Financial assistance received from government.

Form of governance

Aspect: Market Presence

- G4-EC5** Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.
- Form of governance**

- G4-EC8** Aspect: Indirect Economic Impacts
Significant indirect economic impacts, including the extent of impacts.
Form of governance
- G4-EC9** **Aspect: Procurement Practices**
Proportion of spending on local suppliers at significant locations of operation.

ENVIRONMENTAL

- G4-EN1** **Form of governance**
Aspect: Materials
Materials use by weight or volume.
Form of governance
- G4-EN3** **Aspect: Energy**
Energy consumption within the organization.
Form of governance
- G4-EN8** **Aspect: Water**
Total water withdrawal by source.
- G4-EN9** Water sources significantly affected by withdrawal of water.
Form of governance
- G4-EN15** **Aspect: Emissions**
Direct greenhouse gas (GHG) emissions (Scope 1)
- G4-EN16** Energy indirect greenhouse gas (GHG) emissions (Scope 2).
- G4-EN19** Reduction of greenhouse gas (GHG) emissions.
- G4-EN20** Emissions of ozone-depleting substances (ODS).
- G4-EN21** NOx, SOx, and other significant air emissions.
Form of governance
- G4-EN22** **Aspect: Effluents and Waste**
Total water discharge by quality and destination.
- G4-EN23** Total weight of waste by type and disposal method.
- G4-EN24** Total number and volume of significant spills.
- G4-EN25** Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.
Form of governance
- G4-EN27** **Aspect: Products and Services**
Extent of impact mitigation of environmental impacts of products and services
Global Compact Correlation Principle 7
Form of governance
- G4-EN29** **Aspect: Compliance**
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.
Form of governance
- G4-EN30** **Aspect: Transport**
Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.

- Form of governance**
Aspect: Overall
G4-EN31 Report total environmental protection expenditures.
Global Compact Correlation Principle 7 and 8
Form of governance
- Aspect: Supplier Environmental Assessment**
G4-EN32 Percentage of new suppliers that were screened using environmental criteria.
Form of governance
- Aspect: Environmental Grievance Mechanisms**
G4-EN34 Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.

SOCIAL

Labor Practices and Decent Work

- Form of governance**
Aspect: Employment
G4-LA1 Total number and rates of new employee hires and employee turnover by age group, gender, and region.
- G4-LA2** Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations.
Form of governance
- Aspect: Labor/Management Relations**
G4-LA4 Minimum notice periods regarding operational changes, including whether these are specified in collective agreements
Form of governance
- Aspect: Occupational Health and Safety**
G4-LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.
- G4-LA6** Type of injury and rates of injury, occupational diseases, lost days, absenteeism, and total number of work-related fatalities by region and gender
- G4-LA8** Health and safety topics covered in formal agreements with trade unions.
Form of governance
- Aspect: Training and Education**
G4-LA9 Average hours of training per year per employee, by gender, and by employee category.
- G4-LA10** Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings
- G4-LA11** Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.
Form of governance
- Aspect: Diversity and Equal Opportunity**
G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.

Form of governance

Aspect: Equal Remuneration for Women and Men

G4-LA13 Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.

Form of governance

Aspect: Supplier Assessment for Labor Practices

G4-LA14 Percentage of new suppliers that were screened using labor practices criteria

G4-LA15 Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.

Human Rights

Forma de gestão

Aspect: Investment

G4-HR1 Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.

Form of governance

Aspect: Non-Discrimination

G4-HR3 Total number of incidents of discrimination and corrective actions taken.

Global Compact Correlation Principle 6

Form of governance

Aspect: Child Labor

G4-HR5 Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.

Global Compact Correlation Principle 4 and 5

Form of governance

Aspect: Forced and Compulsory Labor

G4-HR6 Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor

Global Compact Correlation Principle 4 and 5

Form of governance

Aspect: Security Practices

G4-HR7 Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.

Form of governance

Aspect: Assessment

G4-HR9 Total number and percentage of operations that have been subject to human rights reviews or impact assessments.

Form of governance

Aspect: Supplier Human Rights Assessment

G4-HR10 Percentage of new suppliers that were screened using human rights criteria.

Form of governance

Aspect: Human Rights Grievance Mechanisms

G4-HR12 Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.

SOCIETY

Form of governance

Aspect: Local Communities

G4-SO2 Operations with significant actual and potential negative impacts on local communities.

Form of governance

Aspect: Anti-Corruption

G4-SO4 Communication and training on anti-corruption policies and procedures.

Global Compact Correlation Principle 10

G4-SO5 Confirmed incidents of corruption and actions taken.

Form of governance

Aspect: Public Policy

G4-SO6 Total value of political contributions by country and recipient/beneficiary.

Form of governance

Aspect: Supplier Assessment for Impacts on Society

G4-SO9 Percentage of new suppliers that were screened using criteria for impacts on society.

Form of governance

Aspect: Grievance Mechanisms for Impacts on Society

G4-SO11 Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.

Product Responsibility

Form of governance

Aspect: Customer Health and Safety

G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.

G4-PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.

Form of governance

Aspect: Product and Service Labeling

G4-PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.

G4-PR5 Results of surveys measuring customer satisfaction.

Form of governance

Aspect: Marketing Communications

G4-PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotions, and sponsorship, by type of outcomes.

Form of governance

Aspect: Compliance

G4-PR9

Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services