



# Sustainability Report 2012

Passion for Innovation.  
Compassion for Patients.



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## The President's Message (1.1)

Once more Daiichi Sankyo Brasil forwards its Sustainability Report to present its activities, results and annual highlights. The organization ended 2012 with remarkable growth indexes and a financial stability supported by its technological competence and the consistency of its Strategic Planning.

To ensure our strategy is accomplished we have been improving our Sustainability governance. The Executive Committee holds monthly meetings allowing for our social and environmental performance, together with our strategy and the global plan to be known by the top management officials.

In the economic area, both the domestic and export markets grew. Such growth did not result from launching new medicines but rather from Benicar's and Effient's higher prescription rates for more patients as well for its widespread use in reference hospitals.

In April 2012 the price of our more important product, Benicar, was strongly reduced and this meant a significant increase in the number of patients benefiting from its use.

It was an important growth that could have been better should the tax burden be smaller. Brazil is one of the countries with the heaviest tax burdens on medicines in the world. With the help of Interfarma, our interlocutor at the government, Sindusfarma, and Anvisa, we are hard working towards reducing taxes so as to allow access to medicines to a larger number of patients.

As far as environmental management, our main goals were reached, especially in priority areas for Daiichi Sankyo Brasil such as the ISO 14001 certification, and treatment of effluents and all sorts of residues.

We shall keep making our best efforts to maintain ISO 14001 certification and so our commitment to the three pillars of Sustainability is realized. To that end we will consistently continue investing in innovation, a quite distinctive feature of our administration.

This year the highlight was launching the global corporate brand, a crucial step to make us able to fully realize our vision: "To become by 2015 a global company aimed at discovering and creating innovative medicines".

For 2013 the prospect is very positive. We are finalizing the approval process for two new products to be introduced in the market. We will also establish new partnerships to launch medicines for gastroenterology and central nervous system.

Since 2010, Daiichi Sankyo Brasil's performance complies with the principles established by the Global Pact of the United Nations Organization regarding human rights, the workers' rights, environment protection, and the fight against corruption.

I hereby reiterate our commitment to follow the Pact Principles and disseminate its values since I believe that a sustainable development requires the participation of many different players.

This report contains information about our strategy to make business and implement actions, respecting and strengthening our commitment to those Principles.

In conclusion, I would like to thank all our stakeholders for their support along 2012 and mostly our employees who certainly are a decisive force in our success.

## Mission, Vision and Values (4.8)

### **Mission**

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

### **Our Three Corporate Values and Eight Commitments are:**

#### **Innovation**

##### **Our Imperative**

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

#### **Integrity**

##### **Our Strength**

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

#### **Accountability**

##### **Our Culture**

- 7 - To be accountable for achieving our goals.

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

### **Vision**

“To become a Global Pharma Innovator by 2015 - a company that continuously develops innovative medicines.”

### **Our Three Management Values**

#### **Humanistic Values**

Attract qualified professionals throughout the world  
Motivate and appropriately reward employees, provide equal opportunities, and support career development.

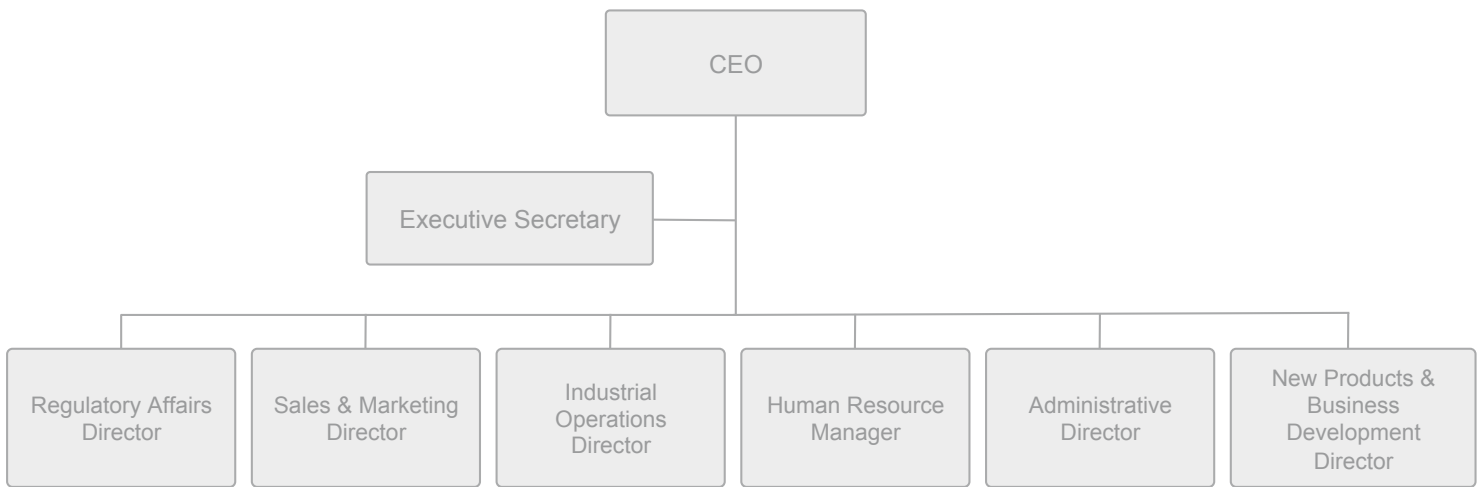
#### **Social Values**

Fulfill our social responsibilities by performing our duties  
Contribute to society by respecting the environment, supporting community development, and helping address community problems.

#### **Economic Values**

Experience robust growth, creating special values and premiums.

## Organization Chart



The Board of Directors, the highest organization unit, and the Executive Committee represent the corporate governance structure of Daiichi Sankyo Brasil. The president is also Board Member and acts as the organization's legal representative. The administration is unitary and there is no participation of independent members in the Board of Directors. In 2012, there were no significant changes regarding the size, the structure or shareholders' engagement. As far as governance, the main change happened in Human Resources that started to report directly to the President instead of the Administrative Financial Division.

STIP – Short Term Incentive Plan, a model to assess performance is the parameter to both define wages for the members of the highest governance level and the organization performance on economic, social, and environmental aspects. STIP assesses objectively and individually the Executive Committee members' performance for Daiichi Sankyo Brasil's results in skills such as strategic insight, decision making, focus on results, conscious leadership, and organization awareness. The Executive Committee members are required to have

notorious skills in communicating and teamwork, besides knowing and integrating into their tasks the organization's mission, vision and values.

The management actions and procedures regarding the economic, environmental and social performances are self-assessed during monthly meetings held by the Executive

Committee, and in quarterly meetings held by the Board of Directors. To the end, the annual budget and the administrative and financial results are also presented to Daiichi Sankyo Co.

In extreme situations, the Crisis Management Team is in charge of risks management in the operational planning, and the New Businesses Committee follows up the development and launching of new products, reporting to the Executive Committee.

DSBR's Code of Conduct was updated in accordance with Daiichi Sankyo Group Corporate Conduct Charter. The Promotional Practices Guidelines were published and are compliant to the rules and principles of Interfarma's Code of

Conduct (Pharmaceutical Research Industries Association, which DSBR is an associate). These documents were made available to all employees and are used to ensure conflicts of interest are avoided. DOAR Group (Disseminators of Objectives and Analyses of Results), Daiichi Sankyo Hotline, the Coffee with the President Program, and the Dialog with

the President are all programs to foster communication among all employees and the highest governance level. To monitor the compliance with internationally held up rules, both the organization's and Interfarma's Code of Conduct are used, together with Daiichi Sankyo Hotline and the auditing procedures by KPMG.

## Economic Financial Data (2.5, 2.8)

### Revenue

Gross Operating Revenue: R\$ 225 million.

Net Operating Revenue: R\$ 155 million, of which:

R\$ 98 million proceeding from Brazil, representing 63% of the net operating revenue;

R\$ 33 million proceeding from Venezuela, representing 22% of the net operating revenue;

R\$ 24 million proceeding from other countries (mostly Central American), representing 15% of the net operating revenue.

### Liabilities/Equity

Current Liabilities and Long-Term Liabilities: R\$ 77 million (43% do Liabilities)

Patrimônio Líquido: R\$ 101 milhões.

Passivo/Ativo total: R\$ 178 milhões.

In 2012 sales surpassed the corporate goals in 20%, and the operating result was optimized three times compared to the initial goals.

Also in 2012, Daiichi Sankyo Brasil issued dividends to its headquarters in Japan amounting to R\$ 3.9 million. This and the programs to foster innovation and exporting were responsible for the company's savings amounting to R\$ 2.7 million in taxes.

Tabela de Valor Agregado	Valor em R\$ milhões	%
<b>Valor econômico gerado</b>	<b>225.3</b>	
Receitas	225.3	100%
<b>Valor econômico distribuído</b>	<b>158.1</b>	
Salários	43.7	28%
Custo Operacional	57.0	36%
Investimento na sociedade - Doações	0.2	0%
Lucros acumulados	15.4	10%
Pagamento ao governo	37.0	23%
Pagamento a provedores	4.8	3%
<b>Valor econômico acumulado (V.E.Gerado - V.E.Distribuído)</b>	<b>67.2</b>	

## Products and Markets (2.2, 2.7)

Daiichi Sankyo Brasil promotes and sells medicines for several conditions:

For hypertension treatment:

Benicar® (olmesartan medoxomil)

Benicar HCT® (olmesartan medoxomil+ hydrochlorothiazide)

BenicarAnlo\* (olmesartan medoxomil + amlodipine)

For acute coronary syndrome:

Effient® (prasugrel hydrochloride)

For pain and inflammation treatments:

Loxonin® (sodium loxoprofen)

To regulate bowel movement:

Lactulona® (lactulose)

For bruises and varicose veins:

Hirudoid® (mucopolysaccharide polysulphact)

Our Sales Force covers 22 states throughout Brazil, reaching all regions in the country. The medicines address all kinds of retail and wholesale clients, such as hospitals, patients, cardiologists, general practitioners, orthopedic doctors, emergency personnel.



## Strategic View (1.2, 2.10)

For one more year, Daiichi Sankyo Brasil reaped excellent results, surpassing record sales indexes of medicines belonging to the Benicar, Loxonin, and Effient categories. One main reason for these results was the strategic new pricing policy for Benicar to foster access to this medicine. Other meaningful events were renewing communication campaigns, and consolidating Effient brand among interventionist heart doctors.

In 2012 a technology transference project of a new medicine developed by Daiichi Sankyo Co. occurred in Brazil. It deals with a highly important product for the organization to be launched at the same time in Brazil, the United States and Europe.

Daiichi Sankyo Co. launched globally a new corporate brand. The first material sent to the employees was the Brand Book, a landmark in the organization's history as part of its strategic insight to help it become truly global by 2015. The corporate global brand of Daiichi Sankyo is fundamental to ensure its continuing success and recognition among its stakeholders.

**Passion for Innovation.**  
**Compassion for Patients.™**

This way, innovation was affirmed as a remarkable feature that is present in the organization's daily activities, mainly in research and the development of new products. This year, Daiichi Sankyo signed a partnership deal with Boston Scientific in order to enhance scientific updating among doctors impacted by our Sales Force. The partnership involves medical classes, participation in domestic and foreign symposiums, as well as developing applications and software to support daily medical activities.

Daiichi Sankyo Brasil has attended the main national and international congresses on cardiology, among which the ones held by Socesp (Cardiology Society of the State of São Paulo), Dante Pazzanese Institute, the Brazilian Congress of Cardiology, the Brazilian Congress of Hemodynamic, the South Rio Congress of Cardiology, Socerj (Cardiology Society of the State of Rio de Janeiro, AHA (American Heart Association), ESC (European Society of Cardiology), ACC (American College Congress), WCC (World Cardiology Congress).

The organization was the runner-up in the Modern Consumer Award on Client Services Excellence, one of the biggest and more important prizes on client services in the Brazilian market. This award is a recognition granted to companies that prioritize excellence in their relationship to clients and consumers.



## The Pharmaceutical Industry (PR6)

The pharmaceutical industry segment is characterized by frequent changes and reformulations due to the high impact it has on everyone's life. Next, alterations in legislation which happened along 2012 are mentioned in detail.

This year saw important changes in the Brazilian sanitary legislation. One of them deals with the stability studies of IFAs (active pharmaceutical ingredient), that now must comply with specific criteria and requirements to be done. Another meaningful modification deals with the possibility that clinical researches have simplified analyses in such cases for which research has already been approved by international sanitary agencies recognized by Anvisa (National Sanitary Vigilance Agency).

It is worth mentioning that between July and August 2012 Anvisa's employees went on strike. So, the agency's activities.

### Regulations for packaging insert, packaging and labeling of medicines (PR3)

As a result of pharmacovigilance, part of the information in packaging insert of medicines was updated in order to improve data available to patients and professionals of health services. In turn this also supported the organization's transparency policy. The alterations were:

- Inclusion of the warning "Contains lactose" in cartridges and packaging inserts of Benicar HCT – RDC 71/2009;
- Inclusion and alteration of info according to CCDS (Company Core Data Sheet):

Were stalled with the resulting increase in its liability. At the time emergence procedures were published to lessen possible impacts on public health.

After Resolution 41/2012 was issued, over-the-counter medicines return to free-access shelves for users in drugstores. Additionally published Resolution 35/2012 defines criteria for the inclusion or not of a medicine in Anvisa's reference list of pharmaceuticals.

The Promotional Practices Guidelines of DSBR are compliant to the rules and principles of Interfarma's Code of Conduct and, as well as Anvisa's resolutions, are parameters for marketing communications including advertising, promotion and the organization's sponsoring policy. Any promotional initiative from Daiichi Sankyo Brasil is submitted to an inside reviewing process and must be approved by our regulatory, medical, legal and marketing divisions.

Itens	Medicamentos
Caution and warning	Loxonin
Adverse reactions	Benicar, Benicar HCT MRN
Caution, adverse reactions, treatment in overdosing	Loxonin (Peru)
Caution and warning	Effient

### Global Pact (4.12)

To uphold and strengthen our commitment to the Principles of the Global Pact of the United Nations Organization, Daiichi Sankyo Brasil sponsored a one-hour lecture for the employees from the administrative office on Conscious Consuming and Environment, held by a lecturer from Akatu Institute during the SIPAT (Internal Week for Work Accidents

Prevention). The Social Responsibility Division took part in a training course by the Global Pact Brazil Network in order to obtain a deeper view of the COP (Progress Report), by means of which is known how the organization's actions are progressing as regards the Global Pact Principles implementation.

### Human Rights (HR1)

In the organization's contract for third parties supplying services there is one clause endorsing the support and respect to the protection of human rights internationally upheld. Another clause states that as subscriber of the

Global Pact Daiichi Sankyo Brasil is committed to promote citizenship, and thus third parties hired to provide services must also abolish any kind of compulsory or force labor.

### Volunteering Program and AAC (Friends of the Heart Association)

2012 was highlighted by the start of the Volunteering Program in AAC (Friends of the Heart Association). The activities happen in special dates such as Easter and Children's Day. The volunteer corps also participates in the "Welcome Program", with visits to patients in hospitals to help them feel emotionally better.

Other volunteer actions were implemented at special events held by the Association, such as game days for children. This way the partnership with AAC became more intense. Daiichi Sankyo Brasil keeps its monthly donations and internal campaigns to collect items for the Association regular discount sales.

### "I am 12/8" Campaign

The "I am 12/8" Campaign (meaning the blood pressure should be 120/180) was renovated and implemented along 2012 too, aiming to support the Brazilian Hypertension Society project to better inform the population about how important it is to treat this condition and be aware of the health-related risks when there is no treatment. Additionally, the project's aim is aligned with Daiichi Sankyo Brasil's mission to reverse the current scenario of 300 thousand

annual deaths caused by heart and vascular diseases. The organization also sponsors the "Alert Heart" campaign from the SBHCI (Brazilian Hemodynamic and Intervention Cardiology Society), designed to help Brazilian population aware of the risks of a sudden heart attack—the acute coronary syndrome. In Brazil, 78 thousand people die every year because of this condition.

### 300 Thousand Reasons to Start Right (EC8)

In 2012, the program "Saving 300 Thousand Lives" changed its name to "300 Thousand Reasons to Start Right". The Program held bigger events in new areas where the organization started its medical visiting. The events were attended by approximately 20 doctors. Besides that, in other regions around Brazil classes or small meetings with some 10 doctors each were organized to discuss

hypertension and the acute coronary syndrome. The initiative designed to provide and exchange information within the medical category impacted over 1,000 cardiologists, hemodynamic experts and general practitioners working in more than 20 Brazilian states. Those meetings discussed hypertension and the acute coronary syndrome.

## Ethics and Transparency (SO3)

Daiichi Sankyo Brasil believes that, to be acknowledged as a truly global company, it is necessary that all its employees understand the company's identity. The organization believes that its success depends on the fundamentally important role played by each employee who is also responsible to create a global reputation among its stakeholders.

In 2012, it was launched the e-learning on the Mission, Vision, Values and Commitments of Daiichi Sankyo Brasil. It is an on-line course designed to train and provide information to all employees regarding the organization's values and commitments. A group of employees helped develop the e-learning content and also design the corresponding exercises. The activity showed that the employees are aligned with the organization identity and highlighted a remarkable skill: teamwork.

All employees also took the e-learning course on the Code

of Conduct, covering issues such as corruption, public policies, unfair competition, and compliance. Besides that, the organization was approved in every auditing process it was submitted to:

- Anvisa (National Sanitary Vigilance Agency) – Biotechnology Operations
- Invima (Instituto Nacional de Vigilancia de Medicamentos y Alimentos), a regulatory agency from Colombia, on plants, packaging line of solid items
- Chiesi Farmacêutica
- Daiichi Sankyo Co.
- Sameb (Medical Assistance Service of Barueri)
- CRF (Pharmacy Regional Council)

## Fighting Corruption (SO2)

The main policies of Daiichi Sankyo Brasil to fight corruption are its Hot Line and its own Code of Conduct and that of Interfarma's. The organization does not have any specific program or an anticorruption committee, whose units need assessment procedures for risks concerning corruption.

In 2012, the Compliance division developed several

activities to fight corruption, such as creating, reviewing and publishing policies; analyzing actions of relationship with stakeholders; and lastly applying e-learning courses on the Code of Conduct for all new employees. Additionally, the Code of Conduct was revised according to the principles of the "Corporate Conduct Charter," a document issued by Daiichi Sankyo Co.

## Partipation in Public Policies (4.13, SO5)

Since the Brazilian legislation for the pharmaceutical industry undergoes constant modifications, it is important to keep a close tie with class institutions (Interfarma and Sindusfarma) as well as the regulatory agencies. As an associate entity to such agencies, Daiichi Sankyo Brasil complies with their stipulations regarding public policies and lobbies.

The Regulatory Affairs Department participates in meetings with representatives from the regulatory agencies organized by these entities. Besides the Regulatory Committee, it also takes part in work groups in order to contribute to the proposed legislations in Public Consultations, and to ask the present norms to be reviewed, always aiming at improving the technical requirements for product registration in Brazil.

# Environmental Management

## Environment, Health and Safety (EN26, EN27, SO1)

In 2012 Daiichi Sankyo Brasil intensified its activities and monitoring actions concerning its environmental residues. One such initiative was building the Effluents Treatment Station (ETS).

To be able to display effective actions regarding this issue, the organization believes that it is necessary that its employees are prepared for that. So, in 2012, through the “5 Minutes for Safety” program, training courses were offered covering the following topics:

- Residues Disposal;
- Environment International Day;
- ISO 14001 - Aspects and Environmental Impacts;
- Concepts on the Environment Management System.

To follow up the awareness actions, including recycling campaigns, the Environment International Day was celebrated, and hydroponic plants were given to employees and services suppliers.

For SIPAT (Internal Work-Related Accidents Prevention Week) a group of actors was hired for a playful interaction with the employees exploring topics related to the EMS (Environmental Management System) in a dynamic exchange of questions and answers. Both the employees and the services suppliers attended training courses for the recycling campaigns.

To lessen the social and environmental impact of its products, the organization is constantly improving the processes of cleaning and operation of its equipments. Monitoring the impact of its operations on the surrounding community is connected to specific legislation and assesses the level of operating noise, among other features (NBR 10151).

Searching a better destination for expired or damaged products, they are deployed for destruction through incineration or new usage by co-processing, equivalent to 2.96% of all produced units. Packaging is all sent to non-profit organizations for recycling purposes.

## Environmental Management System - EMS (EN26)

The organization has its Environmental Management System (EMS) that ensures a monthly assessment of residues sent for recycling, incineration and/or co-processing and landfill. There are inside and outside communication channels for employees, services suppliers and the community that allows for follow-up of the best proposals to mitigate environmental impacts of products and services.

Next, a list of environment monitoring actions implemented by the organization:

- Water and energy usage;
- Industrial residues generation (by co-processing and incineration);
- Monitoring fixed sources of SO<sub>2</sub>, NO<sub>x</sub> and Particulate Matter (PM) emissions;
- Monitoring the quality of industrial effluents issued;
- Monitoring chemical agents in the work place;
- Monitoring the level of noise produced;
- Controlling the black smoke from Diesel-engine vehicles operated by third parties and services suppliers.

## “Right Disposal” Partnership Program (EN27)

The “Right Disposal” Program was kept in 2012. By means of the Program, unused equipment are sent for disassembling and its components are destined to a sustainable process of recycling.

The organization estimates for the first semester of 2013 the end of the calculations of residues generated in 2012, after which such materials will be appropriately discarded.

## Environment Protection (EN30)

In order to contribute to the environment protection the organization invested about R\$ 1.3 million in building the

effluents treatment station, and approximately R\$ 31 thousand in the Diesel tank and alcohol disposal.

## Productive Process and Social and Environmental Impacts

### Input

#### Water (EN8, EN10)

13.729 m<sup>3</sup>\*

In 2012, data on water usage and generation were analyzed according to the National Environment Council administrative ruling. This helped to realize on possibilities regarding reusing of such wastewater. So, a project for reusing wastewater is due to be finished by 2015. As a goal for 2012, the organization decided to reduce its

annual consumption of water in 1%. To this end, it designed several activities mainly focused on its productive area, among them, evaluation of how rooms are cleaned, setting-up of hydrometers in production lines, assessment of water quality, as well as initiatives to endorse a rational consumption of water.

\*ERRATUM: In 2011, the dial indicated 21.820m<sup>3</sup> of water consumed, including the sewage index. As of 2012 only the water consumption will be reported.

#### Energy (EN3, EN4, EN5, EN6, EN7)

Source of Energy	Type	Use	By Unit	Value	GJ*/unit	Obs.	Energy consumption (GJ)	%
Diesel	Non-renewable	Generators	l	3,186	0.138	**	440	1.0%
Liquefied Petroleum Gas (LPG)	Non-renewable	Boiler	t	55.7	47.310	***	2,634	6.1%
Electricity	Renewable	All unities	Kwh	4,415	0.004	**	18	0.0%
Etanol	Renewable	Fleet	l	14,533	0.022	****	320	0.7%
Gasoline	Non-renewable	Fleet	l	316,911	0.125	**	39,614	92.1%
<b>Total</b>							<b>43,025</b>	
<b>Total Consumption Renewable Energy</b>							<b>337</b>	<b>1%</b>
<b>Total Consumption Non-renewable Energy</b>							<b>42,688</b>	<b>99%</b>

\* GJ = gigajoule

\*\* Data from G3 Global Reporting Initiative Directives

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

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

In 2012 Daiichi Sankyo Brasil decided on a few goals to reduce electric energy consumption, activating and reprogramming automatic capacitors banks as well as

endorsing a conscious consumption of electric energy. Presently there is no specific measuring procedure on the reduced energy consumption resulting from such initiatives.

## Materials and services (EN1, EN2, EC6)

Material	Amount	Measuring Unit
Medicines		
Aluminum	46,264	Kg
Assorted Barrels	739	Unid.
Tubes	3,371,160	Unid.
Printed directions for the use of medicines	14,478,963	Unid.
Boxes	281,259	Unid.
Styrofoam Boxes	12	Unid.
Cartridges	14,805,151	Unid.
Glass Flasks	140	Unid.
Aluminum Seal	148	Unid.
<b>Medicines</b>		
Active Principles	9,740	Kg
Other Components	92,949	Kg

In 2012, the costs with productive materials suppliers reached R\$ 45 million, 31% of which (R\$ 14 million) with local partners. As a hiring criteria, local suppliers have priority, provided the transaction is commercially feasible. Besides the cartons for packing products that are certified

by the FSC (Forest Stewardship Council), the packaging inserts are developed together with Laramara (Brazilian Association of Assistance to the Visually Impaired). There are no available data on the percentage of materials resulting from recycling.

## Output

### Disposal (EN22)

Disposal	Weight (t)	%
Coprocessing	13.18	8%
Incineration	14.18	8%
Reciclables	31.93	18%
Standard garbage	115.29	66%
Total	174.58	100%

\* A organização não transporta, importa, exporta ou trata resíduos considerados perigosos nos termos da Convenção da Basileia.

As in previous years, the organization classifies residues resulting from its operations in four different categories, each with its own destination: co-processing, incineration, recyclables and standard garbage. Industrial residues from production processes and lab activities as well as from personal protective equipment (PPE) and plastic bags already used with products are incinerated or co-

processed. Residues produced by cleaning the plant, the restaurant or the toilets are labeled as standard garbage and destined to sanitary landfill.

Lastly, papers, plastic and metals considered to be recyclable residues are sent to third party recycling companies.

## Emissions (EN16, EN17, EN18, EN19, EN20)

Emissions of greenhouse gases by the organization were calculated by means of the Brazilian program GHG Protocol, indicating total equivalent to 1,406.9 tons of CO<sub>2</sub> , equivalent to 137.7 tons of biomass. Emissions concerning use of HCFC-22 in refrigeration and air conditioning

equipment reached 11.1 tons of equivalent CO<sub>2</sub> . The organization does not emit substances that damage the ozone layer, and the NO<sub>x</sub> and SO<sub>x</sub> emissions is shown below.

Source of emission	CO2 equivalent (t)	Biomass (t)
Generator and boiler	178.5	0.0
Soil Transportation	553.2	137.7
Purchasing Electricity	0.1	0.0
Air Transportation	675.1	0.0
<b>Total</b>	<b>1406.9</b>	<b>137.7</b>

In its quest for constantly reducing such indexes, the Environment, Health and Safety division controls the gas emissions from the boiler and the generator used in its operation, thus assessing how standards of air quality are being complied with.

Another important initiative is the maintenance program of such equipments, destined to have a positive impact on their emissions. For now, there are no specific calculations to identify the emission reductions gained from such initiatives.

Source of emission	CO2 equivalent (t)	Biomass (t)
Refrigeration and air-condicionating (HCFC22)	11.1	0.0

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

Equipment	Parameter	Measuring Unit - mg /Nm <sup>3</sup> - 3%
Boiler	Particulate Materials (PM)	6.60
	SO <sup>2</sup> (SO <sub>x</sub> )	2.23
	NO <sup>2</sup> (NO <sub>x</sub> )	384.09
Energy Generator	MP	58.42
	SO <sup>2</sup> (SO <sub>x</sub> )	7.47
	NO <sup>2</sup> (NO <sub>x</sub> )	8,507.60

\*Data from methodology accredited by INMERO NBR / IEC 17025/2005. Collecting techniques are aligned with Norms by Cetesb (Companhia de Tecnologia de Saneamento Ambiental) and the US EPA (Environmental Protection Agency).

As in previous years, the organization recommends to the partner company in charge of maintaining the air conditioning system that gases less detrimental do the environment are used, such as the ones approved by the

Montreal Protocol (R22) and the eco-friendly gas. This way, Daiichi Sankyo Brasil tries to ensure using a less damaging gas to the ozone layer.

## Effluents (EN21)

As in 2011, the industrial effluent complies with legal parameters. As of August 2012, the waste started to be treated at the newly-inaugurated Effluents Treatment

Station. Captured by the Sanitation Company of São Paulo State (SABESP) collecting network, its average flow is 4.33 m<sup>3</sup>/h.

## Responsability for the Product

### Safe Medicines (PR1)

The excellence in quality of Daiichi Sankyo Brasil products is affirmed by means of several actions and control standards which guarantee the patient's health is safe, and can be assessed in a variety of ways. Regarding the relationship with clients, we care about the patient health and safety, assuring the quality of our products. Related to quality, processes and practices are under continual improvement.

Investments in new technologies are constantly being made, proving the organization's strategy to focus on innovation. As an illustration, in 2012, it is worth mentioning the UPLC (Ultra Performance Liquid Chromatograph), an equipment

used to analyze with high levels of accuracy and in the shortest time possible the content of active substances in medicines.

Another example is the PIC/S Guideline (Pharmaceutical Inspection Convention and Pharmaceutical Inspection Co-operation Scheme), a quality standard globally used by Daiichi Sankyo Co., assessed and approved by corporate audit, and implemented at Daiichi Sankyo Brasil.

In order to constantly improve the quality system applying the world's best practices, Guides ICH Q9 (Quality Risk Management) and ICH Q10 (Pharmaceutical Quality System) are under study for future implementation.

### Quality Meeting 2012

In September 2012, there was the IV Quality Meeting. All employees from the Alphaville plant took part together with guests from the administrative office. The event was also attended by Mr. Ping Him Ho, in charge of the Quality Division at Daiichi Sankyo Co ASCA Department (Asia, South & Central America).

This year, the Meeting's theme was "Doing right first time". This theme was chosen to help in the establishment of culture of excellence designed to raise awareness among employees about the importance of avoiding repetitions, both in the professional and personal life.

### Consumer Support Service (4.17)

The Consumer Support Service is where an immediate contact with patients happens. For the organization, this is a channel that enables performing the mission to contribute to people's quality of life. To that end, in 2012 a few meaningful actions were taken.

A pharmacovigilance system was put into place—SIS (Safety Information Solution), to allow the organization to follow up its drugs' performance in treating patients. The program "Patient Support Service Safe Health" also started in 2012 with the purpose of serving patients with

coronary stent implants that need the drug Effient®. The "Patient Support Service Safe Health" provides information and allows them to find and buy DSBR medicine for the treatment of acute coronary syndrome.

The organization implemented a project of medical contact aimed at confirming information on any notification of adverse event to the medicine (EAM), by means of a protocol of contact between the pharmacovigilance employee and the doctor.



Type of contact	Amount	%	Subject
Complaints	2,053	73%	Benicare Life Program
		27%	Other
Suggestions	52	92%	General Contact
		8%	Benicare Life Program
Praise	277	87%	General Contact
		13%	Benicare Life Program
Pharmacovigilance	963		
<b>CRM</b>			
Patients complaints regarding BenicareLife Program			<b>1,495</b>
Other complaints			<b>562</b>
Average of complaints			<b>171/mouth</b>

Note: All complaints were taken care of.

The main topics mentioned in phone calls about complaints, criticisms and the solutions provided are listed below:

- Termination of the “Benicare Life Program—PBL”: the patient was informed that the termination of PBL resulted in increased access to the drug, since it is no longer necessary to register to obtain the benefits.

- Lack of medicines: the Commercial division was informed about the need to provide stock replacement in drugstores.
- Bonus units: patients entitled to get bonus units, according to PBL rules received the medicine at home.
- Cost of medicines: information was delivered to the pertinent divisions.

## Client Satisfaction (PR5)

As of October 2012, it is being asked from the caller to participate in a phone research on client satisfaction at the end of every call to the Consumer Assistance Service—SAC; 97% of our callers authorized it. Excellence in clients assistance is the best aspect of services offered by SAC,

which also displays the following parameters: 84% of all patients gave grade 10 for agility in contact with the laboratory; 91% gave grade 10 for clarity of information given; 90% of all patients graded 10 for attendants’ assistance in general, 6% gave grade 9, and 3%, grade 8.

## Share Auditing of Suppliers (HR2)

The Shared Auditing Group is formed by five pharmaceutical industries that hold quarterly meetings to share information, reports and documents related to technical aspects of quality, good practices and attendance suppliers to technical standards issued by regulatory authorities. There is a term of commitment signed by the participating companies, and all information shared is confidential. In 2012, the group did 14 auditing processes, four of them

conducted by Daiichi Sankyo Brasil. Also in 2012, the Shared Auditing Group gathered together 95 suppliers of which 53 local ones. From these 95, 70 suppliers were audited, 28 of them in 2012. The auditing processes use different criteria for assessing human rights and environment for Work Place and Overall Considerations items, as well as certifications such as ISO 14000 e SA 8000.

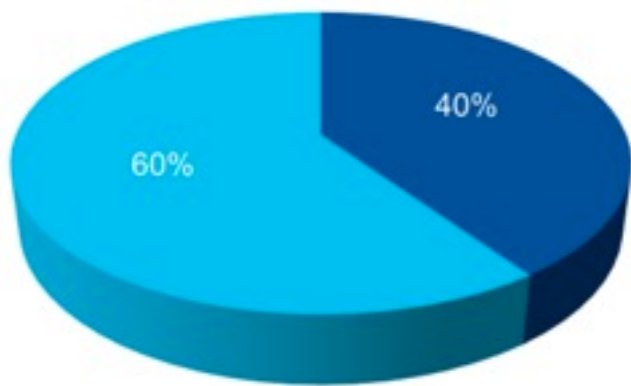
# Employees

## Employees Profile (EC7, LA1, LA2, LA4, LA5)

There are 319 employees and 17 trainees in the organization.

Admissions	106
Layoffs	85
Trainees' Admissions	16
Trainees' Layoffs	18
Average monthly Turnover	2,62%

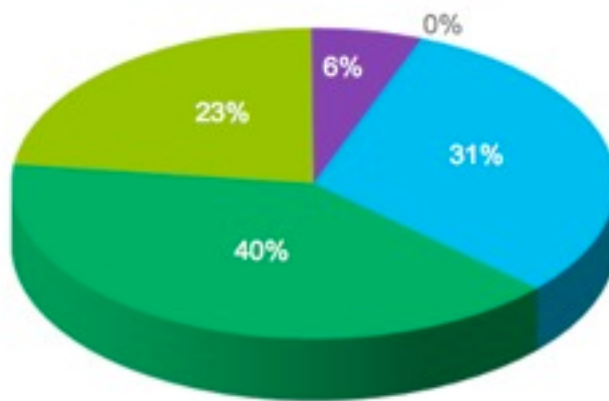
Employees by Gender



■ Women

■ Men

Employees by age group



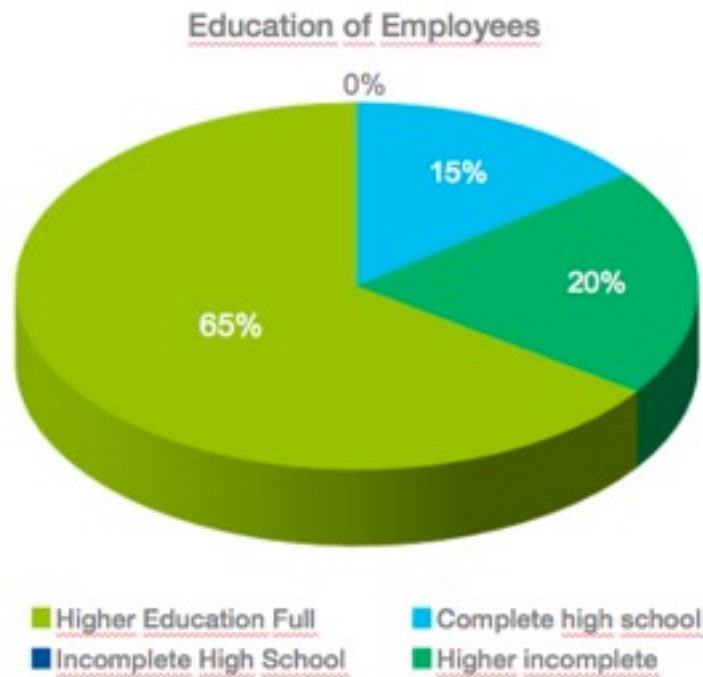
■ 16 to 19 years

■ 30 to 39 years

■ +50 years

■ 20 to 29 years

■ 40 to 49 years



In 2012, the recruiting and selection policy was reviewed to ensure transparency and to allow for employees to apply for selection processes, thus ensuring them the opportunity to advance their career. The notification of operating alterations is immediate and it is not specified in the

collective negotiation deals involving all employees of the organization. There are no procedures for hiring candidates or members of high management positions from local community.

### Governance and diversity (LA13)

Women from white and yellow ethnic backgrounds, 35 years old in average, represent 29% of employees in president

and director position.

### Salaries (EC5, LA14)

The lowest salary in the organization equals the base salary defined as the prevailing wage of R\$ 1.075,00, 72% superior to the national minimum wage and to the minimum wage in the State of São Paulo.

language and living in a foreign culture with his/her own family.

In April, Daiichi Sankyo Brasil participated for the first time of the IAP (International Assignment Policy), a three years long program that enables an employee to be expatriated to the headquarters in Japan. To the highly talented employee of distinguished performance, the program offers the opportunity of improving his/her knowledge and professional skills through experiences in new areas of the Daiichi Sankyo Co. group, besides learning a different

Another benefit offered by the organization is the Daiichi Sankyo Prev, a private pension plan designed to supplement the retirement benefit. Since there are no retired employees the benefit has not been used.

The organization's compensation policy does not discriminate by gender, race or color. The base for each category is gender-free and the differences among salaries relates to each occupation's duties.

## Table of Benefits

Breakfast	Chart bus / Transportation voucher / Parking
Health plan	Baby day – care voucher
Dental plan	Gym classes reimbursement
Life Insurance	Vehicle for Sales Force and Managers
Restaurant / Meal Vouchers	Cell Phones for Sales Force and Managers
Food vouchers	Medicines from Daiichi Sankyo Brasil
Christmas kit	Drugstore partnership
Nutrition expert*	EAP **
Quick massage - at office and plant	Medical checkup for executive employees
Labor fitness sessions - at office and plant	Daiichi Sankyo Prev (Private Pension Plan)

### The following benefit policies were created or reviewed:

Donation of medicines to employees	Attendance control at the office in São Paulo and the plant in Alphaville;
Social loans for emergencies	Employee layoff

\* two monthly visits to the office and the plant; employees may schedule individual consultation appointments

\*\* Employee Support Program – a 0800 hotline for directions and financial, psychological, emotional and legal support

Obs.: All employees are entitled to the benefits.

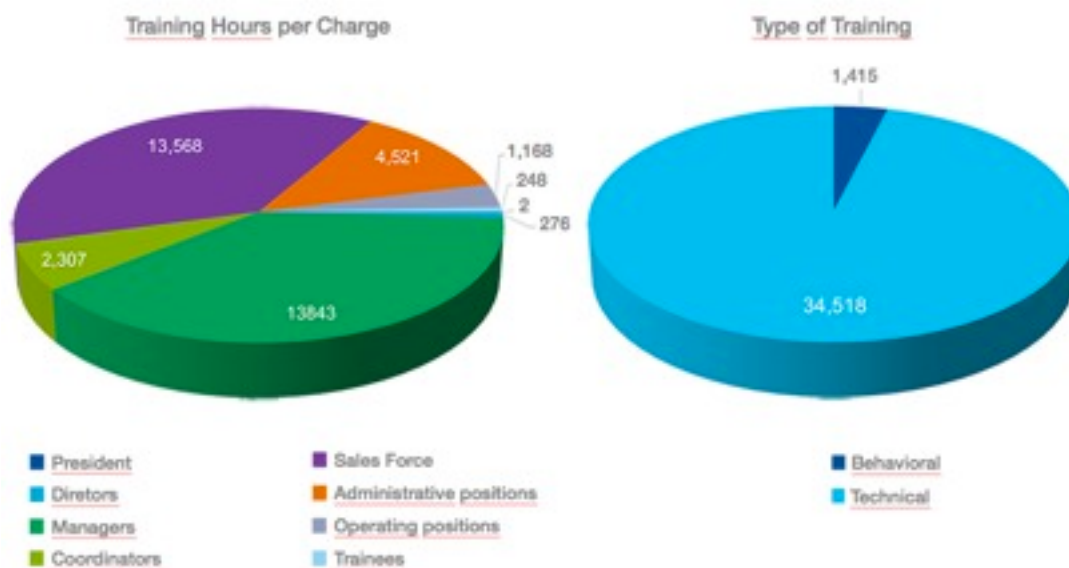
## Organization Climate Survey

To assess the level of satisfaction of its employees regarding the company, the “Great Place to Work” research was done with all the organization’s employees. Comparing

the results from 2011 and 2012, there was an increase of 13% regarding “view of the company” e 12% regarding “view of the area,” as shown below.

## Training Courses (LA10)

35.933 Training Hours



From 2012 the calculation of training hours shall include the hours of English courses, undergraduate, graduate and MBA.

## Sales Force Training

Several actions were implemented to develop the Sales Force, such as applying e-learning courses on operating efficacy, the code of conduct and the mission, vision and values of the organization. Other remote training tools were also used, among which online classes with live transmission and the participation of doctors and product managers.

## Employees Assessment Process (LA11, LA12)

There were no changes in the assessment process of the employees. Only one space was added in the performance assessment to write down daily feedbacks, thus allowing each employee to fill up his/her case report.

There is an assessment program for medical representatives that includes field follow-up. This assessment is done by the district manager and by the Sales Training division through a follow up form in which to enter information, positive points and evolution. At the end of the daily follow-up, the medical representative receives feedback.

Employees identified as administrative collaborators (analysts, coordinators, managers and directors) participate in a performance assessment twice a year, impacting their dues in the Participation in Profits and Results (PLR). The first evaluation is about skills and the second is closing the cycle of the present year, including goals assessment. Presently, 40% of the organization undergoes this

## Developing Leadership

This year, the Human Resources and the Sales Training divisions kept up the leadership development program.

Sixty Daiichi Sankyo Brasil managers participated in the two modules program along the year. Module II dealt with upward communication, peers and partners, and Module III covered specifically the difference among managing, leadership and personalized leadership. It is worth mentioning that those managers who were hired or

## Professional Development Program (LA11)

The policies providing for professional development in the organization issued several results. As far as continuing education, offering opportunities to take courses in technical education and/or behavior improvement, 180 employees were entitled to participate, benefiting from R\$ 102 thousand in investments. As regards the educational incentive policy, covering graduation, post-graduation and MBA courses, there were 14 candidates applying for the

## Employees' Health and Safety (LA7, LA8)

In 2012, two accidents happened causing 86 days of absence from work. There were no absences caused by occupational diseases.

To raise the employees' awareness regarding serious diseases, the organization sponsored the following programs:

- Ergonomic Program: for employees at the Alphaville plant and the administrative office, including labor gymnastics,

In-site classes spread over 84 hours of training courses for the Sales Force covering five topics: interactive sales techniques, key account selling, teams managements (downward and upward communication), and customized leadership.

evaluation. Employees from the operating divisions (manipulators, operators, assistants, among others) participate in the skills assessment once a year. This model covers 100% of the employees from the operating division.

Both assessments aim individual development, routine formal feedbacks, rewards for job done, and strengthening trust between leader and lead team.

The Sales Force employees' performance is assessed by the Sales Training team in order to identify in technical or behavioral elements the strong points of sales representatives, hospital consultants, district and regional managers, as well as other aspects that need to be improved. Their follow up is done during activities and feedback is formally provided after the day tasks are finished. From this data new actions are designed to inform and improve their work.

promoted along the year took part in all modules, including the first one, in 2011. Besides the modules, the Executive

Committee started to have technical coaching sessions. By means of the Talent Pool, one sales representative, one consultant and nine talented employees in the Sales Force came to the leadership training. In all, the organization provided 432 hours of training, investing R\$ 34 thousand in the project.

several kinds of sponsorship, totaling about R\$ 73 thousand in investments.

Besides that, seven employees went for training courses in Japan and Germany in order to improve their technical skills to be soon put into practice in new processes in Brazil to be implemented in the near future.

quick massage, and assessment of work stations in order to prevent conditions such as WROD and REL;

- Hypertension Prevention Program: carried out on the National Day to Fight Arterial Hypertension, when Alphaville employees and the administrative personnel were evaluated and in case of altered blood pressure, the employee was sent for expert doctor appointments.

# Goals 2012

## Our Accomplishments

Division	Goals 2012	Status
Compliance	To keep up identification map to implement inside controls of other divisions.	😊
Compliance	To obtain the "Pro Ethics Company" certificate of the Federal General Controllership.*	😞
SAC	To implement actions based on the results of satisfaction surveys.**	😞
SAC	To start the Medical Explanation Group project.***	😞
SAC	To optimize pharmacovigilance processes using SIS system.	😊
Marketing and Commercial	To start activities where Daiichi Sankyo is still not operating.	😊
Marketing and Commercial	To implement as definitive the Commercial Intelligence tools.	😊
Marketing and Commercial	To search for new opportunities of partnerships and launchings.	😊
Marketing and Commercial	To consolidate and widen use of Effient in Brazil.	😊
Sales Training	To develop skills in Sales top representatives by means of the <i>Talent Pool</i> .	😊
Human Resources	To develop skills in top managers (Leadership School).	😊
Human Resources	To keep up the leadership development program focusing individual needs.	😊
Human Resources	To have an inside map of key occupations and their possible successors in the short, medium and long run.****	😞
Human Resources	To open the organization's skills in four different levels of complexity to face the evaluation of jobs related to levels such as the Board, Management, Coordination, Analysts, Sales Force and Operating Group.	😊
Legal	To implement an effective system to organize and manage contracts.*****	😞
Legal	To adopt new contract models, e.g. the supplying and distribution ones.	😊
Quality	To implement the quality guides PIC/S (Pharmaceutical Inspection Convention and Pharmaceutical Inspection Co-operation Scheme), ICH (International Conference on Harmonization) Q9 – Risk Analysis – and Q10 – Quality System.*****	😞
Environment, Health and Safety	To build a new effluents treatment plant.	😊
Environment, Health and Safety	To obtain data and check the possibility of implementing water reuse system.	😊
Environment, Health and Safety	Keep up the Management System – ISO 14001.	😊

Presentation Name | Confidential

#### Notes:

\* The organizations will assess resuming the Project in the next few years.

\*\* Through satisfaction surveys, patients say they are satisfied with how they are treated, thus making it unnecessary to implement further actions.

\*\*\* The project was cancelled after inside assessment concluded the initiative would not help medical explanations since this is already been done by sales representatives.

\*\*\*\* The Project was delayed for 2013.

\*\*\*\*\* The system automation is planned for 2013.

\*\*\*\*\* The PIC/S guide is implemented at Daiichi Sankyo Brasil, after validation and approval by the corporate auditing. The ICH Q9 and the ICH Q10 guides are presently under consideration for future implementation.

## Goals 2013

Our Commitment

### Goals 2013 – Our Commitment

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

## About the Report (2.1, 2.4, 2.6, 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.9)

### Performance Management of the Global Reporting Initiative (GRI), responsible divisions

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

### About the Report

Daiichi Sankyo Brasil proves its effective commitment to sustainability searching for better results integrating economic social and environmental dimensions. This attitude from the organization together with society's aims motivates Daiichi Sankyo Brasil to find innovative solutions and continuously improve its products in order to help build a steady growth of quality in people's lives.

This is the fifth Sustainability Report issued by the organization, bound to publish it on a yearly basis. Information herein contained refer to activities from January 1st to December 31st 2012.

The methodology used to prepare the Report was based on parameters given by the Global Reporting Initiative (GRI). The contents were defined after consultation to the stakeholders, and took into consideration both negative and

positive impacts on economic, social and environmental aspects that were identified in the organization operations.

The Report covers all Daiichi Sankyo Brasil operations at the headquarters in São Paulo-SP, the plant in Barueri-SP, as well as the Sales Force activities around South, Southeast, Middle West and Northeast areas in Brazil. There were no significant estimates in measuring data, and no limitations as regards the report's scope dictated by GRI.

In all, 70 performance indicators were answered, seven more than in the previous year. Twenty one additional indicators were also taken into consideration besides all the essential ones, in the following themes:



Theme	Answered Indicators
Economic Performance	8
Environmental Performance	29
Labor Practices and Decent Labor	12
Human Rights	6
Society	7
Responsibility for the Product	8
<b>total</b>	<b>70</b>

The consultation process to stakeholders to define material themes for the Report happened between December 1st 2012 and January 15th 2013, covering 110 stakeholders,

and all the organization's employees. In all, 126 answers were received, 70 more compared to last year, as shown in the table below.

Stakeholder	Number	Representation Percentage in Daiichi Sankyo Brasil	Representation Percentage in Materiality Research
Employees	109	32% employees	86.5%
Banks	3	75% banks	2.4%
Industry associations	0	Total Segmegnt Associations	0.0%
Suppliers	3	-	2.4%
Doctors	11	-	8.7%
<b>total</b>	<b>126</b>		

This year, the Report's reach, identified through consultation to the stakeholders, showed that 88% of those who

answered the research had read the Report in 2011.

# Materiality Matrix



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

To offer suggestions and/or information, write to the Social Responsibility division at: [responsabilidadesocial@daichisankyo.com.br](mailto:responsabilidadesocial@daichisankyo.com.br).

## The Stakeholders Engagement (4.14, 4.15, 4.16, 4.17)

Daiichi Sankyo Brasil believes that to build a sustainable management it is crucial that its stakeholders are frequently consulted with, and such dialogues are always transparent. Thus, the organization is constantly improving its communication channels with all audiences it relates to. To

produce the Sustainability Reports, the Executive Committee of the organization identified and prioritized its mains stakeholders, and showed the biggest concerns of such audiences together with the steps that have been taken by Daiichi Sankyo Brasil to deal with them.

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

# Social Balance Sheet

1. Basis for calculation	2012 Value (R\$ thousand)			2011 Value (R\$ thousand)		
Net revenues (NR)	155,128			140,305		
Operating Result (OR)	27.729			22,780		
Gross Payroll (GP)	37,730			34.934		
2. Internal Social indicators	Value (thousand)	% GP	% NR	Value (thousand)	% GP	% NR
Food	2,552	6.76%	1.65%	1,888	5.40%	1.35%
Mandatory payroll taxes	10,427	27.63%	6.73%	9,710	27.80%	6.92%
Private pension plan	331	0.88%	0.21%	155	0.44%	0.11%
Health	1,920	5.09%	1.24%	2,124	6.08%	1.51%
Occupational health and safety	0	0.00%	0.00%	0	0.00%	0.00%
Education	73	0.19%	0.05%	21	0.06%	0.01%
Culture	0	0.00%	0.00%	0	0.00%	0.00%
Training and professional development	374	0.99%	0.24%	619	1.77%	0.44%
Day-care / Allowance	35	0.09%	0.02%	47	0.13%	0.03%
Profit / Result Sharing	3,225	8.55%	2.08%	2,914	8.34%	2.08%
Others	3,710	9.83%	2.39%	1,433	4.10%	1.02%
Total – Internal Social Indicators	22,646	60.02%	14.61%	18,911	54.13%	13.48%

3. External social indicators	Value (thousand)	% GP	% NR	Value (thousand)	% GP	% NR
Education	0	0.00%	0.00%	0	0.00%	0.00%
Culture	0	0.00%	0.00%	0	0.00%	0.00%
Health and Sanitation	122	0.44%	0.08%	49	0.22%	0.03%
Sport	0	0.00%	0.00%	0	0.00%	0.00%
Prevention of hunger and malnutrition	0	0.00%	0.00%	0	0.00%	0.00%
Others	44	0.16%	0.03%	9	0.04%	0.01%
Total Contribution to Society	166	0.60%	0.11%	58	0.25%	0.04%
Taxes (excluding payroll taxes)	22,126	79.80%	14.28%	19,493	85.57%	13.89%
Total – External social indicators	22,293	80.39%	14.38%	19,551	85.83%	13.93%
4. Environmental Indicators	Value (thousand)	% GP	% NR	Value (thousand)	% GP	% NR
Investments related to Company production/operation	0	0.00%	0.00%	112	0.49%	0.08%
Investment in external projects/programs	0	0.00%	0.00%	0	0.00%	0.00%
Total environmental Investment	0	0.00%	0.00%	112	0.49%	0.08%
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		( ) has no target			
	( ) fulfilled 0 to 50%		( ) fulfilled 0 to 50%			
	( ) fulfilled 51 to 75%		( ) fulfilled 51 to 75%			
	(X) Fulfilled 76 to 100%		(X) Fulfilled 76 to 100%			
5. Staff Indicators	2012		2011			
Employees at end of period	319		303			
Employees hired during period	106		109			
Outsourced employees	48		31			
Interns	17		16			
Employees over 45	38		36			
Women working at the company	133		140			
% management positions occupied by woman	29.00%		42.00%			
Afro-Brazilian employees working at the company	30		8			
% management positions occupied by Afro-Brazilian employees	2.00%		2.00%			
Employees with disabilities or special needs	2		2			
6. Information on Business Responsibility	2012 Value (R\$ thousand)		Golas 2013			
Ratio of highest to lowest compensation in the company	0 uninformed		0 uninformed			
Total number of work-related accidents	2		0			

Company-sponsored social and environmental projects were decided upon by:	<input type="checkbox"/> executive officers	<input checked="" type="checkbox"/> executive officers and	<input type="checkbox"/> all employees	<input type="checkbox"/> executive officers	<input type="checkbox"/> executive officers and	<input type="checkbox"/> all employees
Health and safety standards in the workplace were set by:	<input type="checkbox"/> executive officers and managers	<input type="checkbox"/> all employees	<input checked="" type="checkbox"/> all + Cipa	<input type="checkbox"/> executive officers and managers	<input type="checkbox"/> all employees	<input type="checkbox"/> all + Cipa
With respect to labor union freedom, the right to collective bargain, and internal employee representation, the Company:	<input type="checkbox"/> does not become involved	<input checked="" type="checkbox"/> adheres to ILO	<input type="checkbox"/> encourages and adheres to ILO managers	<input type="checkbox"/> does not become involved	<input type="checkbox"/> adheres to ILO	<input type="checkbox"/> encourages and adheres to ILO managers
Company pension plan covers:	<input type="checkbox"/> executive officers	<input type="checkbox"/> executive officers and managers	<input checked="" type="checkbox"/> all employees	<input type="checkbox"/> executive officers	<input type="checkbox"/> executive officers and managers	<input type="checkbox"/> all employees
Profit/results sharing program covers:	<input type="checkbox"/> executive officers	<input type="checkbox"/> executive officers and managers	<input checked="" type="checkbox"/> all employees	<input type="checkbox"/> executive officers	<input type="checkbox"/> executive officers and managers	<input type="checkbox"/> all employees
In the selection of suppliers, the same ethical and social/environmental responsibility	<input type="checkbox"/> is not considered	<input checked="" type="checkbox"/> is suggested	<input type="checkbox"/> is required	<input type="checkbox"/> will be considered	<input type="checkbox"/> will be suggested	<input type="checkbox"/> will be required
In relation to volunteer work by employees, the Company:	<input type="checkbox"/> does not get involved	<input type="checkbox"/> supports it	<input checked="" type="checkbox"/> organizes and encourages it	<input type="checkbox"/> will not get involved	<input type="checkbox"/> will not support it	<input type="checkbox"/> will organize and encourage it
Total number of customer complaints/ criticisms:	to the company 2048	to Procon ----	to the law courts ----	To the company 1500	to Procon ----	to the law courts ----
% of complaints and criticisms attended or solved	To the company _____%	to Procon _____%	to the law courts __%	To the company _____%	to Procon _____%	to the law courts __%
Total value added to be distributed (R\$ thousand)	In 2011: uninformed			In 2010: uninformed		
Distribution of Value Added (DVA):	__%government	__%employees		__%government	__%employees	
	__%shareholders	__%third parties	__%retained	__%shareholders	__%third parties	__%retained

- Note:

\*Total number of complaints and criticisms from customers:

The total number of quality deviations are 98, of which:

- Proceeding are 30;
- Unfounded are 67 and;
- Inconclusive is 1.

# Index GRI and Global Compact (3.12, 3.13)

In 2012, Daiichi Sankyo Brasil kept up the self-declared “A level” of the Global Reporting Initiative.

Indicators Global Reporting Initiative		Correlation w/ Global Pact	Page
1.1	Statement from the top power decision-maker in the organization (such as the CEO, the president of the Board of Directors or equivalent) about the importance of sustainability		03
1.2	Description of the main impacts, risks and opportunities.		08
2.1	Name of the organization.		24
2.2	Main brands, products and/or services.		07
2.3	Organization’s operational structure, including main divisions, operational unities, subsidiaries and joint-ventures.		05
2.4	Site of the organization’s headquarters.		24
2.5	Number of countries where the organization operates and name of the countries where their main operations are or are especially relevant for the sustainability issues covered by the report.		06
2.6	The property’s juridical type and nature.		24
2.7	Business markets (including geographical discrimination, assisted sectors, and types of clients/beneficiaries).		07
2.8	Size of the organization.		06
2.9	Main changes regarding the organization’s size, structure or shareholding participation during the period covered by the report.		05
2.10	Awards received during the period covered by the report.		08
2.1	Name of the organization.		24
<b>3. Report Parameters</b>			
3.1	Period covered by the report (such as civil/fiscal year) for the information given.		24
3.2	Date of the latest previous report (if any).		24
3.3	Cycle of reports presentation (annual, biennial, etc).		24
3.4	Where to check for additional information on the report or its contents.		24
3.5	Process to define the report contents.		24
3.6	Report limits (such as countries, divisions, subsidiaries, rented premises, join-ventures, suppliers).		24
3.7	Declaration about any specific limitations referring to the report boundaries or its purpose. If the report boundaries and purpose does not deal with all sorts of economic, environmental, and social impacts relevant to the organization, acknowledge the strategy and the schedule set to obtain full coverage.		Not applicable (N/A)
3.8	Basis for the report preparation regarding joint-ventures, subsidiaries, rented premises, outsourced operations, and other organizations that might have a major impact on the comparability among periods and/or organizations.		N/A

3.9	Data measurement techniques and basis for calculations, including hypothesis and techniques that support estimates applied to the compilation of indexes, and other information in the report.		24
3.10	Explanation of the consequences of any alteration in information from previous reports, as well as the reasons for such changes (such as merging process, acquisitions, alterations on the base year, on the core business, and measurement methods).		N/A
3.11	Meaningful changes compared to previous years regarding purpose, boundaries, and measurement methods applied to the report.		N/A
3.12	Table that identifies where the information is included in the report.		31
3.13	Policy and current practice regarding the search for outside validation for the report.		Not audited
<b>4. Governance, Commitments and Engagement</b>			
4.1	The organization's governance structure, including committees under the highest governance unit in charge of specific tasks such as the definition of strategies or supervising the organization.	1, 10	05
4.2	Indication should the president of the top governance unit is also an executive director (if so, his tasks in the organization administration and the reasons for such composition).		05
4.3	For organizations with a unitary management structure, statement with the number of independent or non-executive members of the highest governance unit.		05
4.4	Mecanismos para que acionistas e empregados façam recomendações ou dêem orientações ao mais alto órgão de governança.	1,10	05
4.5	Relationship between compensation for members of the highest governance unit, executive directors, and other executive officers (including rescissory agreements) and the organization's performance (including social and environmental performance).		05
4.6	Processes in effect at the highest governance unit to ensure that conflicts of interest are avoided.		05
4.7	Process to determine the expertise and qualifications of the members of the highest governance unit to define the organization's strategy regarding issues on economic, environment and social matters.		05
4.8	Declaration of the mission and values, the codes of conduct, and the organization principles relevant for the economic, environmental and social performances as well as how far they have already been implemented.	1,10	04
4.9	Procedures of the highest governance unit to monitor the organization's process of identification and management of economic, environmental and social performances, including relevant risks and opportunities, as well as the compliance with rules, codes of conduct, and principles agreed upon on the international forum.		05
4.10	Processes for self-assessment of performance by the highest governance unit.		05
4.11	Explanation of whether and how the organization obeys the precautionary principle.	7	N/A
4.12	Letters, principles and other economic, environmental and social initiatives developed by other agencies supported or endorsed by the organization.	1,10	10
4.13	Participation in associations (such as industry federations) and/or domestic/foreign agencies.		11
4.14	List of stakeholders groups engaged by the organization.		26
4.15	Basis to identify and choose stakeholders with whom to engage.		26
4.16	Engagement approaches for stakeholders, including engagement frequency by type and stakeholders groups.		26
4.17	Main themes and concerns raised through the stakeholders' engagement, and the steps taken to deal with them.		26
<b>5. Economic performance</b>			
EC1	Direct and distributed economic value, including revenues, operational costs, employees compensation, donations, and other investments in the community, accumulated profits, and payments to capital suppliers and governments.		20
EC2	IFinance implications and other risks and opportunities for the organization's activity due to climate changes.		No report
EC3	Coverage of the benefits plan obligations offered by the organization.		15
EC4	Major financial help received from the government.		No report
EC5	Variation in the proportion between the lowest salary compared to the local minimum wage in important operational units.	1	19
EC6	Policies, practices, and proportion of expenditures with local suppliers in important operational units.		14
EC7	Procedures for hiring local members and their proportion in top rank management positions in important operational units.		18
EC8	Development and impact of investments in infrastructure and services provided, mainly for public benefit, through business engagement, in kind or in pro bono activities.		10



## 6. Environmental Performance

<b>EN1</b>	Materials used by weight or volume.		14
<b>EN2</b>	Percentage of used materials from recycling.	8, 9	14
<b>EN3</b>	Direct energy consumption according to sources of primary energy.		13
<b>EN4</b>	Indirect energy consumption according to sources of primary energy.		13
<b>EN5</b>	Saved energy due to improved conservation processes and efficiency.	8, 9	13
<b>EN6</b>	Initiatives to provide products and services with low energy consumption or using renewable resources, and lesser need for energy due to those initiatives.	8, 9	13
<b>EN7</b>	Initiatives to reduce indirect energy consumption and the reductions obtained.	8, 9	13
<b>EN8</b>	Total water extraction by each source.		13
<b>EN9</b>	Water sources highly impacted by water extraction.		N/A
<b>EN10</b>	Percentage and total volume of recycled and reused water.	8, 9	13
<b>EN11</b>	Site and size of own lots and rented or managed lots in protected areas, or adjacent to them, and lots high in biodiversity outside protected areas.		No report
<b>EN12</b>	Description of major impacts on biodiversity from activities, products and services in protected areas and in areas high in biodiversity outside the protected areas.		No report
<b>EN13</b>	Protected or restored habitats.	8	N/A
<b>EN14</b>	Strategies, steps in effect and future plans to manage impacts on biodiversity.	8	N/A
<b>EN15</b>	Number of species in the IUCN Red List and in national conservation lists with habitats in areas impacted by operations, according to their status as endangered species.		N/A
<b>EN16</b>	Total direct and indirect emissions of greenhouse gases, by weight.		15
<b>EN17</b>	Other relevant indirect emissions of greenhouse gases, by weight.		15
<b>EN18</b>	Initiatives to reduce emissions of greenhouse gases, and reductions obtained.	8, 9	15
<b>EN19</b>	Emissions of hazardous substances to the ozone layer, by weight.		15
<b>EN20</b>	NOx, SOx and other major atmospheric emissions, by type and weight.		15
<b>EN21</b>	Total discarded water, by quality and destination.	8	15
<b>EN22</b>	Total residues weight, by type and discarding method.	8	14
<b>EN23</b>	Number and total volume of any major spillings.		No report
<b>EN24</b>	Weight of transported, imported, exported or seemingly dangerous residues, according to the Basel Convention <sup>13</sup> terms, and percentage of residue loads transported abroad.		19
<b>EN25</b>	Identification, size, protection status, and biodiversity index of water-bodies and related habitats specially impacted by water discarding and drainage implemented by the reporting organization.		N/A
<b>EN26</b>	Initiatives to mitigate environment impacts by products and services, and how far these impacts were reduced.	8, 9	12
<b>EN27</b>	Percentage of products and their packages recovered, compared to the sum of sold products, by product category.	8, 9	12
<b>EN28</b>	Monetary value of major penalties and total number of non-monetary sanctions resulting from non-compliance to laws and regulations for environment protection.		No report
<b>EN30</b>	Total investments and expenditures on environment protection, by type.	8	13

## 7. Labor Performance

LA1	Total of workers, by type of job, labor contract and region.		18
LA2	Total number and percentage of employee rotation, by age bracket, gender and region.	6	18
LA3	Benefits to workers employed full-time which are not extended to temporary or part-time workers, identified by main activities.		No report
LA4	Percentage of workers engaged in group negotiation agreements.	3	18
LA5	Minimum term to notify about operational changes in advance, including whether the procedure is specified in group negotiation agreements.	3	18
LA7	Rate of job-related injuries, occupational diseases, missed days, absenteeism and deaths, by region.		21
LA8	Ongoing programs in education, training, counselling, risk control and prevention to give assistance to employees, their families or community members related to serious diseases.		21
LA10	Average number of training hours per year, per worker, according to occupational category.		20
LA11	Programs for skills management and ongoing learning that steadily support the workers' employability and help them deal with their retirement plans.		21
LA12	Percentage of workers whose performance is regularly analyzed and whose career is continuously developed.		21
LA13	Constitution of groups in charge of corporate governance, and identification of employees by category, according to gender, age bracket, minority, and other diversity indicators.	6	19
LA14	Ratio between male and female wage floors, by occupational category.	6	19

## 8. Human Rights

HR1	Percentage and total number of meaningful investment contracts with clauses on human rights or contracts that have been submitted to assessments regarding human rights.	1, 2	10
HR2	Percentage of contracted companies and vital suppliers submitted to human rights assessments, and the implemented measures.	1,2	17
HR4	Total number of discrimination issues, and the implemented measures.	1,6	No report
HR5	Identified operations in which the right of free association and group negotiation might be in danger and the implemented measures to support this right.	1,3	No report
HR6	Operations identified as a potential risk for child labor and the implemented measures to eliminate it.	1, 5	No report
HR7	Operations identified as potential risk of hard or slave-similar labor, and the implemented measures to help eliminate them.	1,2,4	No report

## 9. Society

			09
SO1	Nature, reach, and efficacy of any program and practice to assess and manage operational impacts on the communities, including start, length of operation and end.		12
SO2	Percentage and total number of business units assessed for corruption risks.	10	11
SO3	Percentage of workers trained in the anticorruption policies and procedures of the organization.	10	11
SO4	Steps taken to face corruption cases.	10	No report
SO5	Positions regarding public policies and participation in lobbies and public policies elaboration.		11
SO7	Total number of legal actions engendered by disloyal competition, trust and monopoly practices, and its results.		No report
SO8	Monetary value of major penalties and non-monetary sanctions due to non-compliance to laws and regulations.		No report

## 10. Responsibility for the Product

PR1	Stages on the life cycle of products and services whose impacts on health and safety are assessed in order to get improvements, and percentage of products and services submitted to such procedures.		16
PR2	Number of non-compliance cases to regulations and voluntary codes related to impacts due to products and services on health and safety during the life cycle, by type of result.		No report
PR3	Type of information about products and services demanded by labelling procedures, and percentage of products and services submitted to those demands.		09
PR4	Number of non-compliance cases to regulations and voluntary codes, related to information and labelling of products and services, by type of result.		No report
PR5	Practices related to customer satisfaction, including research results that measure said satisfaction.		17
PR6	Laws, rules and voluntary codes adherence programs related to marketing communications, including advertising, promotion and sponsorship.		09
PR8	Total number of proven complaints related to privacy violation and loss of clients data.		No report
PR9	Monetary value of (major) penalties due to non-compliance to laws and regulations related to supplying and usage of products and services.		No report