



Diversity, Equity & Inclusion Policy

August 2021

The Santen Group is committed to diversity, equity and inclusion, policies, standards and practices that provide equality of opportunity for all, protect the dignity of all team members and promote respect at work. We are committed to ensuring a safe, inclusive, respectful, and supportive physical and virtual work environment for every Santen team member.

Scope of the Policy

The Diversity, Equity & Inclusion Policy applies to all Santen Group entities worldwide.

Responsibility

All team members are individually responsible for ensuring that they comply with this approach.

Senior Leaders and People Managers at Santen are accountable for fair and equitable people decisions, career opportunities and inclusive practices. Senior Leaders and People Managers at Santen are also accountable for recruitment, development, promotion, and retention of diverse teams.

Policy Governance

The responsibility for the implementation of the Diversity, Equity and Inclusion Policy rests with the Global Human Resources Department

Equal Opportunities

The Santen Group is committed to provide equal opportunities and fair treatment in employment. We do not accept unlawful discrimination in our recruitment or employment practices on any grounds including but not limited to, sex, gender, nationality, ethnicity, race, color, native or indigenous origin, disability, age, marital or civil partner status, pregnancy and maternity, sexual orientation, gender identity, expression or reassignment, HIV or AIDS status, parental status, employment status, military and veterans status, flexibility of working arrangements, religion or belief.

The Group shall make reasonable workplace adjustments, for people with disabilities and for religious practices.

Diversity, Equity & Inclusion Strategy

The Santen Group is focused on three pillars of its DE&I Strategy

Our Diverse People

Our commitment to increasing diverse representation across our entire workforce – our strategic priorities for representation and inclusion are people with disabilities, gender, multicultural, LGBTQI+ and multigenerational diversity.

Our Inclusive & Equitable Practices

Our commitments to flexible working, inclusive recruitment practices, equitable pay and career opportunities as well as the provision of a safe, inclusive, respectful and supportive physical and virtual work environment.

Our Partners & Communities

Our commitment to focusing on the significant role we play in enhancing inclusion for people with visual impairment in all its forms, and as a global advocate for DE&I through our active partnerships with the diversity sector and with the communities we are a part of.

Our Strategy is aligned with our organizational commitment to the [UN 2030 Sustainable Development Goals](#). Our DE&I practices and commitments are focused to SDG 5 Gender Equity, SDG 8 Decent Work and Economic Growth and SDG 10 Reduce Inequalities.

The Human Resource Team will set Key Performance Indicators aligned to the Diversity, Equity & Inclusion Strategy. Progress against these Key Performance Indicators and activities align with our Diversity, Equity & Inclusion Strategy will be reviewed and reported annually via our Integrated Report.

Reporting and Breaches to this Approach

Discrimination, harassment, sexual harassment, bullying and victimization are not tolerated within the Santen Group and are contrary to the standards of behavior set out in [our Code of Practice](#) and our values. As part of its commitment to building a respectful and inclusive workplace and culture, the Group is committed to addressing any issues brought to its attention, in line with our Code of Practice.