

Society and the Environment



Earning the Trust of Society

As a corporation involved in medicine, Santen is committed to becoming a company trusted by all stakeholders, including health care professionals, members of the community, patients and their loved ones.

In order to deepen the relationship of trust we have fostered with society at large and fulfill our corporate duties and responsibilities through robust business practices, we formulated the Santen Corporate Ethics Mission in 1999. This mission has been revised in response to social changes and demonstrates our fundamental approach to society and our customers, shareholders, business partners and employees.

Santen aims to be a good, socially responsible corporate citizen based on the high ethical principles outlined in the Santen Corporate Ethics Mission.

● Relationship with Society

Santen aims to encourage cooperation and harmony with others through a variety of social contributions, including fostering medical advances and serving local communities.



Local clean-up activities near the head office in November 2007

Promoting advances in medicine requires the training of talented staff. Santen has formed a joint lecture program with the Nara Institute of Science and Technology and has been instructing students at its training facilities. We also support the ongoing education of ophthalmologists in Asian nations where medical standards are perhaps still not uniform with globally accepted levels. Santen continuously donates to a number of charities, including the Japan Eye Bank Association and the Japan National Society for the Prevention of Blindness. We also support the Chinese Ophthalmology Scholarship Program in China and the Ophthalmology Training Fund in South Korea,

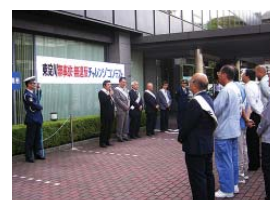
and contribute to Helen Keller International—a non-profit organization devoted to fighting and treating preventable blindness in developing countries.

Santen contributes to the local community by making concerted efforts to beautify and promote the greening of the areas surrounding its research facilities, manufacturing plants and offices. We make sizeable donations to large-scale natural disaster relief efforts, like those for the earthquake that occurred in March 2007 on the Noto Peninsula and the Sichuan earthquake of May 2008 in China.

● Relationship with Customers and Business Partners

Santen strives to discover innovative new drugs that improve patient quality of life (QOL) and can be used by patients in a safe and appropriate manner.

Japan's Medicine Act strictly details the standards required for pharmaceutical quality control and post-marketing safety supervision. In addition to adhering to these requirements, Santen maintains its own world-class quality assurance system based on an in-house product quality policy. Also, we value our business partners and endeavor to provide high-quality products that enable mutual strong business development. To properly fulfill their function, pharmaceutical products must come together with important information about correct usage, such as efficacy, side effects and method of use. Santen has a nationwide sales force of approximately 400 MRs in Japan. Through our MRs, we provide quick, accurate and pertinent information to healthcare professionals, and by continuously updating MR professional training we are able to keep standards high. The centralized Customer Service Center was established to deal comprehensively with customer requests and suggestions,



No accidents / no violations contest in Japan, October 2007

and in responding to this feedback we are able to improve our products and enhance our information services.

● Relationship with Employees

Santen promotes a pleasant working environment and encourages every employee to unlock and enhance their unique talents and abilities.

To ensure a happy working environment, Santen emphasizes safety and cleanliness so employees feel happy and comfortable at work and provides support systems for employees' physical and emotional well-being. To ensure no discrimination or harassment occurs in the workplace, we continually promote human rights awareness activities and encourage understanding and consideration.

To create a culture that encourages our employees' individual abilities to shine, we set up a range of training systems and instituted an employee performance evaluation system that better recognizes individual achievement. To assist employees in balancing work and raising children, we actively support employees' family responsibilities. In October 2007, we were approved Industry Participant status in Supporting the Development of the Next Generation.



Training for new MRs in 2007

Conserving the Global Environment

Protecting the Earth's resources and preserving the natural environment for future generations is a major concern for everyone. Santen has placed environmental conservation high on its list of management issues. We formulated a Basic Environmental Policy in 1998 and set up our corporate Environmental Guidelines in 2000 and have been pushing forward with environmental conservation activities. To increase the effectiveness of these activities, all of our plants in Japan have now been certified to ISO 14001 standards. In other areas of its business, Santen established environmental management systems, which now operate constantly. We are currently working to ensure our overseas subsidiaries also conform to ISO 14001 certification standards. In material terms, we are steadily contributing to reducing our environmental footprint by continuing to reduce CO₂ emissions and water consumption, promote the 3R—Reduce, Reuse and Recycle—system of waste management, handle chemical substances responsibly and employ environmental accounting.

Santen believes green procurement is vital and chooses environmentally friendly goods when sourcing product raw materials and manufacturing materials. To reinforce these activities, we drew up Green Procurement Guidelines and encourage the understanding and cooperation of our business partners. Even in regard to office supplies, we follow a policy of Green Purchasing.

To make our environmental conservation activities even more effective, we try to inspire all our employees to be environmentally aware, to further their understanding of the issues through e-learning and other education and to engage in regional environmental conservation activities.



Santen publishes an annual Social Environmental Report (in Japanese only) to foster a deeper understanding of its social and environmental initiatives. The same information is also available on the Company's Web site.

Social Environmental Report