

Santen Health White Paper 2019 (June 2020)



Publication of Santen Health White Paper 2019

Based on Santen's Values "Tenki-ni-sanyo-suru," Santen has dedicated efforts to specific medical fields of ophthalmology and continued to develop scientific knowledge and organizational capabilities that contribute to the well-being of patients, their loved ones and consequently to society.

One of the most important requirements to realize Santen's Values is that every colleague continues to work actively and vigorously while maintaining their health both physically and mentally, which leads to the activation of individuals as well as the Santen organization. Every colleague is encouraged to carry out Santen's strategy as one team under the slogan ONE HEART, which will enhance our competitiveness and lead to absolute values for our customers.

In order for all colleagues to lead healthy and vigorous lives, Santen published the "Santen Declaration on Health" in November 2018. Under the declaration, Santen has provided various kind of support to maintain and enhance employees' health, including medical and stress check-ups, as well as Santen's unique effort focusing on "eye" health such as eye examinations, and has established the system and environment where employees can work more healthily and safely.

In 2018, we could accelerate our effort to enhance employees' physical and mental health thanks to every colleague's cooperation: increased rates of paid annual leaves for all employees and child-care leaves for male employees, and continuously declining overtime hours, etc. These efforts have shown that more colleagues are changing their behavior based on results from eye exams, Santen's unique effort, we recognize that health literacy has been increasing here at Santen, which is an encouraging fact for the company.



We are now facing unprecedented challenges to transform our work style in the wake of the COVID-19 pandemic. Under these circumstances, new types of health issues are emerging, which increases the necessity to raise awareness of our health. We need to further consider health-related measures and systems in line with each country's surroundings.

I am pleased to announce that we will publish the "Santen Health White Paper 2019" following the initial paper that was released last year. Please have a look at the article that includes various data on health and workstyle, and take action towards the enhancement of your own health.

President and CEO
Shigeo Yamada

Santen Declaration on Health

(Established 2018)

Santen colleagues health and happiness lead to “A Clear Vision For Life” of patients all over the world.

Based on Santen's Values “Tenki ni sanyo suru” which means exploring the secrets and mechanisms of nature in order to contribute to people's health, we are aiming to achieve our mission statement: By focusing on ophthalmology, Santen develops unique scientific knowledge and organizational capabilities that contribute to the well-being of patients, their loved ones and consequently to society.

One of the most important points to realize Santen's Values is that each and every colleague is both mentally and physically healthy, has a feeling that their own work is challenging, and is able to feel vibrant.

Santen always recognizes that colleague health is inseparable from improvement of corporate performance, and actively tackles the promotion of colleague mental and physical health.

Santen will continue to work on realizing the healthy and fulfilling life of colleagues and the continuous growth of Santen toward even greater contribution to the eye health of patients worldwide.



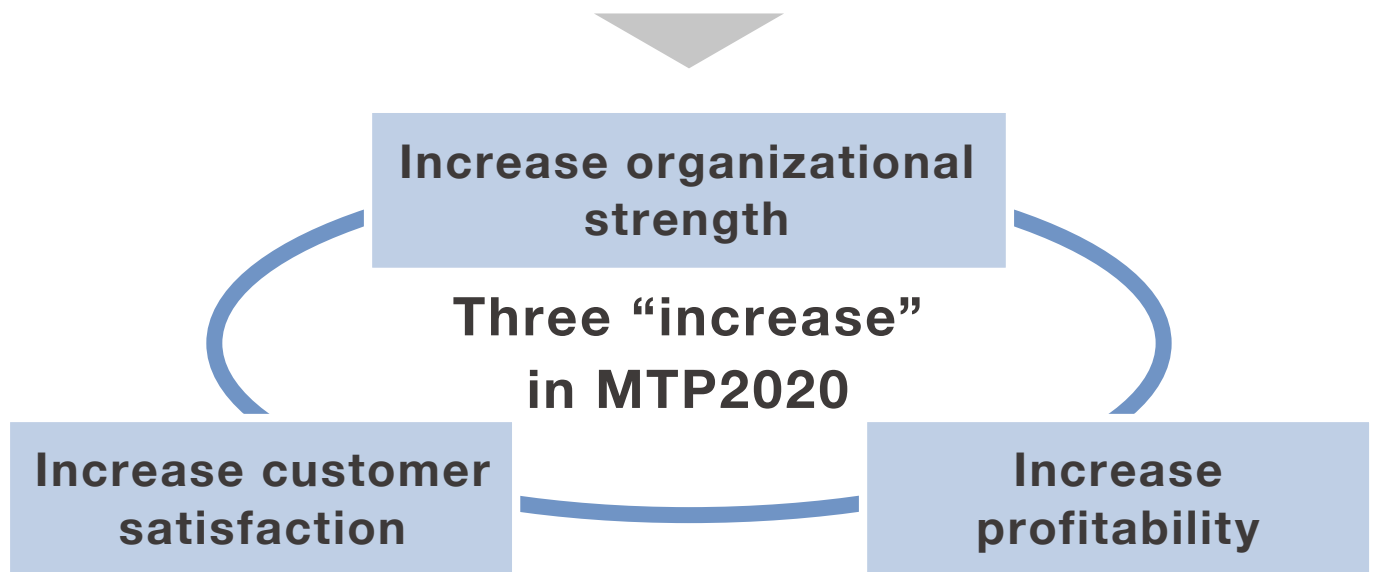
Health management at Santen

Health management is one of the business strategies in order to enhance organizational capability of Santen.

Invigoration of individuals and organization by health management

Work actively and vigorously while maintaining mental and physical health.

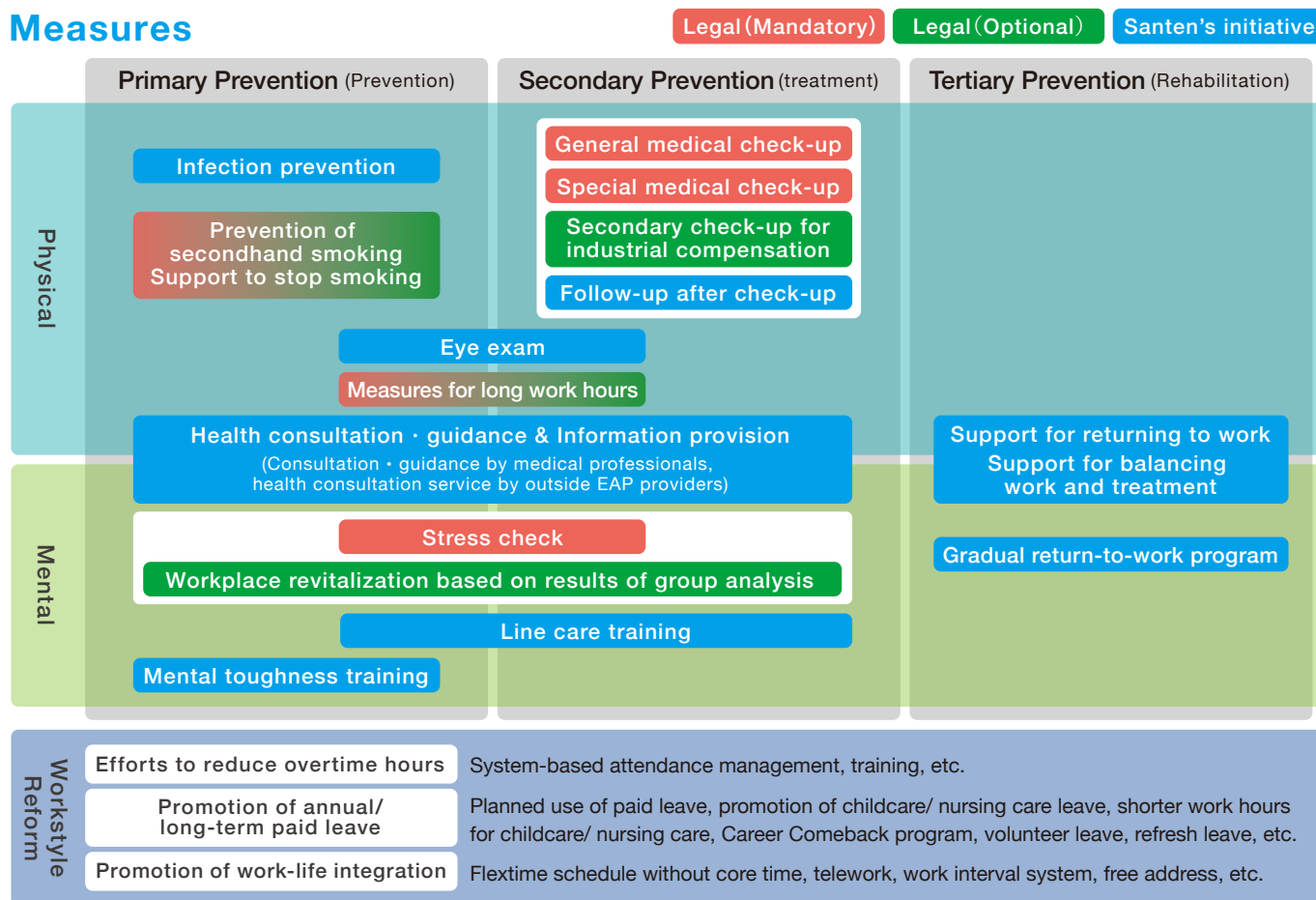
Dedicate efforts on specific field of ophthalmology and contribute to society.



Responding to the needs of patients and medical professionals worldwide, Santen will achieve reliable growth while sustainably contributing to ophthalmic treatment worldwide.

Measures and achievements

Measures



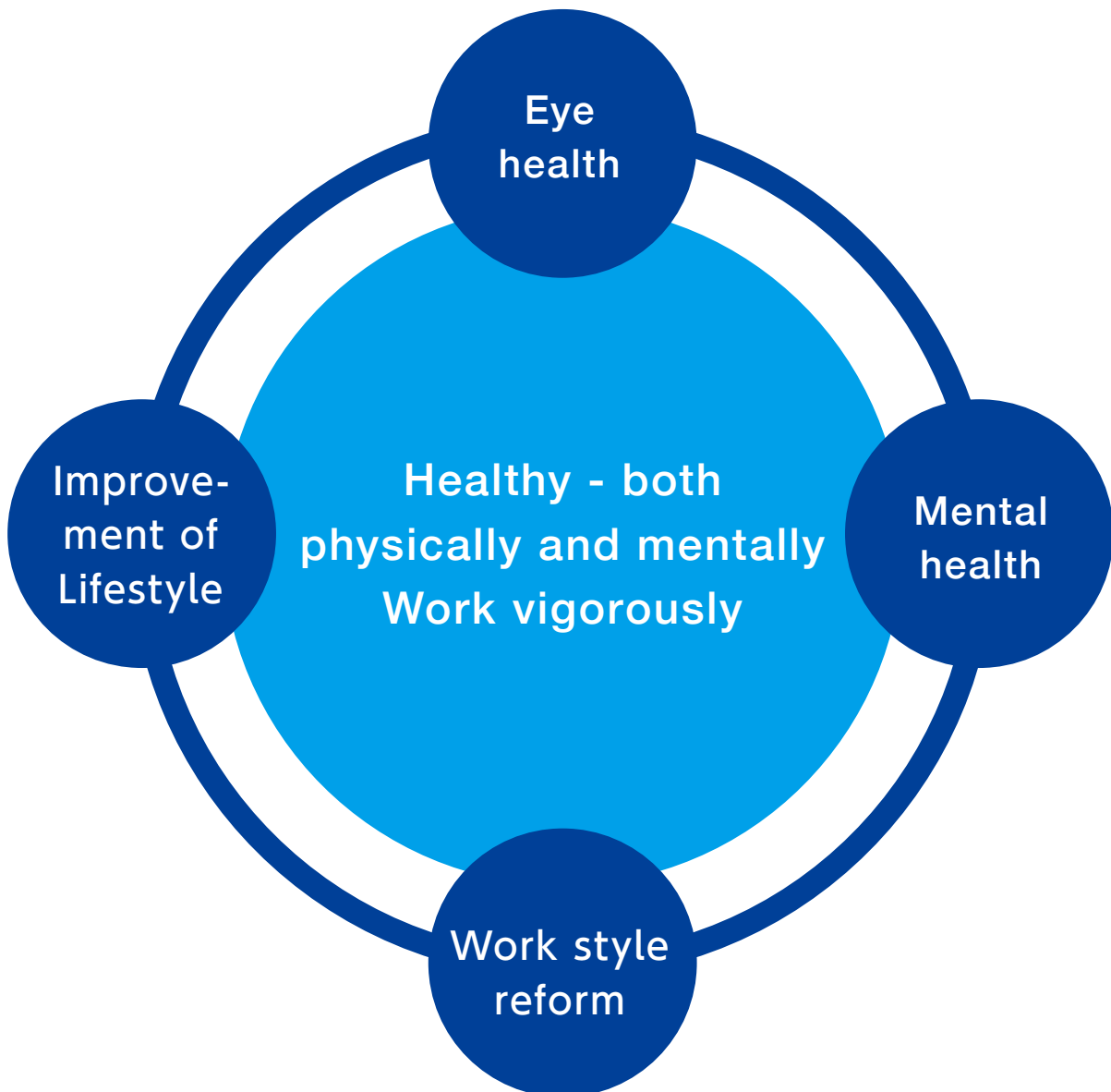
Achievements

Items		2017	2018	2019	
Medical & Stress Check-ups	Regular check-up: participation rate	99.9%	100%	99.9%	
	Abnormal findings	Obesity(BMI)	24.3%	25.3%	27.1%
		Blood pressure	4.9%	4.6%	6.0%
		Body fat	39.0%	38.3%	39.2%
		Glycometabolism	5.8%	7.0%	10.4%
	Lifestyle habits	Smoking	23.7%	22.3%	23.0%
		Sleep(People who get enough rest by sleeping)	46.2%	48.5%	62.9%
		Exercise(People who exercise more than 30 min /time & twice/week)	16.7%	17.0%	19.7%
		Breakfast(People who have breakfast more than 5 times/week)	83.1%	70.6%	78.0%
	Eye check-up: participation rate	-	67.3%	-	
Stress check-up: participation rate	96.2%	94.8%	93.7%		
Workstyle reform	Overtime hours(Monthly average)	16.2hrs	14.2hrs	13.3hrs	
	Overtime workers: over 80hrs/ month (People)	0	0	0	
	Overtime workers: over 45hrs/ month (People)	269	210	201	
	Overtime workers over 540hrs/ year (People)	35	35	22	
	Annual paid leave: average days taken	10.4	11.1	14.8	
	Percentage of childcare leave taken by male employees	3%	6%	67%	
Work-related accidents (cases) *Number of cases that caused workers to take leaves		3	1	5	

As a result of introducing and revising systems as measures for workstyle reform, employees' awareness of work-life balance has improved, leading to the increase in childcare leave taken by male employees as well as the improvement of sleep.

Health measures

In order for employees to stay healthy both physically and mentally as well as work vigorously, Santen takes measures focusing on the four regions.





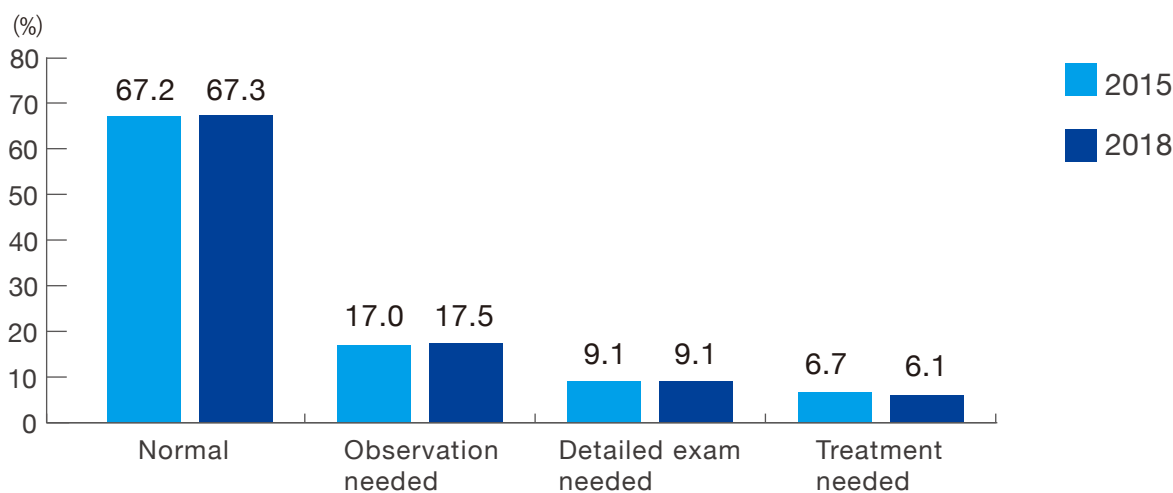
Eye examination

Based on the Core Values, Santen, a leading company specializing in eye health, aims to maintain eye health of employees and eventually of the people worldwide, and has conducted eye exams every three years since 2015. In 2018, we provided follow-ups after exams, witnessing more employees took the exam compared to the previous time.

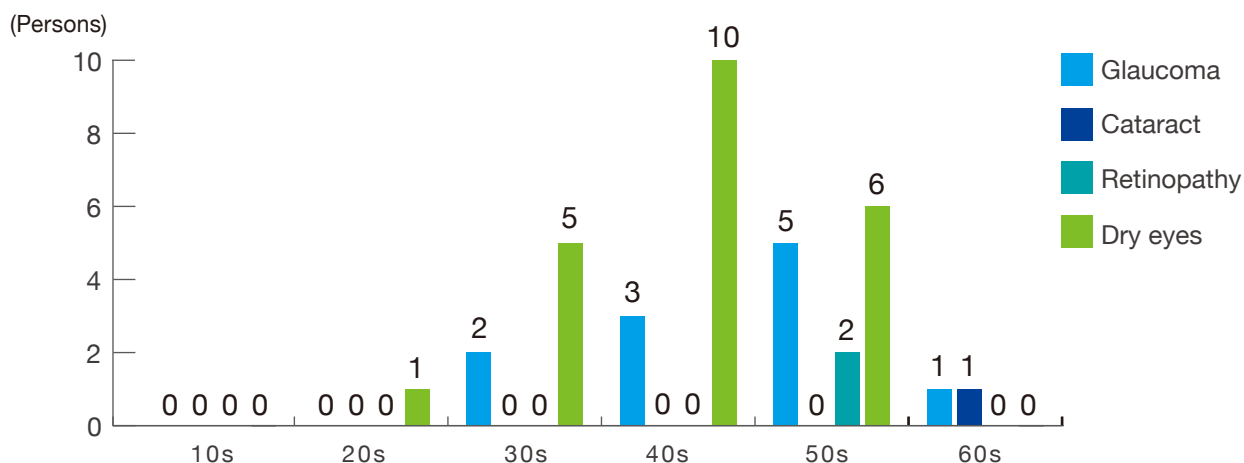


We are aiming to extend our effort to global staff in the coming years.

◆ Results of eye exam (Comparison to the previous time)



◆ Confirmed diagnosis after detailed exam (Number of patients by age)





Prevention of lifestyle diseases

The recent medical check-ups find increasing risks of obesity, high blood pressure, and glycometabolism. We provide consultation for high-risk individuals and specific health guidance in cooperation with health insurance associations.

In an effort to enhance health literacy among employees, we conduct training and issue health-related columns.



Health columns
(Monthly issue of health information)

Cancer screenings & support for cancer patients to balance work and treatment

We have conducted cancer screening targeting employees and their dependents to realize early diagnosis and treatment of cancer under the company's financial support. We also provide support for cancer patients to balance their work and treatment.



Support for improvement of lifestyle (diet, exercise, sleep, etc.)

For factory workers who tend to have irregular lifestyle in shift work at factories, we provide healthy diet and health events in cooperation with food service providers.

We also support them to realize a healthy lifestyle by providing sleep education.



Health support & events on diet

Prevention of secondhand smoking and support to stop smoking

We have launched “program to prevent secondhand smoking” and taken various measures. We also provide an online program to support employees for their stop-smoking effort in cooperation with health insurance associations.





Self care

We have conducted stress checks (mental check-ups) every November since 2011, encouraging employees to pay attention to their stress. We also support them to acquire knowledge of how to deal with stress as well as provide training for newly employed staff and newly appointed managers.



Stress check report

Workplace revitalization

We implement group analysis based on results of stress checks and give feedback to managers. The feedback is effectively utilized to revitalize each workplace at Santen.



Workplace revitalization activity

Support for returning to work

To support employees returning to work after a long leave due to mental health issues, we have introduced the “gradual return-to-work program.” We also deployed a support program in which occupational physicians and nurses cooperate to help employees’ smoother return to work.

Create workplace where employees can work safely and comfortably

As one of the measures for workstyle reform at Santen, we introduced “work interval system” in which workers are given a minimum amount of rest between working days, and abolished core time in the flexible working-hour system. We believe introduction or revision of work rules will further improve work-life balance and work environment, and eventually enhance productivity at Santen.



Santen