

# CORPORATE SOCIAL RESPONSIBILITY

The Mediceo Paltac Group has grown into one of the leading distributors in Japan, handling prescription pharmaceuticals, medical equipment, reagents, cosmetics, daily necessities and OTC pharmaceuticals. We focus on corporate social responsibility (CSR) initiatives because we believe it is our duty as a corporate group to provide quality management, and contribute to medical treat-

ment and people's health and beauty. area of pharmaceuticals, the CSR Committee is working to ensure strict compliance with the Pharmaceutical Affairs Law, which is most closely related to the Mediceo Paltac Group's business. The Committee's initiatives include the establishment of an internal hotline to deal with various issues that arise within the Group, and under the environment category, the formulation of plans

that examines CSR-related case studies.

The CSR Committee also promoted understanding of its CSR activities with the publication of CSR at the Mediceo Paltac Group, a booklet for officers and employees throughout the Group.

## Promotion of Corporate Ethics

The Mediceo Paltac Group has compiled "Our Stance," a set of decision-making and action guidelines to promote accurate, thorough understanding of its fundamental principles as a company engaged in the distribution of pharmaceuticals, cosmetics and daily necessities (see below).

These guidelines were compiled in a booklet with detailed explanations, and distributed to all Group employees, who are instructed to keep the booklet on hand at all times. Other measures to promote thorough knowledge and practice of these standards include regular divisional meetings held for that purpose.

With the enactment of the Personal Information Protection Act in April 2005, the Group established its Information Security Policy. This policy defines the management structure and handling procedures for all personal information in the Group's possession, and educational programs are being conducted for all employees.

By implementing a management philosophy of "contributing to people's health and the advancement of society through creation of value in distribution," the Mediceo Paltac Group promotes original initiatives to fulfill its responsibilities to society as the largest multi-channel wholesaler in Japan.

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In the year ended March 31, 2006, the Mediceo Paltac Group inaugurated a CSR Committee comprising eight members and one corporate auditor acting as an observer.

The Mediceo Paltac Group recognizes the extreme importance of managing and controlling all manner of risks arising in the course of its ongoing business activities. The CSR Committee has therefore classified internal risks into six categories — compliance, pharmaceuticals control, disaster measures, information management, respect for human rights and environmental protection — in order to identify top-priority issues and work toward their resolution.

Current compliance initiatives include ensuring sales divisions comply with Japan's revised Antimonopoly Act. In the

for global warming countermeasures and resource conservation.

CSR Committee activities in the year ended March 31, 2007 included the first CSR Conference in December 2006, attended by directors in charge of CSR at each Group business. The Committee Chairman used this opportunity to explain the Mediceo Paltac Group's future CSR policy and measures such as distribution of a Group-wide CSR Report

## Our Stance

1. Establish the Mediceo Paltac brand
2. Work to convey accurate information as the first step in CSR
3. Value the opportunity to meet people and emphasize the importance of trust
4. Generate funds through high-quality profitability (funds are the corporate lifeline)
5. Work thoroughly to solve problems and reform management
6. Enhance dialogue by empathic listening
7. Learn for yourself, then share this learning with others