



Our CSR Vision

Our contribution to sustainable development around the world



Our contribution
to sustainable development
around the world



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Théa is an independent pharmaceutical company with deep European roots and international ambition, aware of the stakes of sustainable development. Protecting vision and sharing knowledge worldwide is our mission - innovation is in our DNA.

Théa acts to give each generation the opportunity to open their eyes to a sustainable world.

We are committed to 3 pillars:

- 1. Develop, apply and promote responsible practices at every stage of the lifecycle of our products, for the benefit of both patients and healthcare professionals**
- 2. Promote the fulfillment of our employees around the world**
- 3. Contribute to the societal and economic development of our ecosystem and to the preservation of natural resources wherever Théa is present**

Our contribution to sustainable development around the world



 **Théa**
let's open our eyes

Develop, apply and promote responsible practices at every stage of the lifecycle of our products, for the benefit of both patients and healthcare professionals



Develop, apply and promote responsible practices at every stage of the lifecycle of our products, for the benefit of both patients and healthcare professionals

Enhance knowledge transfer among health professionals, through the various media and means available.

With the help of health professionals, **continue to support patients in the proper use of Théa products** (adherence to treatment, use, end-of-life of the product, leaflets and brochures, etc.).

Reaffirm the desire to **satisfy the essential needs of ophthalmologists** for the benefit of patients, by choosing to cover all therapeutic classes, and the use of “preservative-free” whenever possible.

Affirming Théa’s CSR principles and commitments in relation to the Group’s partners, subcontractors and suppliers.

Establish **dialogue initiatives with stakeholders**, in particular health professionals and local communities.



Pillar No 1



Increase knowledge transfer among health professionals, through the various media and means available



Initiating educational programs - Support of Polish YO's_Kanski for YO's

Annual sponsorship of Kański's medical textbooks for young physicians starting their specialization in ophthalmology with „best wishes and career success from Polish Ophthalmological Society and Théa”.

Promote and strengthen the mission of Théa: to be a partner for every ophthalmologist and pharmacist in their daily practice.

Support young ophthalmologists, enhance appearance of Théa as a partner in education.



Affirming Théa's CSR principles and commitments in relation to the Group's partners, subcontractors and suppliers



Mix project with “satisfy the essential needs of ophthalmologists” - Sterdex - Relocation & Maintenance

Relocation of API sourcing for Sterdex production to secure supplies. It allowed us to negotiate higher reimbursement prices with the authorities.

It limits the risk of disruption of this essential product and perpetuates its marketing by negotiating an increase in its reimbursement price so that its operating cost remains lower than its selling price.



Fight against corruption

As part of the code of conduct, all employees received a link to view a video and answer on a quiz on corruption. It was mandatory that all Théa's Group employees perform the training which would give them the right reflexes and tools to react to an attempted corruption.



Purchasing process

Implementation of a purchasing procedure defining rules of transparency on the choice of service providers via the comparison of 3 currencies.



Our contribution to sustainable development around the world

Promote the fulfillment of our employees around the world





Promote the fulfillment of our employees around the world

Ensure the transmission and embodiment of Théa's values.

Enhance **collaborators engagement and well-being** through a responsible and supportive work environment.

Ensure **the health and safety** of all Group collaborators.

Make the **diversity of our collaborators** an asset for the Group.

Enable each collaborator to express **their potential and develop their skills**, through projects, training and internal mobility.

Foster **social cohesion and team spirit**.



Pillar No 2



Ensuring the transmission and embodiment of Théa's values



Ensuring the transmission and embodiment of Théa's values



Social awareness of the life of the blind

To achieve social awareness of the life of the blind through a dinner of the senses.

The life of the blind is difficult and social awareness about their life is very important for our activity and environment (Physicians and Stakeholders).

Our contribution to prevent, treat and cure through innovative ophthalmological treatments for different pathologies and improve the quality of life of patients.



Several actions for improving corporate culture

- Formal Performance Management Process launched in 2021 (All employees have clear Goals & Objectives plus an Individual Development Plan to increase skills and capabilities) – includes Employee Self Evaluations, Performance Reviews and Discussions.
- Launch of a Rewards & Recognition Program to share employee/team success and celebrate wins (March 2022).
- Employee Engagement Survey to better understand employee views of the organization, their colleagues, our ways of working, working environment, resources etc (April 2022).
- Employee Action Committee will be formed to address findings of the survey and build an Action Plan to improve Corporate Culture (June-Dec 2022) led by Country Manager.



Enhancing employee engagement and well-being through a responsible and supportive work environment



Mix project environmental / social : Company ticket for public transport

Bringing Théa employees to work comfortably and environmentally friendly with a company ticket for public transport!



Mix project environmental / social : Company E-bike for the employees

Théa bought a company e-bike and makes it available to employees for company trips within Berlin.



Enhancing employee engagement and well-being through a responsible and supportive work environment



Air Quality Detectors

In a post-Covid period, employees want to be reassured that the building / indoor spaces are safe, thanks to real-time monitoring and control, actionable insights and transparency.



Fruit baskets

Wellbeing at work has become one of the most important aspects of the job, having a healthy diet is a major concern. For this reason, it was decided to start with the project of offering fruit in the office. This measure was implemented in 2018 and two baskets are placed every week in the kitchen of Barcelona Théa's office since then.



Upgrade the workplace

Relocation to new offices with big space, ergonomic chairs and desks for the office employees, Plants and decorations in the office, Big screens for the office employees.



Ensure the health and safety of all Group employees



Business continuity, health and safety during the pandemic

Just before the mass outbreak of the pandemic in mid March 2020, we supplied disinfectants and masks to our Théa office. We provided our employees with masks and related materials, and have continued providing them on a demand.



Guaranteeing health and safety at work

Medical care, Additional insurance and pension programs, Modern and safe work tools (cars equipped with modern safety systems), Providing psychological support to employees and their families in the peri-pandemic period.



Covid-19 protection

- Providing masks, gloves and hand sanitizers to all the employees for covid-19 protection.
- Sanitary air filters and air-conditions with activated carbon filters are placed at the offices.



Ensure the health and safety of all Group employees



Medical care for the employees

- Additional health insurance for the employees (Groupama).
- Prevent and protect the health of Théa members.



Mix project : Employees welfare

In Italy a company can grant employees a spend for books, cultural events, tourism or healthcare. This amount is tax-free and social charge free. Improve purchase power to be used on “noble activities” like listed above.



Ensure the health and safety of all Group employees



Ensure the health and safety of all Group employees



Medical care for the employees

Protection of our employee: using support of a local organization, several training courses for all employees are required, and is part of our induction plan for all new starters.

- Driving car safely (all the sales team)
- Campaign of risk of transportation (car, public, crosswalk, bicycle...)
- Risk of fall and twist (all employees)
- How to carry package
- Risks and dangers in the office
- Management of emergency
- Labour risks (list of risks identified, according to our activity).
- Emergency plan internally
- Use of SSMM
- Development of an internal manual for Covid, including all preventive measures, considering all situation, inside, outside, stairs, lift, office, meeting room, preparation of sample boxes...).



Mindfulness

In March 2020 the World was turned upside when COVID struck. Mentally this was challenging both at work and personally. With that in mind in April 2020 a short series of 15 online Mindfulness training sessions were provided free of charge to the sales and office teams. The aim being to help with stress, social isolation and the challenges of the changes we were all facing. This took place over a six week period and was voluntary.

As a follow up in June 2020 the attached Mindfulness & Wellbeing newsletter went out to the company with a note from MD reiterating the concern Théa has for the team and their families personal health both mental and physical Wellbeing. In November 2020 one of the employees who personally extended her learning on mindfulness ran short sessions with the Medical Sales teams & the Commercial team.

At the January 2021 sales conference. Ellen Shilling from Xhale company gave a talk on Mindfulness.



Making the diversity of our employees an asset for the Group



Gender equality

Strict gender equality within the CODIR of Théa Pharma France.



Equality Plan (legal)

As a result of legal requirements, companies in Spain must have an equality gender plan developed. As a result of this requirement, Théa Spain created the Equality Plan Commission, which is responsible for developing that plan.



Developing employment policy

- Effective onboarding procedure.
- Equal opportunities for employment and professional development.
- Transparent system of in-company promotions.
- Consistent bonus system.

Building the company's image as an employer of choice. Support of employees development, retention and succession according to Théa mission.



Training together (part 1)

Integration of trainees during holidays to discover the business world.



Making the diversity of our employees an asset for the Group



Cooperation between two generations (employee and their intermediate school kids) during processing and general services during symposiums

We try to show the work of parents to their children. During our professional symposia, employees' high school children have the opportunity to help with the organization. They are part of the activities from planning the event, inviting clients and taking care of them during the event. The project helps a greater sense of family business as such, a deeper understanding of relationships and also an intergenerational exchange of information and opinions.



Cooperation with Diakonische Werkstätten Recklinghausen (where disabled people live and work)

Packing and shipping the boxes for loyalty programs of Resvega and Nutrof Omega to give work to the disabled people at Diakonie Recklinghausen (involvement of the Marketing team).



Support ALTRA company with handicapped workforce

ALTRA is a special company dedicated to employing a work-force consisting of people with mental and physical disabilities. Since 2018 we are supporting this company for tasks that are not bound by the restrictions of GMP/GDP. Théa Pharma has regularly engaged the help of ALTRA Schaffhausen. For example we have used ALTRA to help make up special sample packages for Blephaclean and Nutrof.



Enable each employee to express his or her potential and develop his or her skills, through projects, training and internal mobility



Fostering social cohesion and team spirit



Professional and personal training

In 2020 we make available to all employees a self-training platform, GoodHabits.

This digital platform provide videos, documents, self-test evaluation on professional topics (Microsoft Office, Artificial Intelligence, Public Speaking, Cyber Security, leadership or How to manage our money).

The objective is to improve professional and personal skills.

Statistics allow to understand the trend of the company, needs and sometimes general issues.

80% of employees are using it!



Training together (part 2)

Théa sport event – train together or work together towards a sporting goal.



Professional training

Training programs are developed for the employees based on their position

Our contribution to sustainable development around the world



Contribute to the societal and economic development of our ecosystem and to the preservation of natural resources wherever Théa is present.





Contribute to the societal and economic development of our ecosystem and to the preservation of natural resources wherever Théa is present.

Develop knowledge of the Group's direct and indirect environmental impacts and identify tangible actions to preserve the environment and natural resources (activities, products and services).

Pursue the Group's social commitments within **the framework of the Fondation Théa**, for access to care and the sharing of knowledge with healthcare professionals in French and Portuguese-speaking Africa.

Strengthen and develop **Théa's social commitments** (involvement in economic, academic, cultural and sporting life) **in the territories where it operates, while respecting the cultures.**



Pillar No 3



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Less CO₂ emissions

Hybrid Cars mandatory for HQ ; Less diesel cars whenever possible ; and we favour one-day remote field meetings over face-to-face meetings.



Car policy

Adapting car policy ; Good planning in calls (lesser car pollution).



Hybrid Company Cars

The sales team's cars were either gasoline or diesel. To reduce the environmental impact, it was proposed to change the cars from 100% gasoline or diesel to hybrids. Goal: 100% Hybrid Cars. The sales team's cars are hybrids, and their advantages include reduced fuel consumption and, consequently, lower emissions of particulate pollutants.



Decrease CO₂ and fossile fuel dependents

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Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Lease of Plug-in Hybrid company Cars

We have leased 3 Plug-in Hybrid company Cars for environmental reasons and corporate tax reduction as well. Installment of charges for the plug-in Hybrid Cars. 4 car chargers are available for the office-based employees.

Sales team still have no plug-in Hybrid Cars due to limited availability of public charge spots.



Electric vehicles and chargepoints

In order to reduce carbon footprint, Théa UK have invested in some chargepoints at the Head Office based in Keele, Staffordshire. Théa UK was the first company onsite to install individual chargepoints for their own staff and now has the capacity for 5 spaces which can be shared across head office staff and visitors.

The company has then been able to introduce both electric and plug in hybrid vehicles for staff. This not only reduces carbon footprint but it also generates significant tax savings on company cars for the individuals concerned, thereby acting also as a staff retention measure.

Visitors to the Théa UK Keele site also benefit from this welcome project.



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Incentives to use public transportation

Company reimburse 50% of expenses for those that decide to come to the office with public transports.

Théa Farma is located in a semi-central area, in the middle of the city bicycle lane network, 5 minutes from the stations of two metro-lines.

We encourage employees to avoid using cars to come to the office, less pollution. 18 employees in 30 take public transportation, 2 come by bicycle.



Digital Invoices OTC

Until last year, the administration department was sending OTC invoices in paper, since the creation of the Innovation team, the change to digital has been promoted, transforming the invoices from paper to digital. Goal: Reduce OTC paper invoices to 0%.



Printed literatures

The number of printed literature was 4,000 per product. Due to the climate and environmental change, it was decided to establish measures to reduce these printings. Likewise, recycled paper is used for those that are printed.

Goal: to reduce 100% of printed literature and those printed on recycled paper.

Reduction of literary impressions between 75% and 100%. Printed materials have the FSC (Forest Stewardship Council) stamp.



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Digitalisation of regulatory papers

Eliminate regulatory "paper" circulation for the approval of promotional documents. Implementation of a software allowing the 0 paper on the whole process.



Zero administrative documents

Dematerialised administrative declarations, of customer and supplier invoices, of expense reports via Notilus, Electronic signature via DocuSign.



Eco-Responsible printers & PEFC paper

Selection of "eco-responsible" printing suppliers, i.e. our two main printers are "imprim'vert" certified.

In addition, all Théalose documents are printed on PEFC standard paper ("from sustainably managed forests and controlled sources") (consideration to be given to extending this to all products/cost analysis).



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Recycling Bins

Being in the workplace and being able to throw cans and food packaging into a yellow bin, or the paper you print on into a blue bin, is no longer an exception in many companies. Increasingly, companies are taking it as part of their responsibility to become agents of transformation in the face of environmental challenges. Recycling mitigates the lack of natural virgin resources, reduces the risk of disease, reduces the demand for waste landfill space, and saves on energy consumption.

We have a waste separation system to encourage recycling for all employees. Plastic cutlery has also been replaced by paper cutlery.

Goal: recycle as much as possible and to reduce waste that cannot be recycled.



Waste sorting

Since 2020, we have been sorting waste into 4 categories in our office space (plastics, paper, glass, mixed). Due to the planned move to new, larger and modern offices, we will extend this project to other sortable materials, especially batteries, organic waste, beverage cartons and metals.



Zero paper

- 100% of our processes are electronic, in particular for finance, tax and administration. No physical invoices, purchase orders, tax documents, expenses report, importation documentation...
- Recycling packaging.



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Ambiental project in our offices

Recycling plastic, papers, electronic wastes, batteries, printing toner, fluorescent tubes, glasses and plumavit. Sensibilization campaign of recycling.



Recycling and reduce paper and plastic

- Recycle station inside the company.
- Policy of reduced use in plastics inside the company.
- Reduced the printing.
- Digitalized file system for the accounting and marketing.
- Development e-brochures for sales rep for reduction printed sales materials at everyday calls.



Less paper

We are moving to digital document management and storage using less and less paper.



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Let open our eyes to environment

More and more, our promotion/detailing of Théa's portfolio is made on an Ipad (we were the first company to use tablets on the ophthalmology market in Portugal –from 2012) in order to reduce paper use.

Tools/gifts made by natural/recyclable/ecologic materials (bags, pens... as an example please see attached a photo of a bamboo pen). Ophthas really appreciated our commitment to reduce the ecological footprint. Sales teams convinced and motivated about our commitment.



Adapt our promo tools

Leaflets are made of recycled paper, we use cloth bags instead of plastic ones, there is no plastic band around x sales units ; Repacking of Nutrof Omega and Resvega 180 with plastic.



Théa Connect App

Launch of an application to digitalise interactions with ophthalmologists previously managed by mailing or paper order form.



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Recyclable coffee cups and tissue vs plastic bags

We used to distribute at our national congresses plastic coffee cups which were each time thrown away. For this year's SAoO and SOG congresses we bought re-usable coffee cups with Théa design which can be recycled (see picture below). The cups are made of corn and sugar cane, can be cleaned in a dishwasher more than 100 times, so that they are reusable multiple times. We succeeded therefore to reduce significantly our waste during congresses.

Furthermore for more than a year we stopped to produce plastic bags for our customers. We only use tissue bags which are reusable as well.

A total of 500 cups were ordered. The first 210 were distributed during SAoO congress in Lucerne 2-4 March 2022. The remaining 290 will be handed out at SOG congress in Basel 24-26 August 2022



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Recycled marketing materials

Environmental responsibility is increasing in Finland.

We are limiting the use on printed marketing materials, because doctor's don't want them. Our materials are pocket sized and those are given only by request. All our patient materials as well as marketing materials are printed on recycled paper by using environmentally friendly manufacturing (certified). This is also stated in our materials. We have also collected e-mail addresses of our customers who have accepted this. On this e-mail list we have over 90% of Finnish ophthalmologists. Using this e-mail list, we can inform our customers of our events, new products etc very quickly. This is very fast, effective and cheap tool.



Reducing plastic

No more water in plastic bottles at the office & plastic bags for promotional materials.

Plastic bags replaced with paper and fabric. Plastic bottles replaced with water distributor.

Objectives: To be part of global trends in planetary protection + Our contribution in ecosystem preservation.

We bought water distributors for every floor of the office. We stopped producing plastic bags for promo materials (replaced with paper and fabric). We estimate this means about 15.000 bottles and 10-15.000 plastic bags per year do not pollute the environment.



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Reducing plastic consumption

Since the end of 2019 we do not buy water in plastic bottles.

We installed 2 water dispensers (tanks) and we use filtered tap water for drinking.

At the end of the year we will eliminate one of water dispensers and keep only one in the meeting room.

We use plastic bottles only for external visitors, each employee has his own bottle and his own cup.



Environmentally friendly promotional materials

We know that some promotional materials like pens and plastic bags are not recyclable and must not be thrown in the environment. We developed and produced biodegradable pens and bags for promotional materials and environmentally friendly jute fabric bags for participants of satellite symposiums. Our FFs explain to doctors and pharmacies the benefits of such types of pens and bags.

All Théa Russia employees were educated regarding the benefits of these promotional materials;

All healthcare professionals from our data base received information regarding the benefits and to focus their attention on using environmentally friendly materials.



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Participation of patients in the process of waste sorting under the guidance of health professionals

Environmental protection is one of Théa Pharma's priorities.

Our primary packaging, APIs and molecules are not recyclable and must not be thrown in the environment.

Leaflets and cardboard can be recycled.

In Bulgaria, patients are not always aware on how to sort the health products waste.

During March 2022 five Bulgarian medical representatives discussed with physicians the sorting scheme to be presented to the patients during their visits.



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



World Clean up day

Once a year we clean the Zandvoort beach at the weekend, together with a group of customers. We send announcements of this event in advance and use this to recruit customers to join us cleaning up the beach. During the day, we take pictures and we close the day with drinks and snacks.

Opportunities:

Post this initiative on social media like LinkedIn with pictures and text.

Free publicity on World Clean up Day platform, in newspapers, social media and other platforms (done by the organisation)

Extra contact moments with target groups during invitation, event and post event. 20 ophthalmologists and optometrist helped us during the day which develops a special relationship. Customers who did not attend this day promises to attend next year.



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Plastic Soup Foundation

Financial support to the Plastic Soup Foundation, an organisation which has worldwide operations.

Objective 1: To explain that Théa Pharma Netherlands really cares about the environment and that we do our ultimate best to minimize our plastic footprint.

Objective 2: Through advertisements we can explain that at this moment it's not always possible to replace minims by bottles.



Preserve the environment

We intend to increase Théa brand awareness to pharmacists and patients. We were involved in an ecologic campaign in which together with one important news journalist and a very successful influencer with more than 500k community and an ecology NGO, we formed teams that cleaned up the garbage thrown away by irresponsible people from two wild beaches and three places located in forests. Those places are well known by everybody and preferred as picnic and camping spots. The campaign was promoted in social media. A large community of people appreciated on the Lucian Mandruta webpage the campaign (55k people) an excellent result also for Théa brand name.



Support organisations helping disabled people

People who are diagnosed with AMD are shocked and helpless at first. The AMD network can help them with information and to find their way in their changing everyday life.

We wrote a short paragraph on why we support the network. It was published on the website.

We also supported this network with a donation.



Théa for others

The old laptops are given to school for training children.

Sport and visual health

During OB congress...involve KOL , morning running and association donation (BGS or other).



Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)



Don't forget to take care of your eyes

During the long online training of Bulgarian students (due to COVID-19 pandemic situation), many of them spent significantly longer in front of the monitors of various mobile devices. This inevitably leads to an increase in cases of eye discomfort.

In this regard, we received a request for information materials from a Bulgarian ophthalmologist Dr. Minkov to help him to organize a discussion with a students at his daughter's school to present simple advice for eye health in children.

With the marketing team, we have provided some materials to contribute Dr. Minkov's presentation.

We did not show any Théa's ads nor gave goodies. The discussion involved 30 children (10-12 years of age).



The Health of Your Eyes

We intend to educate the population in prevention of different ophthalmic diseases. Therefore we created a website , The Health of Our Eyes where ophthalmologists are posting periodically articles about different ophthalmic pathologies with a specific focus on prevention. The website does not contain any kind of information about our products . It contains solely useful scientific information presented in a manner designed to be easily understood by everybody. The website is promoted on social media with 19.000 followers, 619 page views in the last 28 days, and 1 102.5 k page reached in April 2022.



Strengthen and develop Théa's social commitments (involvement in economic, academic, cultural and sporting life) in the territories where it is established, while respecting the cultures



Awareness campaigns

To promote awareness of any type of eye disease, campaigns are conducted for the entire population. The campaigns are aimed at the population at risk of contracting any disease and are defined in the annual marketing plan.

Campaigns are publicized through LinkedIn, posters printed and posted in the office, e-mail, etc.

People are more aware of possible adversities than before. For the Glaucoma campaign, a game was prepared in which you had to choose one of the 3 scenarios and click on the different elements of the image that we thought might contain clues about glaucoma. In this fun way you can learn what glaucoma is and how it affects you. Every time the game was played, Théa donated 1€ to the Glaucoma Patients Association AGAF.



What is Glaucoma?

Many patients and relatives who come to public care do not understand what glaucoma is? And how it can affect them when they suffer from this disease? They also do not understand why they should be constant in their medical treatment. Rarely does the ophthalmologist and medical technologist have enough time to explain and reinforce these concerns. We need to take this as an opportunity to add value to our activity. With the marketing team, various materials were created to be used in the waiting rooms and educational material to give talks to patients and relatives, especially since glaucoma is hereditary. The posters and flyer were placed in the selected institutions and talks were arranged periodically.



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Ophthalmological Care Card and opening hours

In the Municipality of Casablanca they had the problem that many glaucoma patients forgot their date of attention and control. The Medical Technologist told us about the problem and KAM decided to collaborate with the simplest way for elderly patients. A patient card where their control date is written and reinforced with educational information regarding their disease (Glaucoma). To date, 350 patients in the Casablanca community have been delivered. All of them are very grateful and attendance has improved by 90%.



Screening test

Glaucoma and AMD screening test at Karpenissi village for all residents (Sept. 29-30, 2017) In cooperation with mobile glaucoma unit of Konstantopoulion General Hospital : 200 people were examined for glaucoma.



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Several actions towards patients and healthcare professionals

- Support and sponsorship for Canadian Council for the Blind and Foundation for Fighting Blindness.
- Supporting education for patients and resources to help patients with vision loss maintain independence and be able to lead more normal lives.
- Support and sponsorship for all major Ophthalmologic and Optometric Societies to support research and education of Eye Care Professionals (eg Canadian Ophthalmological Society, Canadian Assoc of Optometry).



Patients associations

There are patient associations that do not have resources or have few resources to invest in patients; Théa considered the importance and impact of extending donations to patient associations. This is the reason why medicines or financial donations are regularly given to Spanish associations with the aim of benefiting public health and social policies.

Goal: to contribute to partnerships that guarantee the rights and cover the real needs of patients in our country.



World keratoconus day

- Contribute to awareness campaign for World Keratoconus Day. Greek translation of the awareness book for Keratoconus from Dr Renato Ambrósio 11/2021
- Théa participates at the event organized by Ophthalmica clinic
- Communication via Théa's social media



Strengthen and develop Théa's social commitments (involvement in economic, academic, cultural and sporting life) in the territories where it is established, while respecting the cultures



Covid Prevention Signage

Many of the public and private institutions in the wake of COVID needed to regain the trust of patients and for this it was necessary to educate the population after the quarantine was lifted in September 2020. That is why we took the initiative to contribute in education to patients to avoid possible contagion by not respecting social distancing. Signage was implemented both at the public and private levels.



Donations during COVID

During 1st wave of COVID doctors in emergency and intensive care departments in hospitals were wearing surgical and FFP2 masks for 14/16 hours without interruption. This was causing them severe dry eye syndrome and visual acuity problems.

We decided to donate hundreds of artificial tears eye drop bottles in order to relieve them from this problem. We have received several e-mails of thanks from doctors involved in the first tragic wave of COVID in Italy.



Support medical staff during Covid with free eyedrops

Under the most intense period of covid the intensive care staff were under deep pressure and stress. Théa Sweden decided to help hospitals and the covid intensive care centres with free eyecare products during the period. Very good response from hospital management and head of clinics. E-mail and phonecalls from hospitals that wanted to thank Théa were received.



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Social support of Polish ophthalmologists

Purchase and distribution of protective equipment for ophthalmologists during a pandemic (slit-lamp shields, protective glasses, masks, gloves, disinfectants).

- Project of psychological and social support for ophthalmologists and their families in the peri-pandemic period.
- Promote and strengthen the mission of Théa: to be a partner for every ophthalmologist and pharmacist in their daily practice - especially at a difficult time.

Building the company's image as supporting customers and going beyond the treatment with the drug.

Building a base of ophthalmologists for online communication during a pandemic – sourced during the project: 1444 leads, currently: 2245 leads.



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Covid

Regarding the pandemic, we know the great social impact we can generate with our actions, which can be important in dealing with the possible health problem and mitigating the severe economic crisis to come. For this reason, Théa Spain decided to help public and private hospitals with donations of material such as: methacrylate screens, temperature thermometers, anything they might need at the time. There was fluid communication between Théa and the doctors gaining knowledge on their health status and needs. Financial donations were also made.

Goal: to help the health sector in any way we could to support the needs that might emerge.



Covid

Since the beginning of the pandemic situation regarding COVID we offered: Artificial tears for several hospitals in Portugal, to the people on the front line (urgencies) ; acrylic protection for slit lamps ; protective goggles for Opthas.



Slit lamp shield against COVID-19 contamination

1000 shields distributed to ophthalmologists.



Strengthen and develop Théa's social commitments (involvement in economic, academic, cultural and sporting life) in the territories where it is established, while respecting the cultures



Humanitarian crisis

The concept of humanitarian action has various definitions. Most authors describe it as a set of activities that aim to save lives and alleviate suffering in humanitarian crises, based on the principles of humanity, impartiality, neutrality and independence.

During the last two years, we have experienced two events that have touched us deeply: the eruption of La Palma volcano in Spain and the war in Ukraine.

Théa Spain donated medicines and financial support to the island of La Palma and organized an event to collect clothes, sanitary products and food to donate to the refugees in Ukraine.

Goal: to help eradicate or reduce the impact of humanitarian crises.



Support Humanitarian missions with our products free of charge

Since 2016 Théa PHARMA has supported Swiss eye doctors who are engaged in humanitarian missions in developing countries. In order to be legally allowed to provide free products for this important cause we have a documented procedure which includes drawing up and signing a special contract. We have supported the following doctors: Dr Jenny (India); Dr Junghard (Togo) ; Dr. Kammann (Ethiopia); Dr. Movaffaghy (Algeria); Dr Ripmann (Ethiopia); Dr Walser (Togo).



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All for the kids with cancer

- In December 2019, in collaboration with Flame: Parents Association of Children with Cancer
- Donation of toys/clothes to non-governmental institute (Kids with cancer)
- Event with music and animater for the kids



Charity Programs

Théa Farma regularly donates drugs for humanitarian use in Africa. In 2018 we organised together with Rava Association (no profit association) medicines collection in pharmacies. Voluntary employees spent half or one day in partner pharmacies to ask patients to buy base medicines for Madagascar children (Cough and cold, antipyretics, FANS, antiseptics). 50% of employees participated included GM and executives, Théa was mentioned among the partners of this initiative at national level. We helped to collect thousands of basic drugs to send to Madagascar.



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Donations to NGOs

Donations represent a fundamental element for the development of many programs and projects, especially if the resources initially allocated do not achieve the needs that have encouraged them.

Solidarity, altruism and empathy are part of Théa's culture. For this reason, donations have been made to NGOs in this regard. We make donations of medicines or financial, according to the needs of each NGO depending on the moment or situation they are in.

Goal: collaborate with Spanish NGOs to contribute to the development of national and international programs and projects.

We collaborate with several NGOs on a regular basis, such as the Barraquer Foundation and Ulls del Món, i.e.



Let's open our eyes to actual needs...

Full support for the training of a dog for blind people.

Full support (during one year) to offer walking sticks for people with low vision (Portuguese Association of Retinopathy).

Since 2010 a « loyalty campaign » for Nutrof: We offer a box of 30 caps for each 60 caps purchased.

Donation of several Théa's product for several humanitarian campaigns (Guinea and St. Tome and Prince).



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TD for firefighters

- During the big wildfires of summer 2021 a lot of people suffered from dry eye due to extremely conditions, especially the fire firefighters.
- We donated 5.000 units of Thealoz Duo to firefighters.



Tornadoes

During the year 2021, several tornadoes took place in the Czech Republic, which was unusual in our latitude due to its destructive power and caused a lot of damage. In cooperation with voluntary organizations, which primarily contacted network pharmacies, we provided volunteers with Hyabak artificial tears free of charge to the affected areas, where, in addition to help from heavy dust, UVb eye protection could also be used.



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Donation of pharmaceutical products

Support to local communities of small islands with pharmaceutical products via non-governmental organizations (1000 units of pharmaceutical products).



Donation to a Healthcenter for refugees

Théa was contacted by the Healthcenter in Oslo where an Ophthalmologist works once per month pro-bono with refugees that do not have access to general healthcare. They wanted us to donate Thealoz Duo 5 ml samples to be given out by the Ophthalmologist to patients with dry-eye issues. Théa Denmark is also in the process of donating Thealoz Duo samples to refugee centers in their country as well.





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Théa Mexico Helping our little brothers with our time

Finding a place that through our physical work and some donations we could assist a society that required help. We have supported this mission for 4 years 2 face-to-face and 2 direct donations. Face-to-face, all the company's employees go to the children's home in Miacatlan, Cuernavaca and we give away 8 hours of continuous work in different activities, reinforcement of crops, cooking, painting school and facilities, gardening, planting, etc. In addition to sharing a space with the children in different activities such as integration games, having lunch and playing songs. All this activities required day by day more hands , so with our help we can reduce 1 , 2, or 3 days of hard work for all of them . 2018 : Visit to Miacatlan 2019: Donation 2020 : Visit to Miacatlan 2021 : Donation 2022: Planning our participation , defining due COVID situation.

All Théa Mexico employees were glad to work on this project and found it useful to raise awareness of the importance of people in need.



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Supporting the education of young brains!

We believe that, the future is in the hands of the next generation. If they are well educated, the future will be a place worth living in.

We decided to support a primary school with students of poor standards.

We determined a period to support them with different issues.

Timing: 1 academic year

Areas of support can be;

- Optometry support, screening of the kids
- Technical support; such as library, computer for students' use
- Clothing aid
- Visit the school with Théa employees in special days like children's day etc

We can provide a voluntary charity campaign among Théa employees, and Théa will double the money collected.



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Building Projects with the Authorities

We decided to involve ourselves in activities meant to support in different ways the community and the business environment in which we are conducting our business. In 2021 we had the opportunity to support a foundation whose main mission is to help citizens / organizations / communities in order to build a solid partnership with public authorities to carry out projects of local interest for the benefit of the community they represent.

We were present with promotional materials during the annual gala where the foundation rewarded the most valuable projects developed by different citizens together with Romanian authorities. It was another statement that Théa is not a company solely focused on its own profit but an entity with strong social responsibility and mentality, that takes its role as a community supportive pillar very seriously.



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Théa UK – Charity

Théa UK have worked hard over recent years to raise funds for important organisations such as 'Blind Veterans', 'Andean Mission' and 'Fight for Sight'. Théa UK employees organise many events and work closely with these charities to build strong relationships and foster lasting partnerships.

Some examples are...

- Baking and selling cakes at conferences and meetings
- Charity raffle's
- Sponsored cycle rides and silences

We produce and circulate a regular newsletter to ensure that all staff and indeed our charity partners are engaged in as many activities as possible and includes details of all the great initiatives that are taking place. We have recently been successful in securing 6 places for the amazing London Marathon in October 2022 and we are currently designing running tops to ensure the greatest impact. The 6 entrants are working hard to secure sponsorship donations and regularly share experiences of their training schedules.

We have to date raised £18,000 for the Andean Mission and Blind Veterans as a result of some of the activities mentioned above.

Some members of the sales team spent time at the Blind Veterans hospice in Llandudno – working hard to help improve the garden for their residents. The garden is now known as the 'Théa Garden' – something which we are all very humbled by and proud of.



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Charity campaigns supporting local communities. - RAINBOW

Financial support and promotion of the activities of the "Rainbow" foundation dealing with rehabilitation and care for visually impaired and blind children and their families; maximize the positive impacts of the company.

- Donations to purchase eye examination equipment for children.
- Promotion of the association among ophthalmologists – MedPad presentations, donation from Théa for every presentation viewed by a doctor.
- Support of the association's events (purchase of gifts for the children).
- Supports of ceramics workshop for children (purchase of ceramics - prizes in Théa knowledge contest).
- Presentation by the President of the organization during conference of Polish ophthalmologists (Théa's session) – action, objectives and needs of the Association.



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Charity campaigns supporting local communities - Eye examinations for the veterans of the Warsaw Uprising (World War II)

A small group of participants in the World War II, who are Polish icons of the struggle for independence and who are highly respected by Polish citizens and authorities.

Project in cooperation with eye clinic Libermedic and Veterans' house. Théa is founding ophthalmological examinations for veterans based on which they are referred for further treatment. PR activities in the press, on the website thea.pl, presentations for the Ophthalmologists.



Charity campaigns supporting local communities - Ophthalmologists to Africa

Théa donates drugs and medical devices to the foundation "Ophthalmologists for Africa" supporting doctors going on missions to Africa (examination and treatment). Continuation of the history and tradition of Théa in supporting Africa. Enhance the image of Théa: to be a partner for ophthalmologists, especially those going on missions in Africa.

Cross-promotion: Théa and Association.



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Mix social / societal project : Employees volunteering. Employees initiatives

Employee volunteering supporting local society:

- Collection of school backpacks for children from Ukraine (2018)
- Collection and purchase of winter sweaters for boys from the orphanage (2019)
- Participation in the campaign Noble Gift (NGOS; one of the largest and most recognizable social schemes in Poland) (2020, 2021)

Team building, strengthening the role of collaboration and synergy among employees (employees initiatives).

Sustaining Théa's family spirit.

Strengthening team spirit.



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Aid to Ukraine.

Corporate support for Théa Ukraine employees (financial and logistical)

- Support in finding accommodation
- Provision of necessary utilities (housing equipment, textiles, small appliances, web)
- Support regarding car check
- Support in enrolling children in school
- Organizational and social support, emotional support, keeping in touch

Individual support of Théa Poland employees (volunteering)

- Help at the border (meal delivery, transportation support)
- Hosting refugees in employees' homes, apartment sharing
- Support local organizations helping refugees (donations, gifts in kind, activities for refugee children to allow parents to learn Polish)



Our contribution
to sustainable development
around the world



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