

Modern Slavery and Human Trafficking Statement
pursuant to section 54(1) of the Modern Slavery Act 2015
for
the financial year 1st April 2018 to 31st March 2019
for
Eisai Europe Limited
Eisai Limited
Eisai Manufacturing Limited

INTRODUCTION FROM THE CHAIRMAN & CEO, EISAI EMEA

The UK Modern Slavery Act 2015 seeks to combat slavery, servitude, forced or compulsory labour and human trafficking. Eisai is committed to preventing slavery and human trafficking in its organisation and supply chains and we acknowledge our responsibilities under the Act and are taking measures to ensure that there is no scope for modern slavery to be present in any part of our organisation or supply chain.

1. EISAI'S STRUCTURE AND SUPPLY CHAINS

Eisai is one of the world's leading research-based pharmaceutical companies, with its parent company, Eisai Co., Ltd., based in Tokyo, Japan.

Eisai Europe Limited is a UK-based subsidiary of Eisai Co., Ltd. and is responsible for Eisai's operations in the EMEA region (comprising Europe, Middle East, Africa, Australia and Russia).

Eisai Europe Limited itself has two UK subsidiaries: Eisai Limited, which is responsible for Eisai's commercial operations in the UK, and Eisai Manufacturing Limited, which carries out manufacturing and packaging activities for Eisai's global business.

Our UK business is organised into two principal product-related business groups: the Oncology Business Group and the Neurology Business Group, which comprise both research and development activities and commercial operations. A further business group, the Established Product Partner Markets Business Group, is responsible for the commercial operations for the activities of Eisai's local distributors outside the UK including for other Eisai products.

Our supply chains include the manufacture and supply of active pharmaceutical ingredients for pharmaceutical products, the manufacture and packaging of semi-finished and finished pharmaceutical products, and the promotion, sale and distribution of finished pharmaceutical products.

2. POLICIES ON MODERN SLAVERY

Eisai has the following documents / statements that support its position with regards to modern slavery:

- Global Charter of Business Conduct and Code of Conduct as set out in the Global [Compliance Handbook](#) (7th edition);
- Global [Code of Conduct for Business Partners](#);
- Global Human Rights Policy; and
- EMEA Regional Modern Slavery Policy.

In addition to which, Eisai is a signatory to the United Nations Global Compact (UNGC) which is aimed at mobilising a global movement of sustainable companies and stakeholders: https://www.eisai.com/sustainability/management/global_compact/index.html

The UNGC supports companies to:

- do business responsibly by aligning their strategies and operations with Ten Principles on human rights, labour, environment and anti-corruption; and
- take strategic actions to advance broader societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation;
- the global team, headquartered in Japan, is carrying out further work to meet these commitments. This work is ongoing.

3. DUE DILIGENCE PROCESSES

Eisai has integrated modern slavery considerations into existing supplier selection and procurement processes as set out in the Supplier Selection and Management procedure. This has now become standard practice in the general procurement process. Improvements for the next reporting period include consideration of extending the process to other parts of the business, using a centralised process.

4. RISK ASSESSMENT

When the due diligence team receives a proposal to engage a supplier under the procurement process, it assesses the type of activity against a pre-determined list of potentially high, medium or low risk activities. Based on this risk assessment, the decision is whether to send out a questionnaire to the potential supplier or not. If so, we ask the supplier to respond to a series of questions in an online form that the supplier then submits to the due diligence team for review, before the procurement process is completed. In the 2018-2019 financial year, Eisai reviewed its list of current suppliers and sent out a number of questionnaires to which the majority have responded. No responses have raised concerns from a modern slavery point of view. This exercise will be ongoing in the next reporting period.

5. MEASURING EFFECTIVENESS

In order to monitor the effectiveness of the steps we have taken to seek to prevent slavery and human trafficking taking place in our business and supply chains we will continue to:

- review the responses to the questionnaires received from suppliers;
- monitor modern slavery concerns raised by staff using our “Speak up!” programme;
- develop a corrective and preventative action plan; including auditing, where we assess that there may be a heightened risk of slavery and human trafficking at specific suppliers.

During the course of the next reporting period, we intend to review our current monitoring

programme and consider what steps, if any, we may need to take further to improve its effectiveness.

6. TRAINING FOR COLLEAGUES

Colleagues directly involved in the procurement process and those involved in supply chains are trained on the procurement process that needs to be completed including the potential for carrying out due diligence specifically with regards modern slavery.

We have generated greater awareness of the issue of modern slavery to staff more generally using various means, such as poster / plasma screen campaigns and features in our quarterly compliance newsletter "Signpost". We have assigned the Policy on Modern Slavery onto everyone's learning management system either at a level of "awareness" or to "read and understand" to which they add their signature.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the 2018-2019 financial year ending 31st March 2019 for Eisai Europe Limited; Eisai Limited and Eisai Manufacturing Limited.



Nick Burgin

For and on behalf of

Eisai Europe Limited

Eisai Limited

Eisai Manufacturing Limited

Dated: 28th June 2019

