



**Modern Slavery and Human Trafficking Statement**  
**pursuant to section 54(1) of the Modern Slavery Act 2015**  
**for**  
**the financial year 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020**  
**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](#) (7<sup>th</sup> edition);
- Global [Code of Conduct for Business Partners](#);
- Global [Human Rights Policy](#); and
- EMEA Regional Modern Slavery Policy (available upon request).

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](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 our supplier selection and procurement processes as set out in the Supplier Selection and Management Standard Operating Procedure. This is standard practice in the general procurement process. In the 2019-2020 reporting period, we have extended the process to other parts of the business, using a centralised process piloting the process for the Oncology and Neurology Business Groups in the UK, Spain and the engineering side of the business in the UK manufacturing business (EML).

### **4. RISK ASSESSMENT**

When the due diligence team receives a proposal to engage a prospective vendor 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 vendor or not. If so, we ask the vendor to respond to a series of questions in an online form that the vendor then submits to the due diligence team for review, before the procurement process is completed. In the 2019-2020 financial year, Eisai continued to review its list of current vendors in its supply chain particularly in production and manufacturing operations and sent out several questionnaires to which the majority have responded. Some follow up work is required for those who failed to respond to Eisai and work is continuing to obtain a clearer picture of our supply chain in this regard. Thus far, no responses have raised concerns from a modern slavery point of view. This exercise will also 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 and prospective vendors;
- monitor any 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, for example for checking with certain key suppliers what they do to prevent potential modern slavery practices in their own supply chain, e.g., lease car providers and how they valet the cars provided to our organisation.

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 AND AWARENESS 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 to modern slavery practices.

We have continued to generate 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 regional Modern Slavery Policy onto everyone's learning management system either at a level of "awareness" or to "read and understand" to which they are required to 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 2019-2020 financial year ending 31<sup>st</sup> March 2020 for Eisai Europe Limited; Eisai Limited and Eisai Manufacturing Limited.

Nicholas Conrad Burgin

For and on behalf of:

- Eisai Europe Limited
- Eisai Limited
- Eisai Manufacturing Limited

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*Nick Burgin*  
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Dated:

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