

**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 2024 to 31<sup>st</sup> March 2025**  
**for**  
**Eisai Europe Limited and its UK-based subsidiaries:**  
**Eisai Limited and 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 all forms of 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, New Zealand, Russia and Israel).

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 in countries in the EMEA region where Eisai does not have a direct presence, 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:

- Eisai Co., Ltd. is an Active Participant of the [United Nations Global Compact](#)
- Global Charter of Business Conduct and Code of Conduct as set out in the [Global Compliance Handbook](#) (9<sup>th</sup> edition)
- [Global Code of Conduct for Business Partners](#)
- Global [Human Rights Policy](#) and EMEA Regional Modern Slavery Policy (available upon request).

### **3. DUE DILIGENCE PROCESSES**

In this 2024-2025 we have continued to ensure that all appropriate vendors that we onboard are sent a Modern Slavery Questionnaire as part of the integrated vendor qualification process. We review the responses to ensure that they have measures in place to minimise the risk of modern slavery practices within their company and their own supply chain.

### **4. RISK ASSESSMENT**

This FY we have reviewed our vendor onboarding process and have subsequently optimised the categories used to trigger the issuing of our Modern slavery questionnaire. This has ensured that we are confident that all vendors in the high-risk categories identified are being required to fill out the questionnaire.

### **5. MEASURING EFFECTIVENESS**

In addition to sending Modern Slavery Questionnaires to suppliers, employees and third parties have different mechanisms to raise questions and concerns about Modern Slavery practices. We are continuing to reinforce reaching out directly to managers and the EMEA Business Integrity team at any time. We are also actively promoting the anonymous independent service Eisai has in place for when employees or any third parties linked to our business would choose not to disclose their personal details. We have made signing up to code of conduct a mandatory step in our vendor onboarding process.

### **6. TRAINING AND AWARENESS FOR COLLEAGUES**

We focus training on colleagues directly involved in the procurement functions in the EMEA countries, as well as awareness materials that are shared with all our employees so there are greater reach and a better understanding of real-life situations that could involve modern slavery practices.

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 2024-2025 financial year ending 31<sup>st</sup> March 2025 for Eisai Europe Limited and its UK-based subsidiaries; Eisai Limited and Eisai Manufacturing Limited.



Nicholas Conrad Burgin

For and on behalf of:

- Eisai Europe Limited
- Eisai Limited
- Eisai Manufacturing Limited

Dated: Monday 15<sup>th</sup> September 2025