



Modern Slavery and Human Trafficking Statement
pursuant to section 54(1) of the Modern Slavery Act 2015
for
the financial year 1st April 2020 to 31st March 2021
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 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 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 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](#) (8th edition)

INTERNAL - Level 1

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Eisai Europe Limited is registered in England and Wales
 with company number 5268420

- [Global Code of Conduct for Business Partners](#)
- Global [Human Rights Policy](#) and
- EMEA Regional Modern Slavery Policy (available upon request).

3. DUE DILIGENCE PROCESSES

Eisai has continued to integrate modern slavery considerations into our supplier selection and procurement processes as set out in our Supplier Selection and Management Standard Operating Procedure. This is standard practice in the general procurement process in the UK. In this 2020-2021 reporting period, we changed the vendor qualification processing system to one that is integrated with our finance system. This has required a full overhaul of the process, which means that first vendors have to register and then complete where appropriate the relevant questionnaire to qualify as vendors to Eisai.

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 or low risk activities. We have extended the level of high risk to a larger set of criteria to ensure more vendor activities are in scope than previously -but we continue to monitor this to ensure it is as accurate as possible. If the selection results in a high-risk activity being selected, then the system will automatically send out a questionnaire on modern slavery practices to the potential vendor. The responses in the online system will then trigger a notification to the Compliance Due Diligence team to assess, before the qualification as a vendor can be completed.

5. MEASURING EFFECTIVENESS

In preparation for the move to the integrated vendor onboarding system we completed a broad assessment of the types of vendors / activities that would trigger the need for a modern slavery questionnaire to be completed.

As part of our "Speak up!" programme, we also made the email contact address available on our website for any third party to raise compliance concerns to Eisai in the EMEA region.

Due to a number of technical issues with the new system, we were not able to extend the uniform onboarding process to the whole region as originally planned. This is now expected to take place in the next 2021-2022 reporting period, depending also on how resources can be best allocated to carrying out the relevant assessments of the questionnaires.

6. TRAINING AND AWARENESS FOR COLLEAGUES

We continue to train colleagues directly involved in the procurement process and those involved in supply chains on the procurement process that needs to be completed including the potential for carrying out due diligence specifically with regards to 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 2020-2021 financial year ending 31st March 2021 for Eisai Europe Limited and its UK-based subsidiaries; Eisai Limited and Eisai Manufacturing Limited.

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Nick Burgin
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Nicholas Conrad Burgin

For and on behalf of:

- Eisai Europe Limited
- Eisai Limited
- Eisai Manufacturing Limited

Dated: 27 May 2021