

## Eisai's Modern Slavery and Human Trafficking Statement for FY 2016

### INTRODUCTION FROM THE CHAIRMAN & CEO, EISAI EMEA

Eisai is committed to preventing slavery and human trafficking in its organisation and supply chains. In 2015, new legislation (the Modern Slavery Act 2015) came into force in the UK, which seeks to combat slavery, servitude, forced or compulsory labour and human trafficking. As a company, we acknowledge our responsibilities under the Modern Slavery Act 2015 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 chains.

### EISAI'S STRUCTURE

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, Russia and the other Commonwealth of Independent States). 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

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 of other Eisai products and for the activities of Eisai's local distributors.

### OUR SUPPLY CHAINS

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

### ACTIONS TAKEN DURING THE LAST FINANCIAL YEAR

In the last financial year we updated our global Charter of Business Conduct and Compliance Code of Conduct reflecting our commitment to acting ethically and with integrity in all our business relationships. The update includes specific references to our commitment to prevent modern slavery within our organisation and with our business partners.

In addition to these revisions, we have also adopted a Code of Conduct for Business Partners which is being implemented globally and which makes specific reference to the prevention of modern

slavery. This Code is available on our website for ease of reference and explicitly referred to in our contracts with key third parties.

We have also implemented an internal policy on Modern Slavery, which is applicable to all employees in the EMEA region. All employees are made aware of the contents of this policy and we have given more detailed training on the practical implications of the policy to those departments (such as recruitment and procurement) which are directly affected by the new processes.

We have devised a questionnaire on modern slavery to be sent to certain targeted business partners during the compliance due diligence process. Accordingly, we have adapted our procurement process to include sending out this questionnaire to high risk third parties as appropriate.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Eisai group's slavery and human trafficking statement for the financial year ending 31 March 2017.

A handwritten signature in black ink, consisting of a stylized 'G' followed by a horizontal line and a scribbled 'H'.

Gary Hendler

Chairman & CEO, Eisai EMEA

Director, Eisai Europe Limited, Eisai Limited and Eisai Manufacturing Limited

Dated: 8<sup>th</sup> May 2017