

Slavery and Human Trafficking Statement (Fiscal Year 2020)

This statement is made in accordance with Section 54(1) of the United Kingdom Modern Slavery Act 2015. This statement covers the fiscal year from 1 April 2020 to 31 March 2021 disclosing the steps taken by the Daiichi Sankyo Group (hereinafter “the Group”) to help prevent modern slavery and human trafficking.

The Group strongly recognizes the need to promote respect for human rights in our business activities and supply chain and is committed to acting with respect for human rights. Our commitments include the prohibition of modern slavery and human trafficking.

1. The Group’s Business and Supply Chain

The Group operates in 24 countries with a mission “To contribute to the enrichment of quality of life around the world through the creation of innovative pharmaceuticals, and through the provision of pharmaceuticals addressing diverse medical needs”.

Daiichi Sankyo Co., Ltd. is the headquarter of the Group, established in Japan and listed on the Tokyo Stock Exchange. Daiichi Sankyo UK Ltd. is a private limited company of the Group, established in the United Kingdom with “wholesale of pharmaceutical goods” as its principal business activity.

The Group's supply chain consists of suppliers of raw materials (such as active pharmaceutical ingredients, sub-materials and packaging materials), formulations, products and equipment related to our products, as well as suppliers of services related to our business activities (including contract research organizations (CROs) and professional services such as research and management, and sales agents), and we promote “responsible supply chain management”, which is important to our business.

2. Policy Regarding Modern Slavery and Human Trafficking

- The Group has declared its commitments to respect human rights in [the Daiichi Sankyo Group Corporate Conduct Charter](#) that specifies

the corporate principles of conduct, as well as in [the Daiichi Sankyo Group Employee Code of Conduct](#) that specifies the principles by which all executives and employees including contractors are expected to conduct their work.

- [The Daiichi Sankyo Group Human Rights Policy](#) (hereinafter “the Human Rights Policy”) outlines our approach to human rights and further describes our commitments to respect international norms and principles, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Daiichi Sankyo Co., Ltd. is also a signatory to the United Nations Global Compact and supports the 10 principles covering the 4 areas of human rights, labour, the environment and anti-corruption. In [the Human Rights Policy](#), we have expressed our commitment to enhance respect for human rights in accordance with [the Business Partner Code of Conduct](#), which requires business partners to prohibit modern slavery including forced labour and child labour. Likewise, we have committed to address human rights issues including forced labour and child labour in our workplace.

3. Risk Assessment and Human Rights Due Diligence Process

The Group is committed to conducting human rights due diligence based on risk assessment in order to prevent modern slavery and human trafficking in line with [the Human Rights Policy](#).

Specifically, we achieve this by firstly identifying potential human rights risks connected to our business operations, then confirming the status of our efforts on the human rights issues related to these risks, and after that attaining process improvements.

In addition, to promote “responsible supply chain management”, we identified categories of suppliers related to our business, and have been conducting human rights risk assessments, and monitoring them through the contract period.

The following were our key initiatives in fiscal year 2020:

- We established The Human Rights Policy in June 2020, after approval by the Daiichi Sankyo Co., Ltd.’s Board of Directors.
- In fiscal year 2020, a questionnaire survey was conducted for all

- group companies conducting business operations, and it included questions about the dissemination of human rights policies, status of addressing human rights issues, stakeholder engagement and the operation of reporting channels. No issues related to forced labour or child labour were identified through the survey. Human rights issues covered by the survey include forced labour and human trafficking, child labour, discrimination, freedom of association and collective bargaining rights, working hours, wage and employment contract, inhumane treatment, privacy, negative impact on local communities, health and safety and considerations for human rights in research and development.
- Since fiscal year 2017, we have been conducting a “CSR Self-Assessment Questionnaire Survey” for our major business partners, which takes three years as one cycle, and communication activities to seek their understanding of our approach to sustainable procurement. The “CSR Self-Assessment Questionnaire Survey” also includes questions regarding forced labour and child labour. Fiscal year 2020 was the first year of the second survey. We updated the questionnaire and conducted the survey targeting 403 major business partners and we are in process of collecting their answers.
 - In fiscal year 2020, the Group introduced a new business partner management program in Japan, and risks related to human rights are also taken care of through the program.
 - In addition, to promote socially responsible procurement practices by Group companies in Europe, a business partner management system was introduced, and the inherent risk of significant business partners for direct materials, indirect services and other business partners identified as critical were assessed based on the answers they provided. Information collected includes, but is not limited to, Anti-Bribery/Anti-Corruption, Human Rights & Labour, Health & Safety, etc. If we obtain evidence that a business partner has deviated from their CSR commitment, the case is analyzed and escalated to the appropriate instance in order to define the appropriate actions to mitigate the risk. In fiscal year 2020, a total of 73 business partners have been assessed and monitored with no adverse findings.

4. Remedies

The Group has established and operates whistle-blowing systems for our Group companies according to the circumstances in specific countries and regions. Allegations of non-compliance, including but not limited to forced labour regarding procurement, can be raised through these systems. The reporting systems also include counselling on harassment and are designed for reporting and discussing human rights issues in the workplace.

5. Evaluation of Effectiveness of the Preventive Measures

The Group implements the following activities to monitor the effectiveness of measures taken to prevent modern slavery and human trafficking in our business and supply chain.

- Review of the survey result for group companies about the status of addressing human rights issues
- Review of the “CSR Self-Assessment Questionnaire Survey” result collected from our business partners
- Monitor modern slavery and human trafficking related concerns raised through the whistle-blowing systems

6. Training

The following is our training program related to human rights, conducted in fiscal year 2020

- General compliance training including certain aspects of human rights has been issued within group companies in the United States.
- A training on the German Equal Treatment Act for people managers for Group companies in Europe (Germany)
- E-learning trainings for all Group companies in Japan
 - An e-learning training on human rights policy
 - An e-learning training on harassment at workplace
 - An e-learning training to understand LGBT
- A training session for employees in charge of procurement operations, including employees of Group companies in Japan, with the purpose of ensuring procurement compliance

This statement was approved by the Board of Directors of Daiichi Sankyo UK Ltd. on 23 August 2021 and the Board of Directors of Daiichi Sankyo Co., Ltd. on 31 August 2021.
Daiichi Sankyo UK Ltd. has delegated its signature on this statement to Daiichi Sankyo Co., Ltd.

31 August 2021



Sunao Manabe
Daiichi Sankyo Co., Ltd.
Representative Director, Member of the Board, President and CEO