

## Daiichi Sankyo Group Human Rights Policy

Our [Mission](#) states that the Daiichi Sankyo Group is committed “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”. To pursue this Mission, we declared our 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 are expected to conduct their work. We shall act in line with our commitment to human rights.

### **Commitment to respect human rights**

The Daiichi Sankyo Group strongly recognizes the need to promote respect for human rights in our business activities, and therefore launches the Daiichi Sankyo Group Human Rights Policy.

Furthermore, we expect all our business partners, including suppliers, to understand and support this Policy.

In conducting business activities, we shall comply with all relevant laws and regulations related to human rights, and respect international norms and principles, such as the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Labour Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. Additionally, as a signatory of the United Nations Global Compact, Daiichi Sankyo Co., Ltd. supports the 10 principles covering human rights, labor, the environment and anti-corruption.

We also contribute through our business activities to support the United Nations Sustainable Development Goals (“SDGs”), the aim of which is for all countries to work together to ensure that no one is left behind.

In the event that laws and regulations in the countries and regions where we operate differ from or contradict internationally recognized human rights, we seek ways to respect human rights to the greatest extent.

## Human rights issues related to our business

### *Responsibilities as a global pharmaceutical company*

As a global pharmaceutical company, the Daiichi Sankyo Group believes that the following issues that may affect human rights are particularly important for our business activities in order to promote the respect for human rights. In the course of our operations, we shall comply with relevant laws and regulations, and promote initiatives. We also take into account our stakeholders' expectations.

- In accordance with [the Daiichi Sankyo Group Policy on Access to Healthcare](#), we shall contribute to expand access to healthcare by promoting “Research and Development”, “Availability” and “Capacity Building”.
- In some countries and areas which have difficulty accessing medicine, we are flexibly dealing with this situation under the policy of placing top priority on improving access to medicine and minimizing patent filing, the enforcement of rights or other procedures so as not to block access to medicine.
- We shall uphold high ethical standards when conducting research and development. We shall conduct all clinical studies (clinical trials) and clinical research in accordance with the Declaration of Helsinki, the ICH-GCP and comply with applicable laws and regulations. Trials shall be conducted after obtaining the voluntary informed consent of participants.
- We shall take steps to combat counterfeit medicines, which threaten to undermine people's trust in pharmaceuticals, through cutting-edge research and development in pharmaceutical formulation and packaging technology. We shall strive to accurately respond to risks associated with counterfeit medicines in accordance with regulations in all countries and regions where we operate.
- We shall take necessary measures to manage and protect the personal information of patients, healthcare professionals, and all other stakeholders.

### *Human rights in our supply chain*

The Daiichi Sankyo Group shall promote sustainable procurement practices to ensure respect for human rights in our supply chain. We shall encourage all business partners to respect human rights in accordance with our [Business Partner Code of Conduct](#), regularly monitor and verify their implementation status, and hold dialogues with them as appropriate.

### ***Responsibility in the workplace***

The Daiichi Sankyo Group shall respect the diversity of our employees and focus on the following human rights issues in accordance with [the Daiichi Sankyo Group HR Management Philosophy](#) in order to create a comfortable working environment that ensures employees' health and safety:

- Promote activities to realize decent work conditions for all employees.
- Foster a work environment free from harassment and discrimination.
- Not tolerate child labor and/or forced labor.
- Realize occupational health and safety.
- Respect the rights to freedom of association and collective bargaining, in compliance with applicable laws and regulations.
- Promote appropriate working hours and wages, in compliance with applicable laws and regulations.
- Engage in fair recruitment practices and support the development of our employees through attractive talent development and appropriate treatment.

### **Human rights due diligence**

The Daiichi Sankyo Group shall conduct human rights due diligence to assess, identify, prevent, and mitigate any actual or potential human rights risks arising from our business activities.

We acknowledge that our business activities, directly and indirectly, have an impact on human rights. Therefore, we shall actively engage in dialogues and consultations with relevant stakeholders, in order to appropriately identify and respond to impacts related to human rights.

In order to realize these commitments, we shall continuously educate and raise awareness of our executives and employees, to deepen their understanding on how our business activities relate to human rights, and to urge them to respect these rights.

### **Remedy**

The Daiichi Sankyo Group has put in place and continues to implement whistleblower systems that enable us to hear various voices, including opinions and concerns from external stakeholders. The whistleblower systems accept complaints and consultations from employees in various ways, on issues such as violations of laws and regulations, or harassment issues, depending on the situation of each country or region.

We shall continue to enhance and optimize remediation processes including whistleblower systems to effectively respond to negative human rights impacts associated with our business activities.

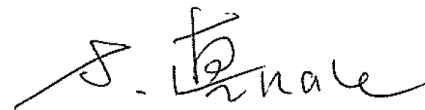
If the Daiichi Sankyo Group identifies negative human rights impacts that we have caused or contributed to, we shall seek to address and remediate such impacts through appropriate means.

**Disclosure**

The Daiichi Sankyo Group shall continuously disclose the progress and results on our initiatives to respect human rights that are based on this Human Rights Policy.

**Governance**

The CEO is responsible for the setting up of the operation structure to execute this Policy.

A handwritten signature in black ink, appearing to read "A. Inoue". The signature is written in a cursive style with a large initial "A" and a stylized "Inoue".

Representative Director, Member of the Board, President and CEO

Date of enforcement: June 1<sup>st</sup>, 2020