



Modern Slavery and Human Trafficking Statement
pursuant to section 54(1) of the Modern Slavery Act 2015
for
the financial year 1st April 2021 to 31st March 2022
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)

- [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. In this 2021-2022 reporting period, we have begun rolling out our integrated vendor qualification and finance system across the whole of the EMEA region. Vendors have to register and then complete where appropriate the relevant questionnaire to qualify as vendors to Eisai, including specific questions on their modern slavery practices, policies and procedures.

4. RISK ASSESSMENT

The current due diligence process has now been implemented fully across all the countries in our region as part of the full vendor onboarding process. We are now able to capture on a wider scale how our suppliers operate in the region, in line with the modern slavery practice standards in the UK and under the rules of other countries where applicable.

5. MEASURING EFFECTIVENESS

Having applied the onboarding process within the EMEA region, we are starting to think how best to monitor our onboarding process system, to understand what further actions are needed to be taken, depending on the allocation of resources available for execution.

As part of our "Speak up!" programme, we made changes to our Standard Operating Procedure following the EU Whistleblowing Directive requirements. As a result, we made an independent external hotline service available that provides the option of anonymous reporting so that any Eisai employee or third party can raise concerns to Eisai about such practices in their business or own supply chain if it affects Eisai.

6. TRAINING AND AWARENESS FOR COLLEAGUES

We continue to train colleagues directly involved in the procurement process, considering other areas of the business that need to have a better understanding 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 2021-2022 financial year ending 31st March 2022 for Eisai Europe Limited and its UK-based subsidiaries; Eisai Limited and Eisai Manufacturing Limited.

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Nicholas Conrad Burgin

For and on behalf of:

- Eisai Europe Limited
- Eisai Limited
- Eisai Manufacturing Limited

Dated: 22 June 2022