



Modern Slavery and Human Trafficking Statement
pursuant to section 54(1) of the Modern Slavery Act 2015
for
the financial year 1st April 2022 to 31st March 2023
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 all forms of 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, Russia and Israel).

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

In this 2022-2023 reporting period, we have liaised with an international consulting firm to perform a 360 review of the EMEA Regional Modern Slavery Policy and the Modern Slavery Questionnaire, part of the integrated vendor qualification process.

We have defined this review as “the Modern Slavery review” in which Eisai is looking at how best could the due diligence process be reflected in the EMEA Regional Modern Slavery Policy so there is greater accountability and visibility on Modern Slavery practices within the business operations in the region.

4. RISK ASSESSMENT

As part of the Modern Slavery review, there was a constructive outlook based on the type of questions Eisai is asking suppliers in EMEA and how these would be linked to our risk approach decision-making when considering working with certain suppliers.

We are in the process of assessing suppliers and we will potentially select a reduced number for further analysis as part of our overall monitoring strategy.

We are also planning to review the current questionnaire answers we have launched since the deployment of the Integrated Supplier Onboarding system. We are preparing this assessment to be followed by potentially adding subsequent questions, training and awareness modules and business meetings with a selected number of suppliers that could take place depending on the company's needs and budget allocations.

5. MEASURING EFFECTIVENESS

Eisai has taken the initiative to have the Modern Slavery review so there is greater traceability on how the business reacts to preventing Modern Slavery practices. There is a plan currently being developed on how the business would be more aware of how to identify Modern Slavery practices in our supply chain.

Apart from sending Modern Slavery Questionnaires to suppliers, employees have different mechanisms to raise questions and concerns about Modern Slavery practices. We are reinforcing reaching out directly to managers and the EMEA Business Integrity team at any time. We are also actively promoting the anonymous independent service Eisai has in place for when employees or other third parties linked to the business would choose not to disclose their personal details.

6. TRAINING AND AWARENESS FOR COLLEAGUES

We are re-designing training modules taking into consideration the colleagues directly involved in the procurement functions in the EMEA countries, as well as awareness materials that will be shared throughout with our employees so there is greater reach and a better understanding of real-life situations that could involve 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 2022-2023 financial year ending 31st March 2023 for Eisai Europe Limited and its UK-based subsidiaries; Eisai Limited and Eisai Manufacturing Limited.

Gary Bryan Hendler

Chairman & CEO, EMEA

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Gary Hendler
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For and on behalf of:

- Eisai Europe Limited
- Eisai Limited
- Eisai Manufacturing Limited

Dated: 20 July 2023