

Modern Slavery and Human Trafficking Statement
pursuant to section 54(1) of the Modern Slavery Act 2015
for
the financial year 1st April 2023 to 31st March 2024
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 Eisai 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 and research and development in the UK, and Eisai Manufacturing Limited, which carries out manufacturing and packaging activities for Eisai's global business.

Our UK based business is organised into two principal product-related business groups: the Oncology Business Group and the Neurology Business Group. A further business group, Eisai Partner Markets, is responsible for the commercial operations for the activities of Eisai's local distributors in countries in the Eisai EMEA Region where Eisai does not have a direct presence.

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 sale and distribution of finished pharmaceutical products.

2. POLICIES ON MODERN SLAVERY

Eisai has the following documents or has made the following statements that support its position with regards to modern slavery:

- Eisai Co., Ltd. is an Active Participant in the [United Nations Global Compact](#)
- Global Charter of Business Conduct and Code of Conduct as set out in the [Global Compliance Handbook](#) (9th 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 2023-2024 financial year we have continued to ensure that all relevant vendors that we onboard are sent a Modern Slavery Questionnaire as part of the integrated vendor qualification process. We review the responses to ensure that they have measures in place to minimise the risk of modern slavery practices within their company and their own supply chain.

4. RISK ASSESSMENT

In the 2022-2023 financial year we conducted a 360° review of our EMEA Region Modern Slavery Policy and a review of our Modern Slavery Questionnaire by an international consulting firm. As their feedback was positive on the type of questions Eisai is asking suppliers in EMEA, we are confident of our current risk-based approach decision-making when considering working with certain suppliers.

5. MEASURING EFFECTIVENESS

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

6. TRAINING AND AWARENESS FOR COLLEAGUES

We focus training on colleagues directly involved in the procurement functions in our EMEA Region, as well as awareness materials that are shared with all 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 2023-2024 financial year ending 31st March 2024 for Eisai Europe Limited and its UK-based subsidiaries; Eisai Limited and Eisai Manufacturing Limited.

Gary Hendler



For and on behalf of:

- Eisai Europe Limited
- Eisai Limited
- Eisai Manufacturing Limited

Dated:

4/10/2024