

Slavery and Human Trafficking Statement (Fiscal Year 2023)

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 2023 to 31 March 2024 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 commitment includes efforts towards the prohibition of modern slavery and human trafficking whilst upholding the United Nations Guiding Principles on Business and Human Rights as laid out in the UK Modern Slavery Act 2015.

1. The Group’s Business and Supply Chain

The Group operates in 30 countries/regions 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 headquarters 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 “sale of pharmaceutical products” 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. These include contract research organizations (CROs) and professional services such as research and management, and sales agents. 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 commitment 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 and embed respect for human rights in their work.
- [The Daiichi Sankyo Group Human Rights Policy](#) (hereinafter the “Human Rights Policy”) outlines our approach to human rights and further describes our commitment to respect international norms and principles, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles. 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 ensure they continue act by prohibiting 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. The Daiichi Sankyo Group Business Partner Management Guideline defines the appropriate management of corporate activities in transactions and relationships with business partners, in order to prevent and/or minimize risk that may be incurred by the Group in working with third parties including risk relevant to labor and respect for human rights.

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 conduct a risk assessment questionnaire survey on a three year-cycle, for all Group companies conducting business operations. We identify potential human rights risks connected to our business operations, confirm the status of our efforts on the human rights issues related to these risks, and implement process improvements to mitigate these risks. The survey conducted in fiscal year 2020 included questions about the

dissemination of human rights policies, status of addressing human rights issues, stakeholder engagement and the operation of reporting channels. In addition, to promote “responsible supply chain management”, we identify categories of suppliers related to our business, and conduct human rights risk assessments, and monitor them through the contract period. A new business partner management process has implemented in fiscal year 2022, is operational and we have monitored more than 6000 business partners globally as of the end of fiscal year 2023. A “Sustainable Procurement Survey” has been run for our major business partners since fiscal year 2017, and is repeated on a three yearly cycle. We also conduct communications with our business partners to seek their understanding of our approach to sustainable procurement. The “Sustainable Procurement Survey” also includes questions regarding forced and child labour.

The following were our key initiatives in fiscal year 2023:

- Based on the risk assessment questionnaire survey results conducted in fiscal year 2020, we considered a management structure of human rights due diligence, and are in the process of formulating a procedure manual for human rights due diligence. We also made progress in preparing for the second risk assessment questionnaire survey.
- We prepared the questionnaires for the third "sustainable procurement survey" and started sending them out to global suppliers.
- An appointment has been made for a Human Rights Officer in Europe, who also collaborated with the Managing Director of DSE on a joint policy statement.
- 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 and Labour, Health and Safety, etc. If we obtain evidence that a business partner has deviated from their CSR commitment, the case is analyzed and escalated appropriately in order to define the correct actions to mitigate the risk. To date (fiscal years

2020-2023), a total of 219 business partners have been assessed, approved and monitored, with no incidences of modern slavery or human trafficking identified.

4. Stakeholder Engagement

The Group considers it very important to obtain external opinions and best practices of other companies in promoting its human rights initiatives. We participated in the Human Rights Due Diligence Working Group of the Global Compact Network Japan to gain knowledge on human rights due diligence.

In fiscal year 2023, Takashi Fukuoka, Head of Global Corporate Strategy, who oversees the Group's human rights-related initiatives, attended the UNDP-organized CEO Round Table on Business and Human Rights*. He exchanged opinions and deepened his knowledge with domestic and international experts, an institutional investor, as well as CEOs and executives of leading companies.

*A round table session for companies' top managements organized by UNDP (United Nations Development Programme) under the support of the Japanese government.

5. Remedies

The Group has established and operates non-retaliation whistleblowing systems such as a global hotline, which is available to individuals outside the Group as well as employees of the Group with reporting and consulting being available in 19 languages, including Japanese and English, whenever a compliance-related question or issue arises. Allegations of non-compliance with human rights, including but not limited to forced labour in our supply chain, can be raised through these systems. The reporting systems also include counselling on harassment and we are committed to promptly investigating reports of misconduct or unethical activity/behaviours and human rights issues in the workplace through consultation with employees' line managers or colleagues. No issues related to modern slavery or human trafficking were reported in fiscal year 2023.

6. 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 risk assessment questionnaire survey result for entire Group about the status of addressing human rights issues
- Review of the “Sustainable Procurement Survey” result collected from our business partners
- Monitor modern slavery and human trafficking related concerns raised through the whistle-blowing systems

7. Training

The following are our training programmes related to human rights, conducted in fiscal year 2023:

- A message from the CEO was sent to all Group employees to remind them of the importance of Daiichi Sankyo's engagement in human rights issues.
- Training on human rights has been provided to major Group companies.
- The roll-out of the business partner management system to the affiliates of DSE, including trainings on the high-level process, was started and is planned to be completed in fiscal year 2024.

We aim to build a culture of respect for human rights in our work and business at the Group. We will continue to review and improve initiatives to identify and eliminate modern slavery and human trafficking from our Group businesses.

This statement was approved by the Board of Directors of Daiichi Sankyo UK Ltd. on 25 July 2024 and the Board of Directors of Daiichi Sankyo Co., Ltd. on 31 July 2024.

Daiichi Sankyo UK Ltd. has delegated its signature on this statement to Daiichi Sankyo Co., Ltd.



Passion for Innovation.
Compassion for Patients.™

A handwritten signature in black ink, appearing to read "S. Manabe".

31 July 2024
Sunao Manabe
Daiichi Sankyo Co., Ltd.
Representative Director, Executive Chairperson and CEO