



Chugai Pharma's Modern Slavery Statement

Modern Slavery and Human Trafficking Statement

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the actions which Chugai Pharma Europe Limited (CPE) and Chugai Pharma UK Limited (CPU) have taken to understand all potential modern slavery risks related to their businesses and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in their businesses and supply chains. This statement relates to actions and activities during the financial year 1 January 2019 to 31 December 2019. Both organisations recognise that they have a responsibility to take a robust approach to slavery and human trafficking and are committed to preventing slavery and human trafficking in their corporate activities, and to ensuring that their supply chains are free from slavery and human trafficking.

Our Business and Structure

Chugai is consistently creating and delivering innovative medicines and is one of Japan's leading pharmaceutical companies. Founded in 1925, we now employ nearly 7000 people. In addition to our head office in Tokyo our research and development, manufacturing and commercial operations span Germany, France, America, the UK & Ireland, Taiwan, China, Korea, and Singapore. In 2002, we entered a strategic alliance with F Hoffman-la Roche Limited and we are now focused solely on prescription pharmaceuticals based on our own, as well as Roche's research and development.

The UK, Ireland, and Europe

In 1986, we established our UK representative office to handle the frontline coordination for future product clinical development in Europe and marketing anticipation. In 1993, we were formerly established as Chugai Pharma UK Limited (CPU) and were one of the first subsidiaries in Europe to be wholly-owned by a Japanese pharmaceutical company. In 1994, we expanded our operations and formed Chugai Pharma Europe Limited (CPE) to focus on assessing research drug candidates from Tokyo and provide advice on likely regulatory success in Europe. Initially, CPE was totally focused on development activities and responsible for the European input to Chugai's international product development pipeline as an integral part of the tripartite team structure [based in Japan, North America, and Europe] developing the product candidates from the pre-clinical stage through to Phase III in preparation for launch. However, in June 2015, all subsidiaries in Europe were integrated and reorganised with CPE serving as an umbrella organisation, in order to oversee all core functions including Research & Development, Commercial (Sales & Marketing), Medical, Safety and Regulatory.

Our Supply Chains

Our supply chains include drug manufacturers, distributors, and wholesalers which have all been licenced by the local Competent Authority in the territory they operate in.

Relevant Policies and Standard Operating Procedures (SOPs)

Chugai Pharma operates the following policies/SOPs that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- Whistleblowing
- Employee Code of Conduct

Training

All Chugai employees receive periodic training regarding modern slavery, transparency and identification of this in our supply chains.

Taking Action

In November 2019 we wrote to all existing vendors and business partners and asked them to provide us with information regarding their adherence to the Modern Slavery Act 2015. They were requested to complete a questionnaire, detailing the below:

- Their adherence to the Modern Slavery Act 2015
- Provide a website link showing their published statement in support of the Modern Slavery Act 2015
- Payment of the National Minimum Wage for all employees and contractors

We received responses from 14% of the vendors who were contacted. Those who responded provided us with details of their own statement and had systems, policies and procedures in place to tackle modern slavery in their supply chains. We interpret that many of the vendors who did not respond did not meet the minimum turnover requirement of £36 million, as stated in the Modern Slavery Act 2015 and therefore were not obligated to respond to our questionnaire. We will continue to work with our supply chain and other Chugai affiliates to promote good practice and to ensure that our supply chains are free from slavery and human trafficking.

Due Diligence and Future Plans

In the future we plan to update our vendor qualification requirements, so that all potential new suppliers and vendors will be required to produce their own statement/policy. They will also need to provide details of which measures they have in place to prevent modern slavery in their supply chains. Chugai will continue to update its policies and procedures, raise awareness on this important topic and look at how it can address the issue of Modern Slavery within its business and supply chain. We will continue to work at maintaining appropriate safeguards against any mistreatment of persons involved in our supply chain or own business.

This statement has been approved by the Managing Directors of Chugai Pharma Europe Limited and Chugai Pharma UK Limited.

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If you have any queries or would like any further information please contact modernslavery@chugai-pharm.co.uk