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# 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 2020 to 31 December 2020. 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 2019 we previously 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. Following this activity, in 2020 we updated our vendor qualification requirements. All potential new suppliers and vendors are now required to produce documentation of their own statement/policy. They also need to provide details of which measures they have in place to prevent modern slavery in their supply chains.

In 2020, we also launched a new online whistleblowing platform. This system gives our staff the ability to anonymously report any issues or concerns. Any reported issues are then subject to an internal investigation and once a conclusion has been reached, an action plan will be determined based on the applicable policies and UK regulations. Creating a workplace environment where employees can Speak up and share their concerns gives us the best opportunity to address issues early and quickly. This gives us the chance to improve our business, our practices and our workplace, and to support our people.

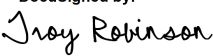
## Due Diligence

We take a risk-based approach regarding the country of origin of our suppliers. All partners are inside the European economic area, where there are local laws which ensure the protection of human rights. We would apply due diligence for countries outside of the EEA, if required.

## Future Plans

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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