



## **Slavery and Human Trafficking Statement for the Year Ended 31 March 2016**

### **1. Introduction / Background**

This statement is made by Astellas Pharma Inc., Astellas Pharma Europe Ltd. and Astellas Pharma Ltd. (collectively referred to as “Astellas” in this statement). It is a statement made in accordance with Section 54 of the Modern Slavery Act 2015 and covers the financial year from 1 April 2015 to 31 March 2016. It also includes work undertaken in the period from 1 April 2016.

Astellas is dedicated to improving the health of people around the world through the provision of innovative and reliable pharmaceutical products.

Astellas Pharma Inc. is the ultimate holding company of the Astellas group, incorporated in Japan and listed on the Tokyo Stock Exchange. Astellas Pharma Europe Ltd., incorporated in England & Wales, is the EMEA regional headquarters. Astellas Pharma Ltd., incorporated in England & Wales, is the sales and marketing affiliate for the UK.

Astellas’ supply chain is comprised of (i) suppliers of direct materials (active pharmaceutical ingredients, manufacturing and packaging) and (ii) suppliers of indirect services (professional services, facilities, sales and marketing agencies and clinical research organisations).

To find out more about what we do and our values, please go to:  
<https://www.astellas.com/en/index.html>

Astellas Pharma Inc. is a signatory to the United Nations Global Compact which demonstrates our existing voluntary support for achieving sustainable growth, including our respect for internationally proclaimed human rights and our desire to ensure that we are not complicit in human rights abuses. Astellas Pharma Inc. is included in the FTSE4Good Sustainability Index and the Dow Jones Sustainability Asia Pacific Index, both of which include human rights and labour standards as part of its selection criteria.

We know that slavery, human trafficking, servitude and forced labour (Modern Slavery) is a global and increasing challenge for governments and business.

### **2. Our Existing Policies on Slavery and Human Trafficking**

As a business we recognise our responsibility to be aware of the risks of Modern Slavery within our own organisation and supply chain. We have, therefore, taken the following steps:

- The Astellas Group Code of Conduct states our commitment against forced labor and, in the selection of business partners, their commitment to human and labor rights.
- The Astellas Business Partner Code of Conduct was introduced in May 2015. It references the human rights of workers and specifically that suppliers shall not use forced, bonded or indentured labor, involuntary prison labor or child labor

and we request our suppliers to acknowledge it and cooperate to promote the Astellas Business Partner Code of Conduct in writing.

- We also have a speak up culture. Astellas personnel are required to promptly report any known or suspected violation of the Astellas Group Code of Conduct or other illegal or unethical behavior or business practice. Therefore, if there are any concerns relating to Modern Slavery these can be raised in confidence without fear of retaliation through independent third party and internal whistleblowing helplines.

### 3. Risk Assessment Processes

Reflecting the United Nations Guiding Principles on Business and Human Rights (UNGPs), our due diligence activities to combat slavery and trafficking, described below, are risk based and will in future correspond with the level of risk identified. We have undertaken or begun the following risk assessment processes during the period:

- As disclosed in the Astellas Pharma Inc. Annual Report 2016, Astellas' assessment of child labor and forced labor in its Corporate Social Responsibility Materiality Matrix is 'Important' in a scale of 'Important', 'Very Important', 'Most Important'.
- In the period from 1 April 2016 we have undertaken a supply chain risk assessment of Modern Slavery risks within Astellas Pharma Europe Ltd. and Astellas Pharma Ltd. This has looked at around 4,000 suppliers to develop a list of high risk suppliers in respect of Modern Slavery issues. We benchmark using key information such as the supplier type and geographical location and we have also reviewed independent and regulatory employment risk assessment resources<sup>1</sup>. The results have produced supplier risk ratings enabling us to prioritise future due diligence within our supply chain.

### 4. Due Diligence Processes

In order to seek to prevent slavery and trafficking in our business and supply chains we have begun a due diligence process during this period. Steps undertaken or begun include:

- The Astellas Business Partner Code of Conduct and an associated questionnaire have been circulated to selected suppliers globally by Astellas Pharma Inc. As at 31 March 2016, answers to the questionnaire have been received from around 800 suppliers.
- From fiscal 2013 Astellas Pharma Inc. has conducted annual paper surveys at all group companies globally to monitor the awareness of human rights issues in our workplaces. In the year ended 31 March 2016 there were no urgent human rights issues reported.
- We will be reviewing any potential higher risk relationships based on our risk assessment process outcome described above and determining the extent to which it is appropriate to take any further precautionary measures to minimise the risk of slavery and trafficking where we have a direct relationship with those organisations.

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<sup>1</sup>

US State Department – Trafficking in Persons and Workers Rights Report, Global Slavery Index 2014, Labour Exploitation Legal Resources and Corruption Perceptions Index 2014

## 5. Measuring Effectiveness – Performance Indicators

In order to monitor the effectiveness of the steps we have taken to seek to prevent slavery and trafficking taking place in our business and supply chains we intend to:

- Review the responses to the questionnaires received from suppliers;
- Monitor Modern Slavery concerns raised with whistleblowing helplines;
- Develop a corrective and preventative action plan, including auditing, where we assess that there may be a heightened risk of slavery and trafficking at specific suppliers.

This statement was approved by the board of directors of Astellas Pharma Inc. on 29 September 2016 and by the boards of directors of Astellas Pharma Europe Ltd. and Astellas Pharma Ltd. on 5 September 2016. Astellas Pharma Europe Ltd. and Astellas Pharma Ltd. have delegated signing of the statement to Astellas Pharma Inc.



Yoshihiko Hatanaka

President and CEO

Astellas Pharma Inc.

29 September 2016

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September 2016