

# **Nippon Shinyaku Group Human Rights Policy**

## **Introduction**

The Nippon Shinyaku Group embraces the Business Philosophy of helping people lead healthier, happier lives and aspires to build a meaningful existence in healthcare in Japan and the world over. To realize this vision, the Nippon Shinyaku Group has established its Human Rights Policy so as to fulfill the corporate responsibility of respecting human rights. The Human Rights Policy complements the Nippon Shinyaku Group Code of Conduct, which has been established as operational standards of action that all Nippon Shinyaku Group directors and employees must adopt in their corporate activities to meet society's expectations and win society's trust.

## **1. Basic idea**

The Nippon Shinyaku Group advocates the Ten Principles of the United Nations Global Compact in four areas as its signatory company and understands that the Universal Declaration of Human Rights and the principles concerning the fundamental rights in the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work\*1 define the minimum level of human rights that must be championed. The Group also conforms with the UN Guiding Principles on Business and Human Rights, respecting the human rights and dignity of all individuals in its business activities.

In addition, the Group adheres to the World Medical Association's Declaration of Helsinki with regard to pharmaceutical research and development, acting with heightened ethical awareness and building a trust-based relationship with society.

## **2. Policy applicability**

This Human Rights Policy applies to all Nippon Shinyaku Group directors and employees. The Group's business partners and other related parties are also required to understand and support the policy.

### **3. Responsibility to respect human rights**

We recognize respecting human rights as one of the important and fundamental requirements for business activities. We will never infringe the human rights of those under the impact of our business activities. If it is likely that our business activities are negatively affecting human rights, we will adopt appropriate improvement measures and fulfill our responsibility to respect human rights.

### **4. Legal compliance**

We comply with the laws and regulations of each country or region where we operate and respect internationally recognized human rights. If we receive any request that could lead to the infringement of human rights, we will seek methods of upholding the principle of internationally recognized human rights.

### **5. Prohibition of discrimination**

We respect the human rights and personalities of all individuals and value diversity among them. We prohibit harassment and discrimination on the basis of race, nationality, ethnicity, gender, age, religion, thought or belief, sexual orientation, gender identification, academic background, physical or mental disability, illness, etc. We will never commit any act that could destroy the dignity of individuals.

### **6. Human rights due diligence**

In conformity with the UN Guiding Principles on Business and Human Rights, we undertake human rights due diligence to prevent and mitigate the possible negative impacts of our business activities on human rights.

### **7. Relief**

If our business activities prove to have a negative impact on human rights, we will implement an appropriate procedure for the relief of the victims and prevent the recurrence of similar cases.

### **8. Education and training**

We continue to educate and train all Nippon Shinyaku Group directors and employees so that they will implement this policy effectively as an integral part of their business activities.

## **9. Communication and discussions with stakeholders**

We have close communication and discussions with relevant stakeholders to confirm and understand the impacts of our business activities on human rights.

## **10. Disclosure**

We constantly disclose information about our human rights initiatives and their results.

\*1: ILO' s eight fundamental conventions on labor standards

Freedom of Association and Protection of the Right to Organise Convention (No. 87)

Right to Organise and Collective Bargaining Convention (No. 98)

Forced Labour Convention (No. 29)

Abolition of Forced Labour Convention (No. 105)

Minimum Age Convention (No. 138)

Worst Forms of Child Labour Convention (No. 182)

Equal Remuneration Convention (No. 100)

Discrimination (Employment and Occupation) Convention (No. 111)