

SMP Group Human Rights Policy

This Policy applies to Sumitomo Pharma Co., Ltd. (“SMP”) and all of SMP’s affiliates and subsidiaries worldwide with signatures below (collectively, the “SMP Group Companies”).

1. SMP Group Companies’ Position on Human Rights

(1) Compliance with Standards, Laws and Regulations

SMP Group Companies support and respect international standards on human rights, such as the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the ILO Declaration on Fundamental Principles and Rights at Work, and promote SMP Group Companies’ efforts to respect human rights in line with the Guiding Principles on Business and Human Rights: Implementing the United Nations ‘Protect, Respect and Remedy’ Framework.

SMP Group Companies comply with applicable laws and regulations in countries and regions where SMP Group Companies operate, and where local laws and regulations conflict with international standards, SMP Group Companies will seek ways to honor the principles of internationally recognized human rights.

(2) Respect for Human Rights in our Business Activities

SMP Group Companies are committed to respecting human rights across SMP Group Companies’ value chain and also strive to avoid contributing to infringement of human rights. SMP Group Companies do not discriminate or engage in harassment to anyone based on race, nationality, ethnic or social origin, ancestry, ethnicity, age, religion, faith or belief, sex and gender, sexual orientation, gender identity, marital status, academic background, disability, disease, employment status, or any other status. SMP Group Companies do not tolerate any form of harassment, including sexual harassment or workplace bullying. SMP Group Companies also respect fundamental labor rights including freedom of association and the right to collective bargaining, and prohibit forced labor and child labor.

In order to prevent and mitigate human rights risks related to SMP Group Companies’ business activities, SMP Group Companies take necessary measures, including ensuring compliance with other relevant policies and SMP Group Companies’ group policies. SMP Group Companies are also committed to understanding our impact on local communities and aim for harmonious coexistence with these communities. In pharmaceutical R & D activities,

SMP Group Companies respect the human rights of patients and participants in clinical trials in accordance with the Ethical Principles for Medical Research Involving Human Subjects (the Declaration of Helsinki). SMP Group Companies are also committed to addressing global health issues, including through improving access to medicines, such as by contributing to the health of patients in developing and emerging countries.

SMP Group Companies expect SMP Group Companies' business partners, including SMP Group Companies' suppliers, and other relevant stakeholders to act in line with the principles in this Policy, and SMP Group Companies will seek ways to work with them to promote respect for human rights.

2. SMP Group Companies' Approach to Human Rights Issues

(1) Providing Education and Raising Awareness

SMP Group Companies will provide appropriate education and training to SMP Group Companies' directors, executive officers, and employees so that this Policy is understood and effectively implemented.

(2) Human Rights Due Diligence

SMP Group Companies will establish our human rights due diligence framework and identify adverse human rights impacts, and seek to prevent or mitigate such impacts.

(3) Responding to Identified Human Rights Impacts

SMP Group Companies will engage with relevant stakeholders in order to address actual or potential adverse human rights impacts.

(4) Remedy

Where SMP Group Companies identify that SMP Group Companies have caused or contributed to adverse human rights impacts, SMP Group Companies will endeavor to remediate such impacts through appropriate processes.

(5) Grievance Mechanisms

SMP Group Companies have grievance mechanisms in place in the form of whistle-blowing channels in order to address issues or concerns that may adversely impact human rights. These channels are available for anyone involved in SMP Group Companies' business activities, including SMP Group Companies' business partners as well as SMP Group Companies' directors, executive officers, employees and their families.

(6) Disclosure

SMP Group Companies will report on SMP Group Companies' efforts to respect human rights through the SMP website and other relevant channels.