

# **Hisamitsu Pharmaceutical Co., Inc. Human rights Policy for Financial Year ended 28 February 2017**

## **1. Introduction**

Hisamitsu Pharmaceutical Group (hereinafter “Hisamitsu”), with its corporate mission “Promoting Patch Treatment Worldwide” and the management philosophy of “Delivering a Better Quality of Life (QOL) to the World” is actively pursuing improving the health of people around the world through business activities of “Bringing patch culture to the world”. Respecting human rights of people related to Hisamitsu’s business activities is an important duty of Hisamitsu and consistent with the company’s management philosophy. Hisamitsu is committed to creating a sustainable society by emphasizing to operating management and through business activities the importance of respecting human rights.

### **■ Scope of Application**

The policy applies to officers and employees of Hisamitsu. Hisamitsu will also seek alignment from all business partners involved in our business to comply with this policy.

## **2. Core concept for Human Rights in the workplace**

Hisamitsu formulated this policy based on “Guiding Principles on Business and Human Rights”; and the respect human rights declared in the “International Bill of Human Rights” (“Universal Declaration of Human Rights”, “International Covenant on Civil and Political Rights”, “International Covenant on Economic, Social and Cultural Rights”) of United Nations; core labor standards of the “ILO Declaration on Fundamental Principles and Rights at Work” of the International Labor Organization (ILO); and the “Declaration of Helsinki” of the World Medical Association (hereinafter referred as “international human principles”).

These human rights must be protected and respected by employees, business partners, and all people involved with Hisamitsu products or services. To this end, Hisamitsu will avoid causing or aggravating negative impact on human rights, and will address forthright any situation of such impact arising. Hisamitsu will also endeavor to prevent or reduce negative impact on human rights that are directly connected to business, products, and services of Hisamitsu through business transactions.

This policy complements the description of “Hisamitsu Pharmaceutical Corporate Charter”, and incorporates the concept of respecting human rights into our business activities. We will provide appropriate education and training to our employees to

ensure this policy is understood and implemented effectively.

### **3. Execution of Responsibility to Respect Human Rights**

- **Implementation of Human Rights Due Diligence**

To fulfill our responsibility to respect human rights, Hisamitsu will continue to conduct human rights due diligence, targeting negative impacts on human rights associated with our business activities.

- **Dialogue and Consultation with stakeholders**

Hisamitsu will make use of external knowledge experts on human rights to conduct meaningful dialogues and discussions with stakeholders.

- **System / Responsible person**

Hisamitsu will take appropriate measures based on the results of the assessment of the negative impact on human rights by establishing a system necessary for implementing this policy and clarifying the person(s) responsible.

- **Correction**

If it becomes clear that Hisamitsu has caused or promoted a negative impact on human rights, we will work to correct this through appropriate measures.

- **Disclosure of Information**

Hisamitsu will monitor the implementation of corrective actions and disclose progress of these measures regularly.

- **Applicable Law**

Hisamitsu Pharmaceutical complies with laws and regulations applicable to the countries and regions of operations. However, if the laws and regulations of each country and region conflict with the principles of international human rights, Hisamitsu will pursue methods to respect the principles of international human rights to the greatest extent possible.

Hiroataka Nakatomi  
President & Chief Executive Officer  
Hisamitsu Pharmaceutical Co., Inc.  
March 28, 2018