

# 2024 UNGC Reference Table



As a signatory of the UN Global Compact, Takeda remains committed to its principles and to reporting on our progress in implementing them. For more information, please see our 2024 Annual Integrated Report that acts as our annual Communication on Progress available [here](#).

UNGC Principles		Takeda Disclosure
<b>Human Rights</b>		<p><b>Our Commitments:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Takeda Global Code of Conduct</a></li> <li>• <a href="#">Commitment to Human Rights</a></li> <li>• <a href="#">Takeda Supplier Code of Conduct</a></li> </ul> <p><b>Our Positions and Policies:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Values based healthcare</a></li> <li>• <a href="#">Access to medicines</a></li> <li>• <a href="#">Global Environmental, Health and Safety (EHS) Policy</a></li> <li>• <a href="#">Climate Change</a></li> <li>• <a href="#">Biodiversity</a></li> <li>• <a href="#">Pharmaceuticals in the Environment</a></li> <li>• <a href="#">Responsible Use of Plastics</a></li> <li>• <a href="#">Water Stewardship</a></li> <li>• <a href="#">Global Anti-Corruption Policy</a></li> </ul> <p><b>Practical Actions:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Reporting on Sustainability: Patient</a></li> <li>• <a href="#">Reporting on Sustainability: People</a></li> <li>• <a href="#">Reporting on Sustainability: Planet</a></li> <li>• <a href="#">Reporting on Sustainability: Ethics</a></li> <li>• <a href="#">Reporting on Sustainability: Supply Chain</a></li> </ul> <p><b>Measurement of Outcomes:</b></p> <ul style="list-style-type: none"> <li>• See our <a href="#">2024 ESG Databook</a> for our metrics related to Patient, People, Planet and Values-Based Governance.</li> </ul>
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	
Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	
<b>Labour</b>		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labour.	
Principle 5	Businesses should uphold the effective abolition of child labour.	
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	
<b>Environment</b>		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	
<b>Anti-Corruption</b>		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	