



Takeda’s Human Rights Commitment

Takeda exists to create better health for people, and a brighter future for the world. Our commitment to respecting and protecting human rights is an important part of our corporate philosophy, which is endorsed by Takeda’s executive team and reinforced within our [Global Code of Conduct](#).

As a long-standing participant in the United Nations Global Compact, Takeda is committed to respecting and promoting internationally recognized human rights within every aspect of our business – across our supply chains and the communities where we operate – in accordance with the United Nation Guiding Principles on Business and Human Rights (UNGPs) and the Organization for Economic Co-operation and Development (OECD) Guidelines for multinational Enterprises. Our commitment covers all internationally recognized human rights included in the International Bill of Human Rights, which is comprised of the Universal Declaration of Human Rights (UDHR), the International Covenants on Civil and Political Rights (ICCPR) and Economic, Social and Cultural Rights (ICESCR), as well as the International Labour Organization (ILO) Core Labor Conventions.

We also require all third parties with whom we engage to agree to these same expectations as outlined in our Supplier Code of Conduct.

Informed by our robust human rights impact assessment process, which we regularly review and update, we have identified our 11 most relevant (salient) human rights impacts. These include:

Patient	People	Planet
Sustainable access to our medicines	Health and safety	Greenhouse gas emissions
Product quality and product safety	Diversity, equity and inclusion	Water stewardship
Clinical trials	Labor rights in the workplace	Waste generation
	Privacy and data protection	
	Third-party labor rights	

By focusing on our most relevant human rights impacts, we have the greatest ability to respect and promote the following individual articles of human rights:

- Right to Health
- Right to Equality and Freedom from Discrimination
- Right to Life, Liberty and Security
- Right to Adequate Living Standard

At Takeda, we are committed to implementing due diligence processes to identify, assess and address our human rights impacts. We strive to create and maintain a safe place for employees and third parties to raise concerns about potential misconduct, including human rights violations, and we provide access to several channels for this purpose, including the [Takeda Ethics Line](#).

We take timely and appropriate actions to address any behaviors or practices that can cause or contribute to adverse human rights impacts. In addition, we are committed to analyzing and evaluating root causes to help prevent any similar issues from arising in the future and providing access to timely remedy.