

## Ono Group Human Rights Global Policy

Under the corporate philosophy of “Dedicated to the Fight against Disease and Pain”, the Ono Group contributes to society and human health through drug development and health care that truly benefit patients and continues to take on the challenges of delivering new value to patients around the world.

In order to truly contribute to the realization of a sustainable society, we understand that we must respect the human rights of all individuals affected by our business activities. As a guideline for fulfilling this responsibility, the Ono Group hereby establishes the “Ono Group Human Rights Global Policy” (the “Policy”), based on the Guiding Principles on Business and Human Rights adopted by the United Nations Human Rights Council in June 2011, and will promote every effort to respect human rights.

### 1. Basic Stance on Human Rights

The Ono Group supports and respects the United Nations “International Bill of Human Rights” (consisting of the “Universal Declaration of Human Rights”, “International Covenant on Civil and Political Rights”, and “International Covenant on Economic, Social, and Cultural Rights”), which stipulates the fundamental human rights of all persons and the International Labour Organization’s “Declaration on Fundamental Principles and Rights at Work”, which stipulates fundamental rights at work (\*), as well as other international treaties and declarations related to the protection of human rights, including conventions on workers’ human rights such as wages and working hours, the “OECD Guidelines for Multinational Enterprises”, and the “United Nations Declaration on the Rights of Indigenous Peoples”.

In addition, we respect and protect the human rights of patients and subjects in accordance with the Declaration of Helsinki: Ethical Principles for Medical Research Involving Human Subjects in our pharmaceutical research and development activities.

Also, a signatory to it, we support and respect the Ten Principles of the United Nations Global Compact.

The Policy is a commitment by the Ono Group to respect human rights based on its Corporate Philosophy, Codes of Conduct, and related internal policies and regulations in order to fulfill its responsibility to respect the human rights of its stakeholders.

(\*) This includes support and respect for the International Labour Organization’s Core Labour Standards: “effective abolition of child labour”, “elimination of all forms of forced or compulsory labour”, “elimination of discrimination in respect of employment and occupation”, “freedom of association and the effective recognition of the right to collective bargaining”, and “a safe and healthy working environment”.

## **2. Scope**

The Policy applies to all executive officers and employees of the Ono Group. We also expect all of our business partners, including suppliers, involved in our business, products and services to comply with the Policy.

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

The Ono Group understands that its business activities may directly or indirectly cause adverse human rights impacts. We will fulfill our responsibility to respect human rights by taking appropriate steps to implement remedies where our business activities may cause or contribute to any adverse impacts on human rights.

Although we cannot completely ascertain all the ways in which our products and services are used by business partners and other parties, we do not intend for any of them to be used in any way that contributes to human rights abuses. In the case where an adverse impact on human rights caused by our business partners or other parties is suspected to be linked to our operations, products, or services, we will ask the business partners or other parties to respect, and not violate, human rights.

## **4. Human Rights Due Diligence**

The Ono Group will establish a system of human rights due diligence in accordance with the “United Nations Guiding Principles on Business and Human Rights” to identify, prevent and mitigate any adverse human rights impact that the Ono Group may have on its stakeholders.

## **5. Dialogue and Consultation**

In the process of implementing the Policy, the Ono Group will apply the expertise of independent third parties on human rights, and will sincerely engage in dialogue and consultation with its stakeholders.

## **6. Education and Training**

The Ono Group will provide appropriate education and training to its executive officers and employees, and strive to promote understanding of the Policy among its business partners, to ensure that the Policy is integrated into all of its business activities and is implemented effectively.

## **7. Remedy**

If it becomes clear that the Ono Group’s business activities have caused adverse human rights impacts or if its involvement through business partners or other parties becomes apparent or suspected, we will work to remedy such impacts through dialogue and appropriate procedures in accordance with international standards.

## **8. Responsible Executive Officer(s)**

The Ono Group will entrust an executive officer or officers with the responsibilities of implementing the Policy and supervising its implementation status.

## 9. Information Disclosure

The Ono Group will disclose the progress and results of its efforts to respect human rights on its website and through other media.

## 10. Compliance with Applicable Laws and Regulations

The Ono Group will comply with the laws and regulations of each country and region in which it operates. Where there is a conflict between internationally recognized human rights principles and the laws and regulations of a country, we will seek ways to respect internationally recognized human rights principles to the maximum extent possible.

The Policy has been approved by the Board of Directors of Ono Pharmaceutical Co., Ltd. and signed by the President, Representative Director, and CEO.

ONO PHARMACEUTICAL CO., LTD.



President, Representative Director, and CEO

06, 01, 2023