



Terumo Group Human Rights Policy

Established December 10, 2019

Terumo Group (hereinafter referred to as “Terumo”) aims to contribute to society while striving to be worthy of the trust of both the people who support medical care and those who receive it, based on Terumo’s group mission “Contributing to Society through Healthcare”. “Respect for human rights” has also been established as a tenet of the “Terumo Group Code of Conduct”, which embodies the principles that all directors, officers and employees of Terumo Corporation and its subsidiaries (hereinafter referred to as “All Associates”) should observe.

This Policy sets forth the concept and responsibilities of respect for human rights at Terumo, and Terumo requires all Associates to respect the human rights of all stakeholders involved in business activities based on this Policy and the “Terumo Group Code of Conduct”. We also expect our business partners to understand and support this policy and respect human rights.

Basic concept

Terumo supports and respects international standards related to human rights such as the “International Bill of Human Rights”^{*} and the International Labour Organization’s “ILO Declaration on Fundamental Principles and Rights at Work.” In addition, as a United Nations Global Compact Signatory Company, we support and respect the “The Ten Principles of the UN Global Compact” on human rights, labor, environment and anti-corruption. Moreover, based on the United Nations “Guiding Principles on Business and Human Rights (UNGPs)” we promote efforts to prevent any impact on human rights that may arise from our business activities.

Terumo complies with the laws and regulations of the countries and regions where business activities are conducted. Where we face conflicts between international standards on human rights and local laws and regulations, we seek ways to honor international standards on human rights.

Responsibility to respect human rights

Terumo understands that its business activities may directly or indirectly affect human rights, and if any negative impact on human rights occurs in business activities, we endeavor to fulfill our responsibility to respect human rights by appropriately addressing and correcting the problem. In particular, as a company whose business is related to the lives and health of people, we focus on the following items:

- Creating safe and worker-friendly environments
- Compliance with fair labor practices (compliance with labor laws and regulations, combating slavery or forced labor, including human trafficking, and child labor)
- Combating discrimination and harassment
- Ensuring the quality and safety of products and services

- Compliance with ethical standards in research and development
- Promotion of ethical and fair business activities
(Accurate and informative promotion, combating bribery and corruption)
- Improving access to healthcare

Education/promotion of awareness

Terumo promotes awareness of human rights by providing all Associates with education necessary for understanding and implementing this Policy.

Human Rights Due Diligence

In order to fulfill our responsibility to respect human rights, we make efforts to understand, prevent, and mitigate any negative impact from Terumo's activities on human rights and on society. As we move forward, we strive, through communication with various stakeholders, to understand and appropriately address the impact of our business activities on human rights from the perspective of the people affected.

Remediation

Where Terumo identifies that our business activities have caused or directly contributed to negative impacts on human rights, we seek to provide for or cooperate in the remediation of the adverse impacts through legitimate processes.

Information Disclosure

Terumo discloses necessary information in compliance with the laws of each country. We also disclose the progress of our activities to promote respect for human rights based on this Policy on the Terumo Group website, etc.

*Consists of "Universal Declaration of Human Rights", "International Covenant on Civil and Political Rights", and "International Covenant on Economic, Social and Cultural Rights"