

## Basic Approach

Since its founding in 1921, Terumo has carried out its corporate activities while respecting the human rights of patients, healthcare professionals, associates and other stakeholders, in line with the Group mission of “Contributing to Society through Healthcare.”

In 2012, Terumo became a signatory to the United Nations Global Compact, reflecting Terumo’s agreement with the principles of the Compact, which seeks to encourage business enterprises to undertake initiatives that embody respect for human rights. Our Core Values, which were formulated in April 2019 and constitute shared values linking Terumo associates throughout the world, include respect for others, acting with integrity, and empathy for patients. Awareness of the importance of respect for human rights is a common value for all associates. The Terumo Group Code of Conduct, our code of conduct for associates which was revised at around the same time, also states the importance of respect for human rights as every associate’s guide to day-to-day business activities.

The Terumo Group Human Rights Policy was formulated in December 2019 to clarify the Terumo Group’s position on and responsibility toward human rights, and to express the Group’s commitment to living up to the expectations of society with regard to human rights.

## Terumo Group Human Rights Policy

The Terumo Group Human Rights Policy expresses Terumo’s support and respect for international human rights codes such as the International Bill of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, as well as for the Ten Principles of the UN Global Compact. As a company that provides products and services that are closely related to people’s lives and health, the Terumo Group Human Rights Policy defines priority themes related to human rights such as creating safe and worker-friendly environments, complying with fair labor practices, ensuring the quality and safety of products and services, and complying with ethical standards in research and development, in line with the UN Guiding Principles on Business and Human Rights (UNGPs).

When purchasing materials and services from outside sources, besides respecting human rights in accordance with the Terumo Group Procurement Policy and Supplier Guidelines, we also ask our suppliers to respect human rights.



**Terumo Group Human Rights Policy (Please visit the Regulations and Standards section of Terumo’s corporate website.)**

<https://www.terumo.com/about/regulation/>



**The Terumo Group Procurement Policy and the Supplier Guidelines**

<https://www.terumo.com/about/procurement/>

## Promotion System and Major Initiatives

To support the implementation of human rights due diligence (i.e., assessing, preventing, and reducing the adverse impacts on human rights that our business activities may have in society) in line with the Terumo Group Human Rights Policy, a working group was established in fiscal 2020 comprising members from the Corporate Sustainability Department, the Human Resources Department, the Legal and Compliance Department, the Procurement Department, and the Environmental Management Department. This working group has already begun to implement various initiatives. The working group reports on the implementation status of these initiatives to the Executive Officer in Charge of Sustainability.

### Major Initiatives

Category	Subjects
<b>Compliance with Labor-related Laws, and Prevention of Harassment*1</b>	Conducting surveys administered to Terumo Group business sites in Japan and manufacturing sites overseas to verify the state of compliance and of measures implemented
<b>Ensuring the safety and quality of products and services*2</b>	Verifying compliance and the response to laws and regulations
<b>Initiatives targeting suppliers*3</b>	Asking suppliers to sign an acknowledgement of the Supplier Guidelines
<b>Complying with ethical standards in research and development*4</b>	Verifying the status of reviews conducted by the Terumo Research Ethical Review Committee Verifying compliance and the response to laws and regulations relating to clinical trials
<b>Bribery prevention and anti-corruption*5</b>	Building compliance activity plans, including bribery prevention and anti-corruption, dealing with healthcare professionals in an ethical manner, and verifying the state of progress in plan implementation of each region and business

\*1 For more information about harassment prevention initiatives, please refer to [“Prevention of Harassment” on p. 37.](#)

\*2 For more information about initiatives relating to ensuring the safety and quality of products and services, please refer to [“Ensuring the Safety and Quality of Products and Services” on p. 8-10.](#)

\*3 For more information about initiatives targeting suppliers, please refer to [“Managing Supply Chains That Support Stable Supply / Promoting Responsible Procurement” on p. 11-12.](#)

\*4 For more information about the main initiatives relating to compliance with ethical standards in research and development, please refer to [“R&D Ethics” on p. 39.](#)

\*5 For more information about the main initiatives relating to bribery prevention and anti-corruption, please refer to [“Anti-Corruption” on p. 37.](#)