

Modern Slavery Act Statement

This statement covers Shire Europe Limited (the "Company").

The Company is a member of the same group of companies as Shire Limited, which was, prior to 30 May 2019, known as Shire plc ("Shire"). Shire has published the following position statement on Modern Slavery to demonstrate Shire's active commitment to perform in accordance with the UK Modern Slavery Act. Shire believes that the Modern Slavery Act is a significant step in encouraging companies to identify and tackle the risks of modern slavery and human trafficking across business operations and in supply chains.

This statement has been prepared in response to Section 54 of the Modern Slavery Act 2015 and outlines Shire's policies and efforts to mitigate the risks of modern slavery throughout our business and supply chain. It covers Shire's financial year from January 1, 2018 to December 31, 2018.

About our business

Shire is the leading global biotechnology company focused on serving people with rare diseases and other highly specialized conditions. We strive to develop best-in-class therapies, many of which are available in more than 100 countries. Our more than 23,000 employees around the world feel a strong sense of urgency to address unmet medical needs and work tirelessly to improve people's lives with medicines that have a meaningful impact on patients and all who support them on their journey. Shire is headquartered in Dublin, and has a large presence in both Massachusetts at our US operational headquarters and at our strategic hub in Zug, Switzerland.

Shire operates with responsibility at the forefront of our business. We are committed to sound corporate governance principles, practices, and policies.

To learn more about our business and governance policies, please visit: <https://www.shire.com/who-we-are/how-we-operate/policies-and-positions>

Managing modern slavery risks

We recognize our responsibility to identify, mitigate, and address potential and actual human rights impacts that are directly linked to our business activities around the world. While the risk of modern slavery and human trafficking is relatively low in the highly regulated biopharmaceutical industry, we recognize that this responsibility also extends to our business relationships.

Shire's [Human Rights Policy](#) applies to our business and supply chain. It reaffirms our support of the United Nation's Universal Declaration of Human Rights, and asserts our commitment to the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, which includes the following four major principles: (1) Freedom of association and the effective recognition of the right to collective bargaining; (2) Elimination of all forms of forced or compulsory labor; (3) Abolition of child labor, and; (4) Elimination of employment discrimination.

We have taken several steps to mitigate the risks associated with modern slavery in our business and supply chain. These include the below activities conducted during 2018:

- **Statements:** Shire convened teams of internal stakeholders to review statements pertaining to expectations of suppliers and Modern Slavery, including Shire's Supplier Code of Conduct found [here](#) and Shire's statement on California Transparency in Supply Chains which can be found [here](#). This team also considered pending Modern Slavery legislation in other regions, and impact to Shire's processes, policies and procedures.
- **Verification :** As part of the procurement solicitation process, all suppliers solicited to participate in a request for proposal (RFP) are asked to sign a statement in which they attest that their business meets specified human rights employment standards in accordance with the Modern Slavery Act. These standards include expectations that suppliers shall not use child labor or forced labor, and that they shall comply with legal minimum wage requirements, prevent discrimination or harassment in the workplace, and provide fair working conditions.
- **Risk assessment:** As part of Shire's sourcing due diligence, the company developed a risk assessment process to identify suppliers in regions identified as having increased human rights risks. Efforts will focus on enhancing the review of such risks among identified suppliers.
- **Vendor on-boarding:** Once selected, all suppliers are asked to certify that products and their component parts that are provided to Shire comply with the laws regarding slavery and human trafficking of the country or countries in which they do business. The only exceptions are patient organizations, healthcare organizations, and healthcare professionals which are not required to certify this given the nature of payments (typically honorarium, grants and sponsorships). Further, Shire's Purchase Orders and Contracts were updated to include language forbidding use of forced or slave labor as a condition of becoming a supplier to Shire.
- **Employee training:** Shire's [Code of Ethics](#) outlines expectations for employees to conduct business with integrity. New employees are required to review the Code

and complete the Code of Ethics training. This training includes a section on supplier conduct with a reference to our [Supplier Code of Conduct](#) which includes human rights.

- **Modern Slavery Introduction:** Shire Procurement employees were required to complete an overview on Modern Slavery in the Supply Chain, and the steps that Shire has taken to mitigate the use of suppliers that might use forced labor in their supply chain
- **Industry collaboration:** In 2016, Shire became a member of the Pharmaceutical Supply Chain Initiative (PSCI), which focuses on advancing fair and safe working conditions and practices, responsible business practices, and environmental sustainability in pharmaceutical supply chains. Shire has taken an active role in PSCI through support of the Labor and Human Rights working team and other leadership roles within the organization. We support PSCI's Principles for Responsible Supply Chain Management and utilized these Principles as the framework for our harmonized Supplier Code of Conduct.

Improving in the year ahead

The progress Shire plans to make in 2019 includes:

- Shire was acquired by Takeda Pharmaceutical Company Limited ("Takeda") on January 8, 2019 (the "Acquisition"), which will allow for expanded tools, processes and policies pertaining to Modern Slavery.
- Following the Acquisition, the Shire group is in the process of being integrated with the Takeda group with the aim of streamlining operations and consolidating group policies in the area of supply chain management, risk management, and employee training to support responsible business practices and further mitigate modern slavery risks.
- Going forward, the intention is for Takeda to adopt a group statement for the combined group.

This statement was approved by the board of directors of the Company on 21 June 2019.

Signed,



Name: Sarah Charsley

Title: Director

Date: 21 June 2019