



As a wholly owned subsidiary of Hisamitsu, Noven adheres to the same Human Rights Policy set forth by our Parent Company. Noven is committed to the complete compliance of all laws and regulations applicable to the following guidelines.

Together, Noven and Hisamitsu aim to promote “TE-A-TE Culture” worldwide, which translates to placing your hand upon the injury of a loved one to mend, while wishing for a well and swift recovery. “TE-A-TE” is the practice of compassion to others. Ever since its inception, Hisamitsu has emphasized it as the fundamental value of a “topical patch,” a form of compassionate treatment.

Hisamitsu Pharmaceutical Co., Inc. Human Rights Policy

The corporate philosophy of the Hisamitsu Pharmaceutical Group (“the Hisamitsu Group”) is “Delivering a Better QOL to the World” through the creation, development, manufacturing, and sales of pharmaceuticals and other products. The Hisamitsu Group has also established its company mission as “Promoting ‘TE-A-TE’ Culture Worldwide.” Based on this philosophy and mission, the Hisamitsu Group will actively expand its activities to spread the “TE-A-TE” Culture of compassion for people all over the world through not only transdermal patches but also various other products and services.

Respecting the human rights of people associated with the Hisamitsu Group’s business activities is consistent with the corporate philosophy and is an important endeavor of the Hisamitsu Group. The Group is fully committed to contributing to the development of a sustainable society by continuously conducting management and business activities based upon the respect for human rights.

1. Core Concept for Human Rights

The Hisamitsu Group formulated this concept (policy) based on the United Nations Guiding Principles on Business and Human Rights, with the aim of incorporating more concretely into business activities the contents of the Hisamitsu Pharmaceutical Corporate Charter, which stipulates a code of conduct including the respect for human rights. In The Hisamitsu Group’s efforts to respect human rights, the Hisamitsu Group will support and respect the following international standards regarding human rights.

- The United Nations’ “International Bill of Human Rights,” which stipulates the fundamental human rights of all people (“Universal Declaration of Human Rights,” “International Covenant on Civil and Political Rights,” “International Covenant on Economic, Social and Cultural Rights”)
- The International Labour Organization’s (ILO) “ILO Declaration on Fundamental Principles and Rights at Work,” which stipulates fundamental rights at work*
- The World Medical Association’s “Ethical Principles for Medical Research Involving Human Subjects (Declaration of Helsinki)”
- “Children’s Rights and Business Principles” etc.

* Including supporting and respecting the core labor standards of the ILO on “freedom of association and the effective recognition of the right to collective bargaining,” “the elimination of all forms of forced or compulsory labor,” “the effective abolition of child labor,” “the elimination of discrimination in respect of employment and occupation,” including the principle of equal remuneration for men and women for work of equal value; and “a safe and healthy working environment.”



2. Scope of Application

The policy applies to all officers and employees of the Hisamitsu Group. The Hisamitsu Group will also require all business partners involved to comply with this policy.

3. Execution of Responsibility to Respect Human Rights

Human rights must be protected and respected by and for all officers, employees, and business partners of the Hisamitsu Group, as well as all people involved with the Hisamitsu Group's products and services. To ensure that the human rights of these people are respected, the Hisamitsu Group will avoid causing or encouraging any infringement on human rights, and will immediately address any such impact should they arise. Furthermore, if there is any suspicion that a business partner or other party has caused an infringement on human rights in relation to the Hisamitsu Group's business, products, and services, the Hisamitsu Group will request that such business partner or other party respect and refrain from further infringement on human rights.

4. Human Rights Issues Related to Business Activities

The Hisamitsu Group recognizes that it is important to address the following human rights issues related to the Hisamitsu Group's business activities.

Respect for the Human Rights of Our Customers

- As a life-related company that handles products and services related to people's health, The Hisamitsu Group will conduct business activities that respect the dignity of people's lives, including through providing a stable supply of high-quality products and engaging in ethical and responsible advertising, marketing, and information provision and collection activities. The Hisamitsu Group will also respect and protect the human rights of subjects involved in clinical studies.
- In order to realize the corporate philosophy of "Delivering a Better QOL to the World," the Hisamitsu Group will strive to create an environment in which people around the world have equal access to medical products, services, and information.
- The Hisamitsu Group will recognize the relationship between the global environment, which is the foundation of people's lives, and human rights, and as a member of the global society, the Hisamitsu Group will promote environmental management with the aim of coexisting with local communities.

Human Rights in the Supply Chain

- The Hisamitsu Group will ask all business partners involved in the Hisamitsu Group's business activities to respect human rights. Regarding procurement activities in particular, the Hisamitsu Group will promote sustainable procurement that takes into consideration human rights, labor, safety and health, the environment, and compliance.

Human Rights in the Workplace

- The Hisamitsu Group will respect the diversity, personality, and individuality of its employees, and will not engage in unfair discrimination or harassment on the basis of race, nationality, ethnicity, gender, sexual orientation, gender identity, age, religion, creed, disability, disease, or social status.
- The Hisamitsu Group will strive to ensure occupational safety and health, appropriately manage working hours, including reducing long working hours, and ensure minimum and living wages, thereby realizing a comfortable and prosperous life for the Hisamitsu Group's employees and ensuring a safe and comfortable working environment.



5. Human Rights Due Diligence

The Hisamitsu Group will continue to conduct human rights due diligence to identify and prevent or mitigate any negative impact on human rights associated with the Hisamitsu Group's business activities.

6. Dialogue and Consultation with Stakeholders

The Hisamitsu Group will identify human rights issues and promote efforts to respect human rights through dialogue and consultation with relevant stakeholders.

7. Education and Training

The Hisamitsu Group will provide appropriate education and training to all officers and employees to ensure that this policy is understood and implemented effectively.

8. Relief

If it becomes clear that the Hisamitsu Group has caused or promoted a negative impact on human rights, the Hisamitsu Group will work to remedy this through appropriate measures.

9. Disclosure of Information

The Hisamitsu Group will appropriately disclose information on its efforts to respect human rights on its website and other sources.

10. Applicable Law

The Hisamitsu Group complies with laws and regulations applicable to the countries and regions of operations. However, in cases where there is a conflict between the laws and regulations of a country or region and the principles of internationally recognized human rights, the Hisamitsu Group will pursue methods to respect the principles of internationally recognized human rights to the greatest extent possible.

NAKATOMI Kazuhide
President & CEO
Hisamitsu Pharmaceutical Co., Inc.

Established: March 28, 2018

Revised: October 27, 2021

Revised: June 14, 2024