

## NEWS RELEASE

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### Otsuka Signs Statement of Support for Women's Empowerment Principles

Otsuka Holdings Co., Ltd. announces that it has signed the CEO Statement of Support for the Women's Empowerment Principles (WEPs), a set of Principles focusing on corporate action to promote gender equality and women's empowerment in the workplace, marketplace and community. The WEPs are the result of collaboration between the United Nations Global Compact (UNGC) <sup>1</sup> and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women).<sup>2</sup>

Under the corporate philosophy of "Otsuka-people creating new products for better health worldwide," the Otsuka group of companies is a total health care group active on the global stage. Convinced that maximizing the talents of a diverse group of individuals becomes the driving force for growth, Otsuka promotes diversity across the group companies, including proactively encouraging the participation and advancement of women in the workplace. The signing of the CEO Statement of Support for the WEPs is an opportunity to reinforce efforts to ensure gender equality and women's empowerment.

#### **Women's Empowerment Principles (WEPs)**

The Women's Empowerment Principles are a set of voluntary principles offering guidance for corporate practices to promote equality and women's empowerment, launched in 2010 as the result of collaboration between the UNGC and UN Women. By signing the CEO Statement of Support for the WEPs, a company demonstrates its dedication to contributing to workplace, marketplace and community environments that encourage advancement and empowerment of women. The seven Women's Empowerment Principles are listed below.<sup>3</sup>

1. Establish high-level corporate leadership for gender equality
2. Treat all women and men fairly at work – respect and support human rights and nondiscrimination
3. Ensure the health, safety and well-being of all women and men workers
4. Promote education, training and professional development for women
5. Implement enterprise development, supply chain and marketing practices that empower women
6. Promote equality through community initiatives and advocacy
7. Measure and publicly report on progress to achieve gender equality



### **About Otsuka Holdings Co., Ltd.**

Otsuka Holdings Co., Ltd. is the holding company for the Otsuka group of companies, a global healthcare group headquartered in Tokyo, Japan. With operations in pharmaceuticals, nutraceuticals, medical devices and other health-related businesses, the group generated worldwide sales of approximately USD 10.2 billion USD in the fiscal year ended December 31, 2016.

The Otsuka group of companies conducts research, development, manufacturing and marketing of innovative products that are uniquely positioned to provide advanced therapy, improve quality of life and support a healthy lifestyle. Additional information can be obtained at <https://www.otsuka.com/en/>

### **References:**

1. The UNGC is a voluntary initiative encouraging participation in a worldwide, principle-based framework, aiming to promote sustainability through creative leadership and responsible corporate citizenship. Otsuka Holdings became a signatory to the UNGC in 2016.
2. UN Women is a United Nations entity working for the empowerment of women. It was established in 2010 through the merger of the Division for the Advancement of Women (DAW), the International Research and Training Institute for the Advancement of Women (INSTRAW), the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI), and the United Nations Development Fund for Women (UNIFEM).
3. Women's Empowerment Principles: <http://www.weprinciples.org/>