

UK Modern Slavery Act 2015

Amgen Limited, Public Statement

In accordance with the UK Modern Slavery Act 2015, Section 54(1), Amgen Limited has published the following public statement regarding its compliance with the Act and the steps it takes to support the goals of the Act.

Background

Amgen Inc. (Amgen) is a global biotechnology company focusing on the discovery, development, manufacture and delivery of innovative human therapeutics for patients suffering from serious illnesses. Amgen's approach to corporate responsibility starts with our mission to serve patients and is executed through our environment, social and governance (ESG) framework. From our endeavours to strengthen science education and inspire the next generation of scientists, to expanding access to healthcare worldwide and pursuing a more environmentally sustainable business model, our mission guides how we do what we do. Amgen's ESG framework encompasses our responsible sourcing strategies, including our Supplier Code of Conduct, and our corporate governance and business ethics frameworks.

Modern slavery is a crime and a violation of fundamental human rights. It is a term used to encompass slavery, forced and compulsory labour, child labour and human trafficking. In line with our purpose and guided by our values, our approach is to understand how and where modern slavery occurs and to continuously review and improve the policies and processes we have in place to prevent modern slavery from occurring in Amgen's supply chain. This expectation is set out in our global Code of Conduct and reinforced in our Supplier Code of Conduct.

Organisational Structure and Supply Chains

Amgen Limited is a wholly owned subsidiary of Amgen Inc. Amgen Limited undertakes sales and marketing activities in the UK and provides certain pre-launch, clinical development support and related services to Amgen, Inc.

Amgen operates state of the art process development capabilities and commercial biologics manufacturing facilities, primarily in the US and Puerto Rico. In addition, Amgen operates a commercial manufacturing site in Ireland (Dun Laoghaire). Medicines distributed by Amgen Limited in the UK are manufactured primarily in these Amgen facilities. In addition to sourcing medicines through its vertically integrated supply chain, Amgen Limited's UK supply chain involves procuring a variety of goods and services to support the sale and distribution of pharmaceuticals, clinical development support services and the operations of our UK sites.

This document sets out the steps taken by Amgen Limited to comply with the Modern Slavery Act and to support its goals. As detailed below, Amgen uses a combination of staff education and training, internal policies and procedures and partnership with specialist third parties to uphold and enforce standards relating to the requirements of the Act.

Relevant Policies and Procedures

The corporate policies of Amgen Inc. apply to Amgen Limited. Those corporate policies include a number of requirements designed to eliminate support for modern slavery or human trafficking. These include the following:

- A **Supplier Code of Conduct** that explicitly requires that suppliers shall not use forced, bonded, involuntary, slave or indentured labour or involuntary prison labour. Other components of the Supplier Code of Conduct include requirements for suppliers to uphold the human rights of workers, a ban on use of child labour, and a prohibition on suppliers' use of corporal punishment or mental or physical coercion of workers. The Code requires suppliers to engage in appropriate action to further Amgen's commitment to non-discrimination and equal employment opportunities and provide a workplace free of harassment and discrimination and comply with all applicable laws and regulations. Suppliers must pay workers according to applicable wage laws and workers must be able to communicate openly with management regarding working conditions without retaliation. Suppliers shall operate in compliance with all applicable health and safety regulations and ensure safety management systems are in place to prevent work-related personal injuries. The Supplier Code of Conduct also requires suppliers to encourage their staff to report any concerns or illegal activities in the workplace freely and without fear of reprisal, intimidation or harassment;
- A **Code of Conduct** that requires Amgen's Board, staff, consultants, external workers, secondees and temporary workers to follow all applicable laws and conduct business with integrity. This includes the requirement to respect human rights in all countries in which we do business. Any and all forms of trafficking in persons, and slave and child labour, and contracting with suppliers with known violations regarding human trafficking, slave or child labour are strictly prohibited. This is reinforced through mandatory annual training and ongoing compliance monitoring; to complete the training, learners must certify that they understand the Code of Conduct; they understand that the Code of Conduct requires that every person conducting business for Amgen does so ethically and in compliance with all applicable laws and Amgen policies; and that they will report any suspected violation of the Code of Conduct, Amgen policy or applicable law.
- A **Business Conduct Hotline** that enables staff and anyone external to the company to report any suspected violation of the Code of Conduct, an Amgen policy, applicable law or other governance document, or good business ethics in line with the Amgen Values. The hotline operates 24 hours a day, every day of the year and anonymous reporting is permitted, except where prohibited by local law. Amgen's non-retaliation policies prohibit any form of retaliation against or intimidation of anyone for their good faith reporting of any compliance concern;
- A public statement in accordance with the **California Supply Chain Transparency Act** that states Amgen's expectations for suppliers to comply with all laws, including those prohibiting use of child, involuntary or slave labour.

Due Diligence, Risk Assessment and Management

To minimise the risk of modern slavery within Amgen's supply chain, Amgen's Supplier Sustainability Program aims to ensure suppliers address ethical, environmental and social considerations including labour and human rights impacts.

The Supplier Code of Conduct sets the fundamental expectations of suppliers and is aligned with Amgen's core values. Amgen's Supplier Code of Conduct, which includes a prohibition on slavery and forced labour, is a requirement that is incorporated (by reference) into sourcing, supplier onboarding, supplier contracts* and purchase order terms and conditions.

Amgen's Supplier Sustainability Program uses a third party, EcoVadis, to assess and monitor our most strategic global suppliers' performance against a wide range of sustainability and social responsibility considerations, including labour and human rights. In accordance with EcoVadis' methodology, suppliers operating in identified risk countries and sectors are assessed on their human rights management systems, including how they prevent the occurrence of child labour and forced labour in their operations. Rated companies are also expected to implement sustainable procurement actions to avoid child labour and forced labour issues in their supply chain. Where low-scoring suppliers are identified, Amgen works with these suppliers to improve their performance through addressing corrective actions.

As documented in our ESG report, Amgen continues to participate in the Pharmaceutical Supply Chain Initiative to promote responsible supply chain management and better business conditions across the industry. Through our involvement with the Responsible Health Initiative, a life science-specific forum established by EcoVadis, Amgen is working to strengthen the sector's approach to supply chain management with a specific focus on environmental and social sustainability.

Amgen Limited acknowledges that our overseas supply chain imposes an obligation on us to work proactively with our parent company, Amgen Inc., in mitigating and addressing risks of modern slavery practices. We collaborate with Amgen Inc. through the Supplier Sustainability Program to ensure our key overseas entities are compliant with our human rights expectations and to ensure that our most strategic UK suppliers are covered by the EcoVadis risk assessment process.

Training

As noted above, Amgen's Board of Directors, staff, consultants, external workers, secondees and temporary workers receive training on our Code of Conduct, as well as annual refresher training, which includes the requirement to act ethically and in compliance with all applicable laws and regulations as well as Amgen policies. This "Do the Right Thing" training covers the need to respect human rights in all countries in which we do business and the prohibition on trafficking in persons and on slave and child labour. The training also emphasises the obligation to report any observances of non-compliance with laws, regulations or Amgen policies.

Continuous Improvement

Amgen is committed to forward-looking continuous improvement in its efforts to manage the risks associated with modern slavery in its supply chain. This includes:

- Continuing to collaborate with Amgen Inc. to improve visibility of our domestic and international supply chains and operations by engaging suppliers through our Supplier Sustainability Program
- Continuously ensuring representations and warranties regarding modern slavery are included in contracts with distributors, suppliers and other third parties
- Implementing a risk-based assessment of strategic UK suppliers to assess their compliance with the UK Act;
- Requiring and monitoring 100% staff completion of Amgen’s annual Code of Conduct training.

Statement approved on behalf of Amgen Limited:

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Statement covers year ended 31st December 2022

Statement approved 15th June 2023

*A reference to the Supplier’s own Code of Conduct is also permitted provided that there is broad equivalence between the Supplier’s Code of Conduct and Amgen’s.