

UK Modern Slavery Act 2015

Amgen Ltd, Public Statement

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

Organisational Structure and Supply Chains

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 Ltd is a wholly owned subsidiary of Amgen Inc.

Amgen Ltd 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 in the UK are manufactured primarily in these Amgen facilities.

In the course of its operations Amgen is a consumer of a variety of goods and services. This document sets out the steps taken by Amgen 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 procedures and external audits to ensure compliance with policies and codes of conduct to uphold and enforce standards relating to the requirements of the Act.

Relevant Policies

The corporate policies of Amgen, Inc. apply to Amgen, Ltd. 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 states 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 Supplier Code of Conduct also asks suppliers to encourage their staff to report any concerns or illegal activities in the workplace freely and without fear of reprisal;
- A Code of Conduct that requires Amgen staff, consultants, external workers, secondees and temporary workers to follow all applicable laws and conduct business with integrity. This is reinforced through mandatory annual training and ongoing compliance monitoring;
- 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.

The Supplier Sustainability Program includes sustainability assessments conducted by a third-party to assess and monitor our key suppliers' performance in relation to Amgen's Supplier Code of Conduct. Through these assessments, we gain an understanding of the maturity of our suppliers' ethical, environmental, and social governance programs. These assessments have sometimes led to a dialogue and identification of opportunities for the suppliers to develop plans to enhance their programs. In such cases, we measure their progress against the plan. Amgen continues to consistently increase the number of suppliers we assess for sustainability performance. In 2021, we continued to increase the number of suppliers we assessed for ethics, labour and human rights, and environmental impact.

Amgen continues to participate in the Pharmaceutical Supply Chain Initiative, which seeks to promote responsible supply chain management and better business conditions across the industry. Amgen is also part of Responsible Health Initiative "RHI", a life science-specific forum established by EcoVadis to strengthen the sector's approach to supply chain management with a specific focus on social and environmental sustainability. As part of Amgen's participation in RHI, we are working with our industry peers and EcoVadis to collectively provide education and training to suppliers to support their growth and improvement on addressing social and environmental sustainability topics.

Training

Amgen 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.

Key Performance Indicators

To evaluate the on-going effectiveness of its efforts to manage the risks associated with modern slavery in its supply chain, Amgen utilises the following key performance indicators:

- The number of suppliers assessed through our Supplier Sustainability Program;
- The percentage of staff completing the annual Code of Conduct training.

Statement approved on behalf of Amgen Ltd:

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Statement covers year ended 31st December 2021

Statement approved 17th June 2022