

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.

### **Organizational Structure, Business 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.

The role of Amgen Ltd. is to provide certain pre-launch, clinical development support and related services to Amgen Inc. In addition to its local clinical development support activities, Amgen Ltd. also operates as Amgen's European R&D headquarters and provides global and regional development support to Amgen Inc. Further, Amgen Ltd. undertakes sales and marketing activities in the UK.

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's 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:

1. A Supplier Code of Conduct that explicitly states that suppliers shall not use forced, bonded, involuntary, slave or indentured labor or involuntary prison labor. 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 labor, 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.
2. A Staff Code of Conduct that requires all Amgen employees to follow all applicable laws and conduct business with integrity. This is reinforced through mandatory annual training for all employees and ongoing compliance monitoring.
3. 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 labor.

### **Due Diligence and Risk Management**

To minimize the risk of modern slavery within Amgen's supply chain, Amgen conducts a number of due diligence activities to identify risks and address any issues uncovered. Specific due diligence and risk management activities include:

Amgen's [Supplier Code of Conduct](#), which includes a prohibition on slavery and forced labor, is a requirement that is incorporated (by reference) into sourcing, supplier onboarding, purchase order terms and conditions, as well as our contracts with suppliers.

Amgen's Responsible Sourcing Program utilizes a third-party to assess and monitor our suppliers' performance across a wide range of sustainability and social responsibility issues as defined by global standards such as the UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, the International Labour Organization (ILO) conventions, Global Reporting Initiative (GRI)'s standards, and ISO 26000.

This annual assessment provides the basis for understanding our suppliers' scorecard against the requirements of our Supplier Code of Conduct and facilitates a dialogue with suppliers about areas where sustainability performance improvement should be focused. Amgen continues to expand the scope of our Responsible Sourcing Program, including the number of suppliers assessed and leveraging information from these assessments to inform sourcing and audit decisions.

Amgen's continuous supply chain risk assessment process, which is performed for all suppliers related to the satisfaction of Good Manufacturing Practices (GMP) requirements (a set of regulatory requirements associated with the manufacturing of medicines), and other suppliers based on their risk, identifies issues that may cause disruptions in Amgen's supply chain. These include the risks associated with non-compliance with regulatory requirements, including those banning modern slavery and forced labor. A variety of mechanisms are used to monitor the performance of key suppliers and identify areas of risk. This risk assessment process includes assessments of labor-related risks associated with geography as well as type of business. As necessary, corrective actions are required of suppliers.

### **Performance Indicators**

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

1. The number of suppliers assessed through our Responsible Sourcing Assessment process;
2. The number of GMP suppliers passing through our risk assessment process;
3. The percentage of employees receiving "Do the Right Thing" training.

### **Employee Training**

All Amgen staff receive training on our Staff Code of Conduct, as well as annual refresher training regarding the need to act ethically and in compliance with all applicable laws and regulations as well as Amgen policies. This "Do The Right Thing" training emphasizes the obligation to report any observances of non-compliance with laws, regulations or Amgen policies.

Approved on behalf of Amgen Ltd:

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