

Amgen Canada
Report Under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*
Financial Year Ended December 31, 2023

This report, prepared pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act"), pertains to Amgen Canada Inc and Amgen British Columbia Inc.

The above-mentioned entities hereby report to the Minister of Public Safety and Emergency Preparedness on the steps taken during their previous financial year ended December 31, 2023 to prevent and reduce the risk that forced labour or child labour is used at any step of the production of their goods, in Canada or elsewhere, or of goods imported into Canada thereby.

This document sets out the steps taken by Amgen Canada and Amgen British Columbia to comply with the Act and to support its goals. As detailed below, Amgen Canada and Amgen British Columbia use 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.

Structure, activities, and supply chains

Amgen Canada is a private company that was incorporated in 1991 under the *Ontario business Corporation Act*. Amgen Canada directly employs approximately 330 employees across various functions and operates out of a single head office located in Mississauga, Ontario. Amgen Canada's sales representatives and medical scientific liaisons also operate across Canada.

Amgen British Columbia is a private company that was incorporated in 1993 under the *British Columbia Company Act*. Amgen British Columbia is a research institution which directly employs approximately 110 employees and operates out of a facility located in Vancouver, British Columbia.

Amgen Canada and Amgen British Columbia are affiliates of Amgen Inc, a global biotechnology company headquartered in Thousand Oaks, California, which focuses on the discovery, development, manufacture and delivery of innovative human therapeutics for patients suffering from serious illnesses.

Amgen Canada undertakes sales and marketing activities in Canada and provides certain pre-launch, clinical development support and related services to Amgen, Inc.

Amgen Inc operates state of the art process development capabilities and commercial biologics manufacturing facilities, primarily in the US and Puerto Rico. In addition, Amgen Inc operates a commercial manufacturing site in Ireland (Dun Laoghaire). Medicines distributed by Amgen Canada in Canada are manufactured primarily in these Amgen facilities. In addition to sourcing medicines through its vertically integrated supply chain, Amgen Canada's 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 Canadian sites.

Employees at Amgen British Columbia import and use chemicals and other reagents mostly from the United States, and occasionally Lithuania, for research purposes.

Both Amgen Canada and Amgen British Columbia work to further the company's global efforts to transform the promise of science and biotechnology into therapies that restore health and save lives. Hundreds of thousands of Canadians use one of Amgen's products, and thousands more have been enrolled in clinical studies that have helped deliver the next generation of innovative treatments.

Amgen Canada and Amgen British Columbia are proud to support these patients and to contribute to the development of new therapies in partnership with Canada's leading healthcare, academic, research, government and patient organizations.

Policies and due diligence processes in relation to forced labour and child labour

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 framework.

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 key suppliers' commitment to a wide range of environmental 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 prioritize improvement areas through a corrective action plan.

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. The EcoVadis assessment includes an evaluation into our suppliers' policies, actions and results across key human rights related risks including human trafficking, forced labour, debt bondage/bonded labour and child labour.

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 Canada 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 Canadian suppliers are covered by the EcoVadis risk assessment process.

Amgen Inc. expects its suppliers that supply materials that are incorporated into Amgen's products to comply with applicable laws, which include applicable laws prohibiting the use of child, involuntary, or slave labour. Amgen has the right to audit our key suppliers of materials that are incorporated into Amgen's products, and it conducts or uses third parties to conduct announced audits of suppliers to assess compliance with this expectation. If Amgen determines that a supplier has failed to meet these expectations, Amgen may take action with respect to that supplier, including requiring corrective actions or cancelling outstanding orders.

In relation to local operations, Amgen Canada and Amgen British Columbia have taken steps to include representations and warranties regarding modern slavery and compliance with all applicable legislation in contracts with distributors, suppliers, and other third parties.

Areas of the business that carry a risk of forced labour or child labour and measures to prevent and reduce those risks

We believe that the risk of forced labour or child labour among our personnel is low. Our recruiting processes ensure compliance with the standards currently in force in Canada.

In terms of forced labour or child labour in our supply chain, the corporate policies of Amgen Inc. apply to Amgen Canada Inc. and Amgen British Columbia. Those corporate policies include a number of requirements designed to eliminate support for modern slavery or human trafficking and to reduce the risk in our supply chains. 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 must 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;
- Amgen's Whistleblower Policy demonstrates the company's commitment to transparency and to building an environment in which people feel free to raise legitimate issues relating to Amgen's operations. The aim of this policy is to help deter wrongdoing relating to the company's operations, including modern slavery practices, by encouraging disclosure of wrongdoing and ensuring that anyone who makes a disclosure can do so safely, securely and with confidence that they will be protected and supported.
- 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.

Remediation measures

In the last financial year, we have not identified any incident of forced labour or child labour in our activities or supply chain. We therefore did not need to take any measures to remediate an incident of forced labour or child labour.

If we do identify incidents of forced labour within our activities or supply chains, we will consider the appropriate remediation strategies in compliance with international standards.

Employee training

Amgen Inc continues to provide compliance training to all staff annually and has global compliance policies requiring Amgen personnel across the globe to comply with all applicable laws. Any employee who fails to abide by Amgen's compliance policies may be subject to disciplinary action, including termination.

As noted above, Amgen Canada and Amgen British Columbia'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.

Assessing effectiveness

Amgen Canada and Amgen British Columbia are 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 Canadian suppliers to assess their compliance with the Act;
- Requiring and monitoring 100% staff completion of Amgen’s annual Code of Conduct training.

Approval and Attestation:

This report was approved pursuant to subparagraph 11(4)(b)(i) of the Act by the Boards of Directors of Amgen Canada Inc and Amgen British Columbia Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Ugur Gunaydin
Full Name:
General Manager, Canada

DocuSigned by:

Ugur Gunaydin

Date:

Signature:

I have the authority to bind Amgen Canada Inc. I make this attestation in my capacity as a Director, and not in my personal capacity.

Signer Name: Ugur Gunaydin
Signing Reason: I approve this document
Signing Time: 5/24/2024 | 1:45:22 PM GMT
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Ugur Gunaydin
Full Name:
General Manager, Canada

DocuSigned by:

Ugur Gunaydin

Date:

Signature:

I have the authority to bind Amgen British Columbia. I make this attestation in my capacity as a Director, and not in my personal capacity.

Signer Name: Chadwick King
Signing Reason: I approve this document
Signing Time: 5/23/2024 | 5:40:35 PM GMT
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Chadwick King
Full Name:
General Manager, Canada

DocuSigned by:

Chadwick King

Date:

Signature:

I have the authority to bind Amgen British Columbia. I make this attestation in my capacity as a Director, and not in my personal capacity.

Signer Name: Chadwick King
Signing Reason: I approve this document
Signing Time: 5/23/2024 | 5:40:35 PM GMT
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