



## California Transparency in the Supply Chain Act (SB657)

Shire is committed to the human rights of our employees at all times. In the highly regulated biopharmaceutical industry, we recognize that commercial success depends on the full commitment of all our employees. Therefore, Shire commits to respecting their human rights, providing them with safe and favorable working conditions that reduce risk and maintain fair and competitive terms and conditions of service at all times. We seek to comply with all relevant laws, rules and regulations governing labor, employment and the employment relationship in all of the countries where Shire does business.

To ensure employees are aware of these expectations, all Shire employees receive annual training on Shire's [Code of Ethics](#). Further, Shire employees with Procurement responsibility receive annual training on Shire's Supplier Code of Conduct and UK Modern Slavery. Shire, as a member of the Pharmaceutical Supply Chain Initiative (PSCI), upholds the Pharmaceutical Industry Principles for Responsible Supply Chain Management (the Principles), which set expectations for ethics, labor, health, safety, environment and related management systems which forms the basis of our [Supplier Code of Conduct](#). The full set of Principles can be found [here](#).

Shire also expects its suppliers to comply with applicable laws, including those prohibiting the use of child labor, slave labor, or human trafficking. Shire supports the UK Modern Slavery Act, located here and the UN Universal Declaration of Human Rights. Shire further commits to the principles articulated in the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, which includes the following four major principles:

- (1) Freedom of association and the effective recognition of the right to collective bargaining
- (2) Elimination of all forms of forced or compulsory labor
- (3) Abolition of child labor, and
- (4) Elimination of employment discrimination.

Ethics and responsibility are considerations when Shire sources suppliers and partners. Shire also periodically audits suppliers and such audits may include Quality, EHS and Labor assessments. Shire expects our partners and suppliers to acknowledge Shire's ethical standards; failure to do so may result in corrective action or potential exclusion from future business.