



Human Rights

We support the UN Universal Declaration of Human Rights (<http://www.un.org/en/documents/udhr/>) and recognize the obligation to promote universal respect for and observance of human rights and fundamental freedoms for all, without distinction to sex, age, race, religion, or any other characteristic protected by law.

Of paramount importance, we safeguard the human rights of those taking part in our clinical trials, which is primarily achieved through the process of informed consent. Shire adheres to the International Conference on Harmonization (ICH) Good Clinical Practice (GCP) Guidelines. In 2013, we summarized and posted on shire.com our approach to clinical trials which makes explicit reference to the rights and protection of clinical trial participants.

We are committed to the protection of the human rights of our employees in our offices and manufacturing facilities around the world. We recognize that commercial success depends on the full commitment of all our employees and commit to respecting their human rights, to provide them with safe and favorable working conditions that are free from unnecessary risk and to maintain fair and competitive terms and conditions of service at all times. We seek to comply fully with all relevant laws, rules and regulations governing labor, employment and the employment relationship in all of the countries where Shire does business.

We commit 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.

We also commit to the protection of human rights of our partners and suppliers, and in turn, expect them to do the same in their operations and to their employees around the world. We do this through a regular and systematic audit of our suppliers, and our Responsible Supply Chain policy explicitly states our expectations of suppliers to uphold the ILO principles.