

### 1. Scope

Applicable to all Amgen Inc. and subsidiary or affiliated company staff members, consultants, contract workers and temporary staff worldwide (“Covered Persons”). Consultants, contract workers, and temporary staff are not Amgen employees, and nothing in this Policy should be construed to the contrary.

### 2. Policy

Amgen recognizes that excellence in Environment, Health and Safety (“EHS”) performance is integral to an efficient and successful business. Amgen will constantly pursue high standards of EHS performance in all of its activities and accepts that these activities should reflect the expectations of the broader community.

To achieve and maintain high standards and to address community expectations, it is Amgen’s policy to:

- Comply with all applicable laws and regulations relating to environment, health and safety matters everywhere Amgen operates or sells products
- Implement an Amgen quality management system for EHS globally
- To provide as safe a workplace as is reasonable
- Minimize the use and release of hazardous materials
- Minimize and mitigate risks to health, safety and the environment to the extent practicable by seeking out less environmentally or occupationally hazardous products, equipment and processes
- Monitor the effectiveness of our control systems responsible for addressing the above
- Review the performance of EHS management periodically and identify improvements

#### **Environment, Health, and Safety Management System**

Amgen functions, working with EHS are responsible for executing the Amgen management system for environmental protection and workplace health and safety that is designed to manage activities and/or conditions that could be harmful to human health, safety or the environment.

EHS and Amgen functions will establish expectations and implement policies, procedures and training in order that:

- Covered Persons understand how to use and maintain all equipment they operate in the performance of their job responsibilities, including personal protective equipment
- Covered Persons are trained to identify hazards common to their workplace and understand and follow safe work practices and procedures
- Covered Persons understand their EHS responsibilities as defined in this document
- Covered Persons understand how to identify, assess, and control potential workplace risks
- Each site will periodically assess and evaluate its operations to identify potential environmental and workplace health and safety hazards and take action to reduce and control the risk from those hazards

Further, EHS and Amgen functions will:

- Seek to minimize consequences by being prepared for emergencies

- Ensure that each site has appropriate emergency preparedness and response plans for health, safety and environmental releases and that Covered Persons are properly trained on emergency preparedness and response
- Where necessary, implement a medical program to help evaluate workplace hazards and exposures and develop other programs as needed that focus on the prevention of occupational injuries and illnesses
- Monitor environmental, health and safety performance periodically through inspections, audits and reviews and investigate and correct any non-conformance to regulatory or Amgen requirements
- Maintain a reporting program for Covered Persons to record and track all potential environmental and workplace hazards to resolution of the issue
- Coordinate with each Amgen site, to communicate environment, health and safety policies, goals and objectives to staff members, as required

### Covered Persons Responsibilities

Covered Persons are responsible for maintaining a safe work environment by acting in a reasonably safe manner consistent with a healthful and environmentally conscious workplace. Accordingly, Covered Persons must:

- Be trained and competent on the environmental, health and safety aspects for the area in which they work;
- Possess the experience, knowledge, skills, and abilities necessary to discharge his/her responsibilities, or is directly supervised until the desired level of competency and ability is attained. Know and follow all environmental, health and safety rules, policies, and procedures for the area in which they are working;
- Know the hazards of the materials and equipment they work with, follow the specified precautions, and properly use all safety controls and equipment provided;
- Promptly report all environmental, health, and safety incidents to their manager and site EHS staff, *e.g.*, unsafe behavior/conditions, near-miss incidents, and work-related injuries and illnesses;
- Cooperate fully with workplace inspections made to identify and evaluate hazards, and eliminate unsafe behaviors, conditions and unsafe work practices;
- Cooperate fully with any investigation by Amgen into an environmental, health, or safety incident, and with corrective or preventive measures taken by Amgen to reduce and/or eliminate risks and exposures; and
- Participate in requisite environmental and safety training and exposure hazards measurement programs.

All Covered Persons also have a collective and individual responsibility to assure that their work activity is conducted in such a way as to not negatively impact the safety of others, as well as the surrounding community and environment. Covered Persons are responsible for any contractors and visitors they bring on site to an Amgen location and for ensuring that such visitors do not negatively impact the safety of others.

### **3. Additional Information**

#### **Covered Persons Responsibility for Compliance**

Every Covered Person worldwide is required to follow (1) the Amgen Code of Conduct, (2) laws and regulations applicable in the relevant jurisdictions, and (3) Amgen governance documents applicable to him or her, including without limitation, those relating to this Policy. Covered Persons should exert due diligence in preventing violations of such laws, regulations, and governance documents. Covered Persons must refer to the governance documents in effect for the geographic area in which they work, or for which they are responsible, or request guidance from their manager or compliance representative with responsibility for that geographic area. See Section 4, below, for a non-exhaustive list of governance documents related to this Policy. The term “governance documents” in this Policy means Amgen’s written policies, standards, procedures, business practices, and manuals.

Amgen expects its managers to (1) be familiar with (or take appropriate steps to become familiar with) the laws, regulations, and Amgen governance documents applicable to the activities they manage or supervise, (2) provide that their direct reports have appropriate training on compliance issues to perform their job functions, and (3) supervise their direct reports with respect to compliance requirements and activities.

If Amgen determines that any Covered Person has violated this Policy, related standards, procedures or controls, applicable laws or regulations, or any governance documents, appropriate disciplinary measures will be taken, up to and including immediate termination of employment, to the extent permitted by applicable laws. The following is a non-exhaustive list of possible disciplinary measures to which Covered Persons may be subject (subject to applicable law): oral or written warning, suspension, removal of job duties/responsibilities, demotion, reduction in compensation, and/or termination of employment.

Subject to applicable laws, Amgen reserves the right to take whatever disciplinary or other measure(s) it determines in its sole discretion to be appropriate in any particular situation, including disclosure of the wrongdoing to governmental authorities. Nothing in this Policy changes the at-will nature of employment at Amgen, its affiliates or subsidiaries, where applicable. Amgen may also terminate the services or work engagement of non-employee Covered Persons for violation of this Policy.