

1. Scope

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

2. Policy

Amgen is committed to conducting operations in an environmentally responsible way and making health and safety a fundamental part of how Covered Persons perform work at Amgen. Covered Persons must understand and comply with Amgen requirements. Management must ensure that a safe workplace is provided and that environmental impact is mitigated by implementing a management system for environment, health, safety and sustainability (EHSS) performance consisting of the following elements:

2.1. Design for EHSS

Facilities, products, processes, and business decisions, (including any changes), proactively address EHSS in the design.

2.2. Manage Risk

EHSS risks are evaluated and mitigated through, as appropriate, elimination, prevention, control or reduction.

2.3. Integrate EHSS into the Business

A culture of EHSS continuous improvement is integrated in the organization through operational controls, documentation and effective training.

2.4. Learn from Defects

Substandard and defective performance and failures are reported, responded to, investigated, analyzed and learned from, through knowledge management.

2.5. Improve Performance

Performance is measured, verified, overseen and improved with the use of leading and lagging indicators. Performance against internal and external commitments is monitored and achievements reported transparently.

2.6. Governance

Management reviews an analysis of proactive and reactive trends to determine improvements, set goals and communicate expectations with clearly defined roles and responsibilities.

3. Covered Persons Responsibility for Compliance

Every Covered Person is required to follow and employ reasonable steps in preventing violations of (1) the Amgen Code of Conduct, (2) laws and regulations applicable in the relevant jurisdictions, and (3) Amgen policies and other governance documents applicable to him or her. Covered Persons are also required to report any conduct that may violate such laws, regulations, the Amgen Code of Conduct, and Amgen policies and other 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. 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) applicable laws and regulations, (2) know the Amgen Code of Conduct, and Amgen policies and other governance documents applicable to the activities they manage or supervise, (3) ensure their direct reports have appropriate training on compliance requirements to perform their job functions, and (4) 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 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.