



## BioMarin Pharmaceutical Inc.'s Modern Slavery Act Statement

This statement is published in accordance with the Modern Slavery Act 2015. It sets out the steps that BioMarin Pharmaceutical Inc. and its subsidiaries, including BioMarin (U.K.) Ltd., have taken during the financial year ending 31 December 2016, and will continue to take, to prevent slavery, child labor, and human trafficking in its business and supply chain. All references to BioMarin in this statement are references to BioMarin Pharmaceutical Inc. and its subsidiaries.

### About BioMarin

BioMarin is a multinational pharmaceutical company focused on creating therapies for rare and ultra rare diseases. Founded in 1997, BioMarin is headquartered in San Rafael, California and operates in over 60 countries with over 2,500 employees worldwide. In addition to its California headquarters, BioMarin has regional hubs located in Dublin (Ireland), London (UK), São Paulo (Brazil), and Hong Kong (China).

BioMarin is committed to conducting its business in accordance with all legal and regulatory requirements and with the highest standards of ethical behavior. For that reason, BioMarin maintain rigorous internal processes to follow laws, regulations, and industry codes of conduct that support good business practices.

### Modern Slavery

BioMarin is committed to ensuring its supply chain and operations remain free from any form of human slavery, human trafficking, and forced labor. To this end, BioMarin continues to raise awareness among its employees, suppliers, partners, and other stakeholders on this critical topic.

### Policies and Controls

BioMarin believes that its [Global Code of Conduct and Business Ethics](#) (Global Code of Conduct) establishes the principles and expectations of its employees and contractors. BioMarin enforces compliance with those expectations through internal audits, training, and, when necessary, disciplinary action. The scope of these principles includes adherence to applicable laws and fair and ethical business practices.

The clause on ethical business practices clearly states:

- BioMarin does not seek competitive advantages through illegal or unethical business practices. Each employee should endeavor to deal fairly with BioMarin's patients, customers, healthcare professionals, and employees, and other business associates. No employee should take unfair advantage of anyone through inappropriate manipulation, abuse of privileged information, misrepresentation of material facts, or any unfair dealing practice.

The Global Code of Conduct also directly states that BioMarin is committed to "complying with child labor laws and laws prohibiting any form of forced, bonded, or indentured labor or involuntary prison labor."



BioMarin also requires its employees to report any policy or legal violations. Reports can be made via BioMarin's reporting hotline, EthicsPoint (<http://www.biominer.ethicspoint.com>).

BioMarin's Global Compliance and Ethics (GCE) function is responsible for monitoring, investigating, and enforcing the Global Code of Conduct principles. GCE regularly reviews BioMarin's policies, including the Global Code of Conduct, and revises them to reflect BioMarin's position on ongoing issues. GCE provides regular reports on compliance issues to the CEO and Board of Directors.

BioMarin also has a Corporate Responsibility and Sustainability Committee (CRSC), a cross-functional team that regularly tracks and reports on developments regarding human trafficking and slavery to an executive-level steering committee to ensure sufficient visibility into human rights issues.

BioMarin requires its business partners to comply with all applicable laws, regulations, industry codes, and contractual terms.

#### Due Diligence

BioMarin understands that there is potential exposure to slavery, human trafficking, and forced labor when purchasing goods and services from third parties. To address this, BioMarin conducts regular cGxP compliance audits of its direct material and service providers as part of its overall commitment to the quality of the products we produce. BioMarin employs its own staff or contractors for these audits, and they are scheduled in advance. The scope of these supplier evaluations include review of labor practices and document instances of deviations from legal or ethical standards established by the country of origin or by BioMarin.

BioMarin has not employed a third party to evaluate and address risks of human trafficking and slavery in its supply chain. However, any distributors used are background checked for due diligence purposes and reviewed by our compliance department before being engaged as a partner.

BioMarin contracts with its direct material and service providers and specifies within those contracts that compliance with all applicable laws is integral to performance under those contracts.

#### Assessing and Managing Modern Slavery Risk in BioMarin's Supply Chain

BioMarin believes there is a very low risk its supply chain contains any element of slavery, child labor, or human trafficking. Due to the specialized and complex nature of producing BioMarin's products, BioMarin does not source materials associated with forced labor or child labor as listed in the U.S. Department of Labor's List of Goods Produced by Child Labor or Forced Labor (2016). BioMarin does not pursue a strategy of low cost country sourcing and is foremost focused on quality and risk avoidance. Further, BioMarin sources greater than 99% of its materials from Tier 1 countries as defined in the U.S. State Department's Trafficking in Persons Report (June 2016). BioMarin does not directly source any materials from Tier 3 countries and although BioMarin contracts with companies in two Tier 2 countries (China and Switzerland), each of these suppliers produce active pharmaceutical ingredients for BioMarin and therefore are closely monitored for many aspects of the production process including the caliber and training of the personnel employed.

## Modern Slavery Training

All employees at BioMarin are trained on the BioMarin Global Code of Conduct, which covers topics such as slavery, human trafficking, and forced labor. In an effort to increase awareness and understanding of the issue of human trafficking and slavery, and to improve the ability to verify its absence from BioMarin's supply chain, BioMarin has established the formal training of its supply chain personnel and supplier quality personnel. This training will be repeated periodically and will be documented in the personnel files of the employees.

The training includes training employees on the red flags for slavery and forced labor. In 2016, the CRSC developed a training program to increase awareness of modern slavery concerns across BioMarin's business and conducted in-person training of BioMarin's GxP Compliance department. The training program will be periodically administered to BioMarin's Supply Chain, CMO, Clinical Operations, Finance, GxP Compliance employees, and any other BioMarin employees who interface with suppliers via BioMarin's internal training program, ComplianceWire.

## Assessing and Managing Risk

BioMarin is committed to conducting its business in accordance with all legal and regulatory requirements and with the highest standards of ethical behavior. To this end, BioMarin has adopted corporate governance principles for business conduct and ethics to serve as a guide to help all BioMarin employees, directors, and BioMarin subsidiaries maintain the highest ethical and professional standards in the course of performing their job duties. Any questions or comments regarding BioMarin's business practices should be directed to BioMarin's Compliance and Ethics Hotline at <http://www.biomarin.ethicspoint.com> or by the toll free telephone at 0800-032-8483.

## **BioMarin and Modern Slavery**

BioMarin will continue to review and update its policies, procedures, and guidelines, and raise awareness of human trafficking, forced labor, and slavery. BioMarin is dedicated to maintaining appropriate safeguards to protect human rights in its supply chain and business.

This statement was approved by the Board of Directors of BioMarin (U.K.) Ltd. on 12 June 2017.



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