

BIOMARIN SUPPLIER CODE OF CONDUCT

BioMarin is dedicated to providing innovative treatments to patients with serious, rare genetic diseases, and BioMarin's Suppliers (individuals and/or organizations that provide services, raw material, active ingredients, components, finished goods, or other products to BioMarin) play an important role in assisting BioMarin with providing patients with these treatments. In every area of its business, BioMarin endeavors to operate with the highest ethical and environmentally sustainable principles. BioMarin expects its Suppliers to share the same principles and uses this Supplier Code of Conduct to, among other things, highlight to Suppliers BioMarin's expectations that Suppliers enforce safe working conditions, treat their workers with respect and dignity, and utilize sound and environmentally sustainable business practices. This document outlines BioMarin's expectations of its Suppliers to abide by the following standards for ethics, labor and human rights, environment, health and safety, quality, related management systems, and the other matters addressed herein.

This Supplier Code of Conduct contains BioMarin's minimum expectations of its Suppliers. Suppliers are encouraged to exceed the expectations in this Supplier Code of Conduct. In addition, Suppliers must meet any additional requirements contained in BioMarin purchase orders or contracts with BioMarin and in other applicable BioMarin policies and procedures.

BioMarin may periodically assess whether a Supplier is meeting the expectations set forth in this Supplier Code of Conduct, including through questionnaires, self-assessments, certifications, and site visits. Whether a Supplier meets the expectations set forth in this Supplier Code of Conduct may be considered in procurement decisions.

LAWS AND REGULATIONS

Suppliers are expected to conduct their business in compliance with all applicable laws, rules, regulations, and standards of the countries in which they operate.

ETHICS

Suppliers are expected to conduct their business in an ethical manner and act with integrity.

These ethics expectations include:

Business Integrity and Fair Competition

All corruption, extortion, and embezzlement are prohibited. Suppliers shall not pay, offer to pay, or accept bribes or participate in other illegal inducements in business or government relationships. Suppliers shall abide by all applicable anti-bribery and anti-corruption laws, including, but not limited to, the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act.

Suppliers shall conduct their business consistent with fair and vigorous competition and in compliance with all applicable antitrust laws. Suppliers shall employ fair business practices, including accurate and truthful advertising.

Identification of Concerns

All Suppliers' workers should have a mechanism to, and be encouraged to, report concerns or illegal activities in the workplace, without threat of reprisal, intimidation or harassment. Suppliers shall investigate and take corrective action if needed.

Animal Welfare

Animals shall be treated respectfully, with pain and stress minimized. Alternatives should be used wherever possible, scientifically valid, and acceptable to regulators. Animal testing should be performed after consideration for reducing the numbers of animals used and/or refining procedures to minimize distress.

Privacy

Suppliers shall safeguard and make only proper use of confidential information to ensure that company, worker, and patient privacy rights are protected.

Conflict Minerals

Suppliers are expected to responsibly source any raw materials and products supplied to BioMarin and to not source materials that contain metals derived from minerals or their derivatives sourced from conflict regions.

LABOR AND HUMAN RIGHTS

Suppliers are expected to uphold the human rights of workers and to treat them with dignity and respect.

These labor and human rights expectations include:

Freely Chosen Employment

Prohibiting the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, and slave labor, and any form of human trafficking.

Suppliers must ensure that all work is voluntary, conducted only through freely agreed upon and documented employment terms, and paid for in accordance with all applicable laws and regulations.

BioMarin expects that Suppliers' workers have the right to freely terminate employment in accordance with applicable laws and regulations without fear of physical, psychological, sexual, or verbal abuse. Workers should not be required to lodge deposits of identity papers, including passports or work permits. Recruitment fees should not be charged to workers or potential workers.

Child Labor and Young Workers

BioMarin expects that Suppliers will not use child labor. The employment of young workers will be consistent with the International Labour Organization's core labor standards and the United Nations' Global Compact principles, which generally set minimum age requirements. The employment of young workers below the age of 18 will only occur in non-hazardous work and when young workers are above a country's legal age for employment or the age established for completing compulsory education.

Diversity and Inclusion

BioMarin encourages Suppliers to provide an inclusive and supportive working environment and to exercise diversity with their employee and contractor selection. Equal treatment of all employees shall be a core principle of Suppliers' company policies. Suppliers shall provide a workplace free of harassment and discrimination.

Discrimination and harassment for reasons such as race, color, religion, sex, sexual orientation, gender identity,

gender expression, pregnancy, breastfeeding or related medical condition, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, genetic characteristic or information, sexual orientation, military and veteran status, or any other characteristic protected by applicable law will not be tolerated.

Fair Treatment

BioMarin expects Suppliers to provide a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse of workers and/or any threat of any such treatment.

Wages, Benefits and Working Hours

BioMarin expects Suppliers to pay workers according to applicable wage laws, including minimum wages, overtime hours, and mandated benefits. Suppliers will communicate with its workers the basis on which they are being compensated in a timely manner. Suppliers are also expected to communicate with the worker whether overtime is required and the wages to be paid for such overtime. BioMarin expects that working hours for Suppliers' employees will not exceed the maximum set by the applicable national law.

Freedom of Association

BioMarin expects Suppliers to provide open communication and direct engagement with workers and their representatives to resolve workplace and compensation issues. Suppliers will respect the rights of workers, as set forth in local laws, to associate freely, join or not join labor unions, seek representation, and join workers' councils. Workers should be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment. BioMarin expects that Suppliers will not disadvantage employees who act as workers' representatives.

ENVIRONMENT

Suppliers are expected to operate in an environmentally responsible and efficient manner and to minimize adverse impacts on the environment.

These environmental expectations include:

Environmental Authorizations

Suppliers will comply with all applicable environmental laws, rules, and regulations. All required environmental permits, licenses, information registrations and restrictions will be obtained, and their operational and reporting requirements followed.

Waste and Emissions

Suppliers will have systems in place to ensure the safe handling, movement, storage, recycling, reuse, or management of waste, air emissions, and wastewater discharges. Any waste, wastewater, or emissions with the

potential to adversely impact human or environmental health shall be appropriately managed, controlled, and treated prior to release into the environment.

Spills and Releases

Suppliers will have systems in place to prevent and mitigate accidental spills and releases into the environment.

Environmental Sustainability

Suppliers are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible, and to engage in activities that reuse and recycle.

HEALTH AND SAFETY

Suppliers are expected to provide a safe and healthy working environment and, if applicable, safe and healthy company-provided living quarters.

These health and safety expectations include:

Health and Safety Regulations

Suppliers will comply with all applicable local health and safety laws, rules, and regulations, and obtain all required permits, licenses, and registrations. Suppliers shall fulfill their operational and reporting requirements.

Occupational Health and Safety

BioMarin expects Suppliers to protect their employees from any chemical, biological, and physical hazards and physically demanding tasks in the workplace. Suppliers will provide appropriate controls, safe work procedures, preventative maintenance, and necessary technical protective measures, including personal protective equipment, to mitigate risks in the workplace. Suppliers will make available safety information relating to hazardous materials and educate and train employees on such hazards. Suppliers' work environments will include at a minimum potable drinking water as well as adequate lighting, temperature, ventilation and sanitation.

Product Safety

Suppliers will make available to their employees safety data sheets (SDSs) for all hazardous substances and provide such SDSs to BioMarin when requested.

Process Safety

Suppliers will have safety programs in place for maintaining and managing all their production processes in accordance with applicable law and safety standards. Suppliers will address product-related issues and their potential impact during all stages of the production process.

Emergency Preparedness, Risk Information, and Training

BioMarin expects Suppliers to make available safety information on identified workplace risks and to train employees to ensure they are adequately protected. Suppliers shall identify and assess likely and potential emergency situations in the workplace and minimize their impact by implementing appropriate emergency plans and response procedures.

QUALITY

Suppliers are expected to integrate quality into their business processes.

These quality expectations include:

Quality Requirements

Suppliers will meet generally recognized or contractually required quality obligations in order to provide goods and services that consistently meet BioMarin's needs and specifications, perform as warranted, and are safe for their intended use.

Security

BioMarin expects Suppliers to have good security practices across their supply chains and maintain processes and

standards that are designed to assure the integrity of each shipment to BioMarin from its origin to its destination and all points in between. Suppliers also will implement the necessary measures in their area of responsibility to ensure that BioMarin products, their workable components, or raw materials, as well as the corresponding know-how, do not end up in the hands of unauthorized third parties and do not leave the legal supply chain.

MANAGEMENT SYSTEMS

BioMarin expects Suppliers to use management systems to facilitate compliance with all applicable laws and BioMarin requirements and expectations, including as set forth in this Supplier Code of Conduct, and to promote continual improvement and compliance with BioMarin requirements and expectations.

These management systems expectations include:

Legal and Other Requirements

Suppliers will comply with all applicable local laws, regulations, contractual agreements, and generally recognized standards.

Commitment and Accountability

Suppliers will demonstrate commitment to the principles described in this Supplier Code of Conduct by allocating appropriate resources and will communicate the principles set forth in this Supplier Code of Conduct to their supply chain.

Risk Management

Suppliers will have mechanisms to determine and manage risks in all areas addressed by this Supplier Code of Conduct.

Documentation

Suppliers will maintain documentation necessary to demonstrate conformance with these expectations and compliance with applicable regulations.

Training and Competency

Suppliers will have a training program that achieves an appropriate level of knowledge, skills and abilities in management and workers to address these expectations.

Continual Improvement

Suppliers are expected to seek to continually improve, by setting performance objectives, executing implementation plans and taking necessary corrective actions for deficiencies identified by internal or external assessments, inspections and management reviews.

Recognition of the Regulatory Environment

Suppliers' operations are to some extent an extension of BioMarin's and, accordingly, Suppliers are expected to support BioMarin where legally, contractually and practically possible, with respect to regulatory audits where any potential observation or recommendation by an auditing body calls for Supplier support through corrective action, responding to a query, or to collaborate to furnish a required response.



INTELLECTUAL PROPERTY AND CONFIDENTIAL INFORMATION

BioMarin expects Suppliers to safeguard BioMarin's intellectual property or confidential information or any other information that they acquire with respect to BioMarin's business, including information developed by Suppliers and information relating to products, customers, Suppliers, pricing, costs, know-how, strategies, programs, processes, and practices.

TRADE COMPLIANCE

BioMarin expects Suppliers to comply with the letter and spirit of all applicable import and export controls, sanctions, and other trade compliance laws of the United States and the laws of the applicable countries where the transactions occur.

INNOVATION

BioMarin is committed to providing innovative therapeutics to patients with serious unmet medical needs and expects its Suppliers to support BioMarin in these efforts by giving BioMarin early visibility and access to innovations.

ECONOMIC SUSTAINABILITY

Suppliers are expected to continually identify and recommend ways to deliver value to BioMarin that have the potential to reduce costs and/or improve efficiencies.

SUPPLIER DIVERSITY

Suppliers are expected to engage socially and economically different categories of suppliers through inclusive sourcing processes that promote equal opportunities.

ACCOUNTABILITY

BioMarin encourages Suppliers to report any departures from the expectations of this Supplier Code of Conduct to BioMarin, anonymously if so desired, by contacting BioMarin's Global Compliance & Ethics Hotline: www.BIOMARIN.ethicspoint.com.