



**AMGEN**

**AMGEN AUSTRALIA PTY LIMITED**

# Modern Slavery Statement

Reporting period:  
1 January 2023 – 31 December 2023

# About Amgen

## Our Mission: To Serve Patients

Amgen is committed to unlocking the potential of biology for patients suffering from serious illnesses by discovering, developing, manufacturing, and delivering innovative human therapeutics. This approach begins by using tools like advanced human genetics to unravel the complexities of disease and understand the fundamentals of human biology.

Our belief—and the core of our strategy—is that innovative, highly differentiated medicines that provide large clinical benefits in addressing serious diseases are medicines that will not only help patients, but also help reduce the social and economic burden of disease in society today.

Amgen focuses on areas of high unmet medical need and leverages its expertise to strive for solutions that improve health outcomes and dramatically improve people's lives. A biotechnology innovator since 1980, Amgen has grown to be one of the world's leading independent biotechnology companies and has reached millions of patients around the world.

We have a presence in approximately 100 countries and regions worldwide and our innovative medicines have reached millions of people in the fight against serious illnesses such as cancer, cardiovascular disease, osteoporosis, inflammatory disorders and many others. Our medicines typically address diseases for which there are limited treatment options, or they are medicines that provide a viable option to what is otherwise available.

While bringing innovative medicines to people suffering from serious diseases is the best way Amgen can contribute to the greater good, we know that society confronts multiple challenges, and we are working to do our part to address them. Our approach to corporate responsibility starts with our mission to serve patients and is executed through our environmental, social and governance (ESG) framework.

Our key stakeholders have appropriately high expectations for how we do business—with integrity and with a focus on the best outcomes for patients. We hold our staff, and those we work with, accountable for operating with the highest ethical standards. This is reflected in our Code of Conduct that encourages our staff to 'Do the Right Thing' by adhering to the applicable laws and observing the highest work standards of professional behaviour, exhibit integrity at all times, treat others with respect, and comply with company policies. This extends directly to the respect of human rights in all countries in which we do business. Any, and all, forms of trafficking in persons, and slave and child labour, are strictly prohibited.

# Amgen Australia – structure, operations & supply chain



## Identification of reporting entity

In accordance with the Modern Slavery Act 2018 (Cth), Amgen Australia Pty Limited (ACN 051 057 428) (ABN 31 051 057 428), incorporated in Australia with a registered office of Level 11, 10 Carrington Street, Sydney, NSW 2000 (“Amgen Australia”) provides the following Modern Slavery Statement to be made available on the Federal Government Public Modern Slavery Register.

## Structure

Established in 1991, Amgen Australia is a private company incorporated in NSW. Amgen Australia directly employs approximately 218 permanent employees and 12 temporary staff across various functions. We operate out of our single head office located in the Sydney central business district, NSW, Australia. Our sales representatives and medical scientific liaisons also operate across Australia. Amgen Australia does not own or control any other entities.

Amgen Australia is a wholly owned subsidiary of Amgen Inc., a global company headquartered in Thousand Oaks, California, consisting of operating subsidiaries and affiliates with around 25,000 staff worldwide.

## Operations

Amgen Australia works to further the company’s global efforts to transform the promise of science and biotechnology into therapies that restore health and save lives. Amgen Australia currently markets medicines for the treatment of cancer, kidney disease, bone disease and other serious illnesses.

Hundreds of thousands of Australians use one of Amgen’s products and thousands more have been enrolled in clinical studies that have helped deliver the next generation of innovative treatments.

Amgen Australia is proud to support these patients and to contribute to the development of new therapies in partnership with Australia’s leading healthcare, academic, research, government and patient organisations.

As part of its local operations in achieving its overarching mission to serve patients, Amgen Australia enters into various partnerships, engages third parties and procures goods and services from various entities. We recognise that our suppliers are an important part of our value chain that impacts our business and the communities in which we live and operate.

### For example, Amgen Australia:

- Engages with various regulatory authorities to obtain market authorisation and PBS listing for its diverse range of products;
- Partners with various wholesalers to distribute our products to hospitals and pharmacies;
- Partners with entities to outsource programs or specific work such as marketing and sales of Amgen products on our behalf;
- Partners with universities and other third parties to deliver on our research & development goals;
- Conducts clinical trials in Australia - Amgen maintains an extensive clinical trial program and invests significantly in research and development. Amgen's history of clinical trial activity in Australia dates back over 30 years and our reputation for quality and safety continues to make us one of the most trusted destinations in the world for Amgen research; and
- Sponsors events, advisory boards, and healthcare professionals as part of our ongoing commitment to support the furtherance of scientific knowledge and high-quality patient care.

### Supply chain

The products that we market in Australia are manufactured by our parent company, Amgen Inc., and other members of the Amgen group either directly or through outsourced contract manufacturing organisations.

A worldwide leader in biologics manufacturing, Amgen Inc. has an outstanding track record of reliably delivering high-quality medicines to patients who need them. Significant skill, experience, vigilance, and commitment are critical to help ensure the quality of a biologic medicine each time a new batch is made. Robust quality control and a reliable supply of medicines for patients are every bit as important as scientific innovation.

Manufacturing and packaging of our drug products occurs in various global locations, including manufacturing facilities in the US, The Netherlands, Ireland, and Singapore. Once the product is packaged and meets all applicable quality standards, it is imported into Australia. 100% of Amgen Australia's medical products are sourced through Amgen Inc.

In addition to sourcing medical products through its vertically integrated supply chain, Amgen Australia's domestic supply chain involves procuring goods and services such as information technology/information systems, office supplies, catering, cleaning services, professional services, sales and marketing agencies and facilities.



# Risks of modern slavery practices in Amgen's operations and supply chains

## Actions taken to assess risks

Amgen Australia's supply chain involves procuring pharmaceutical medicines from its parent, Amgen Inc. and other Amgen entities, and domestic goods and services to support the sale and distribution of medical products (as well as to support operations, including research). Our risk assessment has therefore fallen into two categories: (1) risk in our pharmaceutical medicines, which has relied on work conducted by our parent; and (2) risk in our domestic procurement.

Amgen conducts an annual assessment through its Supplier Sustainability Program utilising third-party EcoVadis to assess and monitor our key suppliers' performance across a wide range of sustainability and social responsibility considerations, including labour and human rights.

## About EcoVadis Methodology

EcoVadis is the world's most trusted provider of business sustainability ratings, intelligence and collaborative performance improvement tools for global supply chains. Backed by a powerful technology platform and a global team of domain experts, EcoVadis' actionable sustainability scorecards provide detailed insights into environmental, social, and ethical risks.

In accordance with EcoVadis' methodology principles, rated suppliers operating in identified risk countries and sectors are assessed on their human rights management systems, including how they prevent the occurrence of child labour and forced labour in their operations. Rated companies are also expected to implement sustainable procurement actions to avoid child labour and forced labour issues in their supply chain.

This annual assessment provides the basis for understanding our suppliers' scorecard against the requirements of our Supplier Code of Conduct and facilitates a dialogue with suppliers about areas where sustainability performance improvement should be focused. The EcoVadis assessment includes an evaluation into our suppliers' policies, actions and results across key human rights related risks including human trafficking, forced labour, debt bondage/bonded labour and child labour.

We have followed the risk assessment process set out in the *Modern Slavery Act 2018* (Cth) guidelines, and reviewed industry risk, sector risk and geographic risk. Through our Supplier Sustainability Program and access to EcoVadis' assessments across 190 purchasing categories and 150 countries, Amgen Australia has identified the following risks of modern slavery practices in our supply chains and operations.

## Industry and sector risks

Modern slavery can occur in any sector. Despite being a heavily regulated industry, the manufacturing of pharmaceutical products and pharmaceutical preparations can carry inherent risks of modern slavery practices. For example, the manufacturing sector is exposed to slavery risks because of its dependency on migrant and other vulnerable labour groups to fill cheap, low-skilled positions.

When combined with the construction sector, the manufacturing sector has approximately 27% of the global working migrant class.<sup>1</sup> There have been many accounts of migrant workers being subjected to recruitment fees and passport confiscation across the globe.<sup>2</sup> Of all the companies globally rated by EcoVadis in the manufacturing of basic pharmaceutical products, approximately 5% of companies have been subject to controversies regarding labour and human rights. Additionally, around 34% of total companies rated by EcoVadis have no evidence of proactive steps towards mitigating child labour, forced labour & human trafficking.

Amgen Australia also directly and indirectly engages goods and services from industries which have been recognised by The Global Slavery Index (GSI) as posing an increased risk of modern slavery practices. For example, we contract information software and cleaning services, and procure information technology goods.

### Action taken

We therefore hold our suppliers accountable for operating with the highest ethical standards each and every day. This extends directly to the respect of human rights in all countries in which we do business.

Amgen Australia will continue its commitment to working closely with high-risk industries to ensure utmost respect for human rights and compliance with our Supplier Code of Conduct.

In relation to local operations, Amgen Australia has also taken steps to ensure we obtain representations and warranties regarding modern slavery mitigation actions in contracts with distributors, suppliers, and other third parties.

<sup>1</sup> [International Labour Organization \(2021\) ILO estimates on migrant workers. Geneva: International Labour Office.](#)

<sup>2</sup> [LexisNexis \(2016\) Hidden in Plain Site.](#)

## Country risks

Overall, the risk of modern slavery is considered low for Amgen Australia. However, we acknowledge that with our manufacturing processes located overseas, including with manufacturing facilities in the US, The Netherlands, Ireland, and Singapore, we have reduced visibility over our supply chains and operations. This accompanies an increased risk of labour exploitation in the deeper tiers of our supply chain.



### Action taken

Amgen Australia acknowledges that our overseas supply chain imposes a greater obligation on us to work proactively with our parent company, Amgen Inc. in mitigating and addressing risks of modern slavery practices.

We have collaborated extensively with Amgen Inc. through the Supplier Sustainability Program to ensure our key overseas entities are compliant with our human rights expectations.

We work with low-scoring suppliers, as per the EcoVadis scorecard, to improve their performance through addressing corrective actions. We also provide training through the EcoVadis Academy, including adding additional suppliers to our EcoVadis monitoring, as documented on page 35 of our [2023 ESG Report](#).

# Actions taken to address risks of modern slavery practices



This section outlines the actions taken by Amgen Australia to assess and address risks of modern slavery practices, including due diligence and remediation processes. Amgen Australia uses a combination of staff education and training, and internal reporting to ensure compliance with policies and the Code of Conduct to uphold and enforce standards relating to the requirements set out by the *Modern Slavery Act 2018* (Cth).

## Supplier Sustainability Program

Amgen Australia is collaborating with Amgen Inc. to assess vendors through the Supplier Sustainability Program. Our Supplier Sustainability Program aims to help ensure that suppliers address not only quality, cost, and reliability requirements, but also ethical, environmental, and social considerations, including business ethics, labour, and human rights.

Due to the complexity of Amgen Australia's local and global supply chains, the Supplier Sustainability Program takes a priority-based approach, depending on spend, category and complexity of goods/services, and business impact, among other risk considerations. We continue to expect our suppliers to score above a certain threshold on their annual sustainability assessment through EcoVadis. We communicate with our suppliers who score below the threshold to ensure that they are aware of our expectations and to address corrective actions. We have worked with EcoVadis through our participation in the Responsible Health Initiative industry group to develop training courses for suppliers so they can learn how to improve and better manage their sustainability practices.

## Employee training

- Amgen Inc. continues to provide compliance training to all staff annually and has global compliance policies requiring Amgen personnel across the globe to comply with all applicable laws. Any employee who fails to abide by Amgen's compliance policies may be subject to disciplinary action, including termination. In 2023, Amgen attained a 100% completion rate among staff of compliance training.
- All Amgen staff, external workers, secondees and temporary workers receive training on our Staff Code of Conduct, as well as annual refresher training, which includes the need to act ethically and in compliance with all applicable laws and regulations as well as Amgen policies. Our "Do the Right Thing" training covers the need to respect human rights in all countries in which we do business and the prohibition of trafficking in persons and on slave and child labour. The training emphasises the obligation to report any observances of non-compliance with laws, regulations, or Amgen policies.
- Amgen Australia also require all staff in Australia to confirm that they have read the Amgen Australia Whistleblower Policy to ensure they are aware of the policy and the protections it provides. Amgen Australia eligible recipients under Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2019 (Cth) have received training to uphold these protections.
- Amgen Australia's senior leadership team has received training on modern slavery risk factors and red flags to empower colleagues to identify covert and overt instances of modern slavery practices.



## Codes, policies and hotlines

The corporate policies, codes and hotlines of Amgen, Inc. apply to Amgen Australia Pty Limited and include several requirements designed to eliminate risks of modern slavery practices. These include the following:

<p><b>Supplier Code of Conduct</b></p>	<p>Amgen's Supplier Code of Conduct explicitly states that suppliers shall not use forced, bonded, involuntary, slave or indentured labour or involuntary prison labour. Other components of the Supplier Code of Conduct include requirements for suppliers to uphold the human rights of workers, a ban on use of child labour, and a prohibition on suppliers' use of corporal punishment or mental or physical coercion of workers. The Supplier Code of Conduct also asks suppliers to encourage their staff to report any concerns or illegal activities in the workplace freely and without fear of reprisal.</p> <p>This Supplier Code of Conduct is available publicly via <a href="https://wwwext.amgen.com/partners/suppliers/supplier-resources/supplier-code-of-conduct">https://wwwext.amgen.com/partners/suppliers/supplier-resources/supplier-code-of-conduct</a></p>
<p><b>Amgen Australia Whistleblower Policy</b></p>	<p>Pursuant to Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2019 (Cth), Amgen Australia's Whistleblower Policy demonstrates the company's commitment to transparency and to building an environment in which people feel free to raise legitimate issues relating to Amgen's operations. The aim of this policy is to help deter wrongdoing relating to the company's operations, including modern slavery practices, by encouraging disclosure of wrongdoing and ensuring that anyone who makes a disclosure can do so safely, securely and with confidence that they will be protected and supported.</p>
<p><b>Amgen Code of Conduct</b></p>	<p>Amgen provides staff members with important tools to ensure that they "Do the Right Thing" in all business practices. In today's complex, global business world, no company can assume that the right course of action is always clear. To assist colleagues to conduct business ethically, Amgen has created a Code of Conduct which, along with Amgen's Mission, Aspiration, Values and Leadership Attributes, provides the best guidance for our staff's decisions and actions. The Code of Conduct is available publicly via <a href="https://wwwext.amgen.com/responsibility/a-healthy-amgen/business-ethics-and-compliance/-/media/Themes/CorporateAffairs/amgen-com/amgen-com/downloads/dotherightthing.pdf">https://wwwext.amgen.com/responsibility/a-healthy-amgen/business-ethics-and-compliance/-/media/Themes/CorporateAffairs/amgen-com/amgen-com/downloads/dotherightthing.pdf</a></p> <p>Amgen's Code of Conduct is incorporated (by reference) into contractual templates and our contracts with suppliers.</p>
<p><b>Business Conduct Hotline</b></p>	<p>Amgen operates a global Business Conduct Hotline 24 hours a day, 7 days a week and 365 days of the year. The Business Conduct Hotline is one of Amgen's several reporting channels to report an issue or situation that may be unlawful or unethical, including but not limited to potential modern slavery practices. It is available to Amgen staff members and contingent workers, third-party suppliers and service providers, healthcare providers and the public.</p>
<p><b>Public statement in accordance with the California Supply Chain Transparency Act</b></p>	<p>This public statement states Amgen's expectations for suppliers to comply with all laws, including those prohibiting use of child, involuntary or slave labour.</p>

## Due diligence and remediation processes

To minimise the risk of modern slavery within Amgen's supply chain, Amgen Australia continues to conduct several due diligence activities globally to identify risks and address any issues uncovered:

- Amgen Inc. expects its suppliers that supply materials that are incorporated into Amgen's products to comply with applicable laws which include laws prohibiting the use of child, involuntary, or slave labour. Amgen has the right to monitor our key suppliers of materials that are incorporated into Amgen's products, and it conducts or

uses third parties to conduct announced assessments of suppliers to assess compliance with this expectation. If Amgen determines that a supplier has failed to meet these expectations, Amgen may take action with respect to that supplier, including requiring corrective actions or cancelling outstanding orders.

- Specific due diligence and risk management activities include Amgen's Supplier Code of Conduct, which includes a prohibition on slavery and forced labour, is a requirement that is incorporated (by reference) into sourcing templates, supplier onboarding, purchase order terms and conditions, as well as our contracts with suppliers.
- In relation to local operations, Amgen Australia has taken steps to include representations and warranties regarding modern slavery in contracts with distributors, suppliers, and other third parties.

## Due Diligence on wholesalers

Amgen Australia continues to partner with various wholesalers to distribute our products. Wholesalers play an important role in the pharmaceutical industry and it is our responsibility to ensure transparency and to maintain due diligence with respect to our wholesaler partners.

Since our last Modern Slavery report, Amgen is taking a closer look at our agreements with wholesalers who provide services to a number of Amgen's customers. Amgen Australia decided to pay particular attention to this wholesaler during this reporting period because of its size and contribution to our supply operations. We have included modern slavery clauses and anti-corruption clauses into Amgen's agreement with this wholesaler. Our manufacturing process is as important as scientific innovation due to the customers who rely on our medicines. For this reason, it is crucial that we maintain integrity and transparency in our supply chain.

By maintaining accountability for our long-standing partners, Amgen Australia can identify and mitigate any modern slavery risks. We are committed to maintaining accountability and our long-term plan is to carry-out similar due diligence for all the wholesalers with whom we conduct business. We plan to review our agreement with another major wholesaler in the next reporting period.

## Contribution to industry

Since 2017, Amgen Inc. has participated in the Pharmaceutical Supply Chain Initiative, which seeks to promote responsible supply chain management and better business conditions across the industry. Amgen Inc. also participates in the Responsible Health Initiative and is part of a life science-specific forum established by EcoVadis to strengthen the sector's approach to supply chain management, with a specific focus on social and environmental sustainability.

# Performance indicators

To evaluate the ongoing effectiveness of our efforts to manage the risks associated with modern slavery in its supply chain, Amgen Australia utilises the following key performance indicators:

- In 2023, we increased the number of suppliers we are monitoring through EcoVadis by 18%;<sup>3</sup>

<sup>3</sup> [Amgen's 2023 ESG Report, p. 35.](#)

- Senior management expectation of 100% staff completion of training relating to policies. For example, employees in Amgen Australia receive “Do the Right Thing” training and training on Whistleblower policies annually; and
- The number of suppliers assessed through Supplier Sustainability Program and corrective actions requested through EcoVadis each year.

## Consultation process

Amgen Australia consults extensively with our parent company Amgen Inc. to ensure synergy and completeness in our approach to assessing and addressing risks of modern slavery practices in our supply chains and operations. Globally, in 2023, we engaged approximately 321 suppliers for EcoVadis monitoring, prioritizing suppliers based on spend and business importance. This was an increase of 18% from 2022. Of the 321 suppliers, we engaged approximately 37 suppliers for EcoVadis monitoring in Australia based on spend and risk profile.

Additionally, Amgen has utilised the EcoVadis IQ tool, which provides predictive social, ethical and environmental sustainability risk modelling based on inherent risks. Some inherent risks include country, industry, publicly available insights, spend and business criticality. The tool helps Amgen to identify and prioritise additional suppliers for formal sustainability assessment and monitoring. In 2023, Amgen conducted a reanalysis of 3000 suppliers with approximately 76% spend coverage using the EcoVadis IQ tool. Of these 3000 suppliers, there are a total of 53 suppliers whose primary location is Australia. None of these 53 suppliers were flagged as high risk for Modern Slavery.

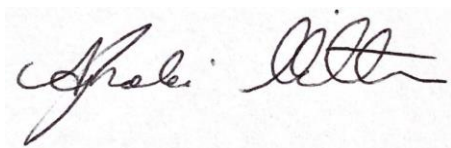
## Continuous improvement

Amgen Australia is committed to forward-looking continuous improvement. We have developed an approach to identify and mitigate modern slavery risks and ensure increased visibility of our supply chains and operations. Our priorities for the next reporting period include:

- Continuing to leverage the EcoVadis IQ tool to conduct predictive sustainability risk modelling of global and local suppliers;
- Continuing to collaborate with Amgen Inc. to improve visibility of our domestic and international supply chains and operations by engaging suppliers through our Supplier Sustainability Program;
- Continuously ensuring representations and warranties regarding modern slavery are included in contracts with distributors, suppliers, and other third parties;
- Implementing additional learning modules to raise awareness of the risk factors and consequences of modern slavery practices in our supply chains and operations; and
- Improving governance structure around modern slavery risk, enhancing risk management strategy, and developing additional structured performance metrics to measure risk mitigation more effectively.

# Board approval

This statement was approved by the board of Amgen Australia Pty Limited on 25 June 2024.

A handwritten signature in black ink, appearing to read 'Aghabi Mittas', is written over a light grey rectangular background.

**Aghabi Mittas**

Managing Director

Amgen Australia Pty Limited & Amgen (New Zealand) Limited