

Gilead Statement of Disclosure and Compliance with Section 54 of the Modern Slavery Act (UK) and the California Transparency in Supply Chains Act

Introduction

Gilead Sciences Ltd, Gilead Sciences International Ltd. and Gilead Sciences Europe Ltd. (collectively, "**Gilead UK**") and Gilead Sciences, Inc. and Kite Pharma, Inc. (collectively, "**Gilead US**"; together with Gilead UK, "**Gilead**") are committed to maintaining the highest standards of legal and ethical conduct. Gilead recognises the seriousness and importance of combatting modern slavery and human trafficking, and is committed to fully understanding and taking all appropriate action to address any slavery and human trafficking risks in our own business and in our supply chains.

Our Business

Gilead is committed to creating a healthier world for all people, and has a mission to discover, develop and deliver innovative therapeutics for people with life-threatening diseases through bold and transformative sciences. Gilead's principal business activity is the development, manufacture, sale and distribution of pharmaceutical products for human healthcare.

Gilead operates in a highly regulated environment. It uses a combination of Gilead owned facilities and strategic third-party partners to manufacture and distribute Gilead products worldwide. Gilead sells pharmaceutical products to hospitals, retail pharmacies and other healthcare providers in the UK, US and worldwide. Gilead also provides technical and support services to group companies in connection with our pharmaceutical products.

Gilead's global headquarters are located in Foster City, California. Gilead UK is based in the UK and carries on business in the UK. Gilead US is based in the US and carries on business in the US and worldwide.

Gilead operates and manages its subsidiaries through global policies, systems and processes that are designed to ensure consistency across the group, including third party contract governance, audit processes and oversight.

Further information on Gilead's business can be found in Gilead's [2021 Year in Review](#).

Gilead's Employees

Gilead believes that the risk of modern slavery in our directly employed workforce is low, due in part to the highly regulated nature of the pharmaceutical industry, but also to our employees being largely educated or skilled, and/or undertaking work in controlled environments such as Gilead offices and laboratories. Nevertheless, we recognise that there is a risk, and one way we have addressed it is by reorganising the way we carry out the recruitment of our directly employed workforce. We have consolidated our supply base so that we now work with a few strategic partners on a global basis, rather than a large number of third-party recruitment agencies, and we make sure that we collaborate closely with those strategic partners.

Covid-19

During the Covid-19 pandemic, Gilead introduced group-wide guidelines to regulate the physical presence of Gilead employees and contractors at the company workplace. For those who had to come onto Gilead sites to carry out their work (for example, those engaged in manufacturing or research activities), Gilead supplied lateral flow testing equipment, masks, and sanitiser. Gilead also provided employees and contractors in the UK and the US with the opportunity of free PCR testing, and employees were offered focussed support to enable them to balance work, childcare and family obligations. This included a work from home expense reimbursement benefit available to all employees until their site moved to the "Encourage Work from Home" stage, or as otherwise prescribed. The benefit allowed for reimbursement of home office set-up costs, increased utility costs, the cost of new or expanded internet and/or cell phone services, and the cost of childcare.

Additionally, Gilead UK provided financial support to our suppliers of key outsourced services in the UK (such as facilities and catering), with a view to ensuring that the staff they provided to Gilead UK did not suffer financial hardship as a result of the Covid-19 pandemic.

Code of Ethics

Gilead's Core Values are integrity, teamwork, accountability, inclusion and excellence, embedding respect for human rights and labour rights across the business. This includes demonstrating ethical and moral conduct, as well as adhering to laws, regulations and company policies. The Core Values, in particular the values of integrity and accountability, are interwoven throughout Gilead's [Code of Ethics](#), which all our personnel (our officers, directors, employees, temporary staff and contractors, hereafter collectively "**Personnel**") are required to comply with. Gilead also expects and requires all third parties performing services for us, or with whom we partner or collaborate, to act in a way which is consistent with the principles in our Code of Ethics. The Code of Ethics has recently been updated and now has a greater focus on human rights and sustainability.

Reporting, Investigating Concerns and Internal Accountability

Gilead Personnel are required to report potential violations of laws, regulations, company policies (including the Gilead Code of Ethics) and any other serious wrongdoing within Gilead. To facilitate disclosures and help protect anonymity, Personnel can report any concerns through Gilead's Ethics Hotline.

Gilead investigates all allegations of misconduct and circumstances that implicate potential violations of laws, regulations or company policies.

Violations are not tolerated and can lead to disciplinary action, including termination of employment (where applicable).

Supplier Code of Conduct

Gilead recognises that exposure to the risk of modern slavery increases when we engage with third parties, particularly in such areas of our business as catering, cleaning, transportation, protective equipment and clothing, warehousing, construction, manufacturing, packaging and promotional goods suppliers.

As part of our procurement and supply-chain strategy, we employ responsible sourcing, supplier inclusion, auditing procedures, green chemistry and sustainable manufacturing and distribution principles to minimize the impact from our procurement and supply chain practices.

Just as Gilead does not condone the use of slavery or human trafficking in our own operations, we do not tolerate such practices in our supply chain, and we endeavour to select suppliers who share these standards. Gilead maintains a Code of Conduct for suppliers ("**Supplier Code of Conduct**"), reflecting the importance to Gilead of ethical business practices and principles of behaviour. The Supplier Code of Conduct stipulates that suppliers must comply with applicable laws, regulations and Gilead standards, and prohibits the use of slavery and human trafficking in the supply chain. Gilead continues to evolve the Supplier Code of Conduct with a view to further strengthening the Code's commitment to human rights.

Supplier Certification

Gilead expects our suppliers to read, understand and apply the principles of the Supplier Code of Conduct in respect of its application to the performance of their supplier responsibilities. Gilead recognises the increased globalisation of its supplier base as our business expands into many international markets, and has therefore translated the Supplier Code of Conduct into 10 languages. The Supplier Code of Conduct is made available to suppliers on a global basis as part of the supplier selection process; a refusal by a supplier to commit to its principles is a factor in considering their eligibility to do business with Gilead. As a result, Gilead has seen a 450% increase in the number of suppliers worldwide who have engaged with the Supplier Code of Conduct.

As part of a group-wide programme to advance our business operations, including the selection, on-boarding and management of suppliers, it is Gilead's intention to automate our global sourcing and supplier on-boarding quality checks to ensure that all newly appointed Gilead suppliers have acknowledged and accepted the Supplier Code of Conduct.

All contractual arrangements between Gilead and our suppliers stipulate compliance with applicable law and regulations, which include those concerning slavery and human trafficking in the countries where the supplier operates. Gilead is entitled to terminate supplier contracts where suppliers have not met their contractual obligations in this regard.

Gilead encourages suppliers to use management systems to facilitate continual improvement and compliance with the expectations of the Supplier Code of Conduct, and to identify, assess and manage risks in all areas.

Supplier Audits

Gilead monitors its suppliers as part of our supplier relationship management programmes. This may involve routine in-person meetings between Gilead management and our suppliers where appropriate.

Gilead uses its own Personnel and, also in certain circumstances, independent third parties, to carry out regular and ad-hoc audits and site inspections of our manufacturing and packaging suppliers to ensure compliance with quality agreements. These suppliers may also be subject to ad-hoc audits and inspection by government authorities.

Whilst slavery and human trafficking are not specific targets of these audits, Gilead Personnel would be required to escalate any such observations or suspicions immediately.

Gilead has introduced a new supplier assessment programme with our existing supply base. The programme aids Gilead in addressing social and ethical (including health and safety; human trafficking; modern slavery, including forced, bonded, involuntary prison and child labour; discrimination and unfair treatment; and business integrity), environmental, operational and other risks in our supply chain. Gilead must be satisfied that suppliers protect workers as evidenced through health and safety performance and by other means, including verification of the management framework for accident or injury, investigation and checks on incident records during on-site assessments of suppliers, and satisfying ourselves that worker protection is under the direction of clearly identified and accountable individuals possessing the appropriate technical and managerial skills, training and knowledge.

Verification

Our product ingredients are sourced largely from countries that the US Department of State has designated as being compliant with the Trafficking Victims Protection Act ("**TVPA**") minimum standards. Gilead takes extra precautions before sourcing product from countries that are still making efforts to bring themselves into full compliance with the TVPA. Gilead verifies manufacturing and packaging suppliers' compliance with applicable good manufacturing practice regulations through regular audits and site inspections carried out by independent third parties as well as by Gilead Personnel.

Training

As part of responsible sourcing management programmes, Gilead provides targeted on-line and in-person training to key Personnel involved in the management of suppliers which specifically addresses slavery and human trafficking. Gilead intends to provide training on these legal risks at a broader level to other business functions within the organisation.

UK Supply Chain Controls

Gilead UK requires all key suppliers to agree to comply with the Modern Slavery Act 2015 ("**Act**") and Gilead's Supplier Code of Conduct. Gilead UK also requires all new suppliers to warrant that they are not aware of any conduct or circumstances within any part of their business or supply chain anywhere in the world that may constitute slavery and human trafficking, as defined in section 54(12) of the Act. In its higher risk contracts, Gilead UK has the right to audit its suppliers to ensure they comply with the Act.

Industry Collaboration

Gilead invests in industry and cross-industry collaboration as part of our ongoing efforts to address a wide range of global challenges that affect communities worldwide,

Gilead has chosen to join other like-minded companies in support of the United Nations Global Compact (UNGC) – a voluntary initiative that is designed to align industries in the name of human rights, labour standards, environmental protection and anti-corruption practices. Gilead is integrating the [UNGC principles](#) into our strategy, culture and day-to-day operations.

Additionally, Gilead is committed to the importance of responsible supply chain practices. Gilead joined the Pharmaceutical Supply Chain Initiative (PSCI) in 2018. PSCI promotes responsible practices that will continuously improve social, health, safety and environmentally sustainable outcomes associated with responsible business practice. Gilead actively participates in PSCI committees, driving positive change across the pharmaceutical industry through collaborative efforts with peer member companies. In 2020, Gilead helped PSCI advance its Partnership Strategy in China and India, two critical markets for worker protection.

California Transparency in Supply Chains Act

This statement is made pursuant to the California Transparency in Supply Chains Act of 2010 (SB 657) in respect of Gilead US.

UK Modern Slavery Act

This statement is made pursuant to section 54(1) of the Act in respect of Gilead UK and constitutes the slavery and human trafficking statement for the financial year ending 31 December 2021 for Gilead UK and sets out the steps taken to address modern slavery risks in our business and supply chains.

It has been approved by the board of directors of each Gilead UK company, and signed by a director of each company.

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June 29, 2022 | 8:09:09 AM PDT

Date:

Brett Pletcher, General Counsel

Director:

Gilead Sciences Ltd

Gilead Sciences International Ltd.

Gilead Sciences Europe Ltd.