

**This Code of Conduct defines the basic expectations AMAG has for its suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment.**

AMAG reserves the right to reasonably change this Code of Conduct due to changes of the AMAG Compliance Program. In such event, AMAG expects the supplier to accept such reasonable changes. AMAG reserves the right to review the policies and procedures of the supplier and audit these where required by contract.

AMAG expects that its suppliers will endeavor to meet the following standards of conduct:

## LEGAL COMPLIANCE

To comply with the laws of the applicable legal system(s).

## BUSINESS ETHICS

To have appropriate business ethics policies and procedures. These must be in the appropriate local language(s) and distributed to employees, suppliers and agents. Suppliers must be committed to the highest standards of ethical conduct when dealing with workers, suppliers, and customers.

## PROHIBITION OF CORRUPTION AND BRIBERY

- To tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government or public official for the purpose of influencing decision making in violation of law;
- To maintain adequate procedures to prevent employees and others performing services on their behalf from paying and receiving bribes;
- In connection with their relationship and interactions with AMAG, to comply with the UK Bribery Act, as if they were a UK company and their employees were UK nationals, USA Foreign Corrupt Practices Act (FCPA), and any other relevant and applicable international anti-corruption conventions, and applicable anti-corruption laws and regulations of the countries in which they operate.

## RESPECT FOR THE BASIC HUMAN RIGHTS OF EMPLOYEES

- To promote equal opportunities for and treatment of its employees, irrespective of race, nationality, social background, disabilities, sexual orientation, pregnancy or maternity, political or religious conviction, sex, age, marital or civil partnership status or any other factor which cannot be justified;
- To respect the personal dignity, privacy and rights of each individual;
- To refuse to employ or make anyone work against his will;
- To refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- To prohibit behavior including gestures, language and physical contact that is sexual, coercive, threatening, abusive or exploitative;
- To provide fair remuneration and to guarantee the applicable national statutory minimum wage, union agreements or industry standards;
- To comply with the maximum number of working hours laid down in the applicable laws;
- To recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

## PROHIBITION OF CHILD LABOR

- To employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

## HEALTH AND SAFETY OF EMPLOYEES

- To take responsibility for the health and safety of its employees;
- To control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- To provide training as appropriate and ensure that employees are educated in health and safety issues;
- To set up or use a reasonable occupational health & safety management system;
- To comply with all relevant local laws and regulations.

## ENVIRONMENTAL PROTECTION

- To act in accordance with the applicable statutory and international standards regarding environmental protection;
- To seek to minimize environmental pollution and make continuous improvements in environmental protection;

Contact our team for more information:



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