

## **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 out business in the UK. Gilead US is based in the US and carries out 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. In September 2022, Gilead acquired MiroBio Ltd (a UK company, but not a reporting entity for the purposes of this statement) and has made considerable progress integrating MiroBio into Gilead's operational practices. Gilead continues to work to ensure that MiroBio complies with the same standards as Gilead UK in order to mitigate the risks of modern slavery within MiroBio.

### **Gilead's Employees**

Gilead believes that the risk of modern slavery in our directly employed workforce is relatively low. This is due in part to the highly regulated nature of the pharmaceutical industry, and 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 that needs to be addressed. One way we have addressed this risk is by reorganising the way we carry out the recruitment of our directly employed workforce. We have consolidated our recruitment supply base so that we now work closely with only a few strategic partners on a global basis, rather than with a large number of third-party recruitment agencies.

### **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. Human rights and sustainability are part of our Code of Ethics.

### **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 within 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 forced labour or human trafficking within the supply chain. In 2023, Gilead initiated revisions to the Supplier Code of Conduct with a view to further strengthening the Code's commitment to human rights.

### **Supplier Certification**

Gilead expects its suppliers to apply the principles of the Supplier Code of Conduct during the performance of each supplier's responsibilities. As Gilead's business expands into new markets and supply chains, Gilead has translated its Supplier Code of Conduct into ten languages. The Supplier Code of Conduct can therefore be shared with prospective suppliers globally and used as part of the supplier selection process. Refusal by a supplier to commit to the Supplier Code of Conduct's principles is an important factor in deciding whether to do business with a supplier.

All contractual arrangements between Gilead and our suppliers stipulate compliance with applicable law and regulations, and in some cases specifically reference laws concerning slavery and human trafficking. 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, including their own operations and supply chains.

### **Supplier Audits**

Gilead monitors its suppliers as part of our supplier relationship management programme. 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 conducting these audits are expected to escalate any such observations or suspicions immediately. In 2024, there were no issues raised that were associated with forced or child labour in the facilities audited under this programme.

Gilead's supplier assessment programme aids Gilead in addressing social and ethical risks (including health and safety; human trafficking; modern slavery, including forced, bonded, involuntary prison and child labour; discrimination and unfair treatment; and business integrity), and environmental, operational and other risks within its 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 onsite 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.

In 2024, we began work to harmonize minimum due diligence standards associated with human rights across all purchased goods and services. Gilead will undertake risk-based supplier assessment audits using Pharmaceutical Supply Chain Initiative ("PSCI"). These PSCI audits generally consider all or part of the pillars described in the PSCI Principles (i.e. Ethics, Labor & Human Rights, Health & Safety, Environment and Management Systems) and in the PSCI Audit Guidance. We continue to evaluate the most practicable and effective ways to ensure compliance and continual improvement amongst our value chain partners. As part of these enhancements in 2025, we are exploring prescriptive mitigation and prevention measures and working on integrating human rights due diligence into existing supplier management processes.

### **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 once we have completed our current enterprise-wide reassessment of third-party risk management.

### **UK Supply Chain Controls**

Gilead UK requests key suppliers to agree to comply with the Modern Slavery Act 2015 ("Act") and the Supplier Code of Conduct. Furthermore, Gilead UK's standard supply of services contract requires all 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 suppliers to ensure they comply with the Act.

### **Industry Collaboration**

Gilead invests in 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 responsible supply chain practices. Gilead joined the PSCI in 2018. The PSCI has developed a framework that can be leveraged to address common issues in pharmaceutical supply chains: (1) Freely Chosen Employment, (2) Child Labor and Young Workers, (3) Non-Discrimination, (4) Fair Treatment, (5) Wages, Benefits, and Working Hours, and (6) Freedom of Association. These standards set our expectations on these issues. As a member of PSCI, Gilead promotes responsible practices that will continuously improve social, health, safety and environmentally sustainable outcomes. Gilead actively participates in PSCI committees, driving positive change within Gilead, and across the pharmaceutical industry through collaborative efforts with peer member companies. Gilead's involvement with PSCI continues to shape our implementation of best practices, as evidenced above by utilisation of PSCI standards and approaches in the audit activities we conduct in our key supplier facilities.

### **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 2024 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.

Signed by:



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Josephine Comiskey

Director:

Gilead Sciences Ltd, Gilead Sciences International Ltd, Gilead Sciences Europe Ltd

Date: 20 June 2025