

Supplier Code of Conduct

At Neurocrine, we have a responsibility to both “do well” and “do good” – for our shareholders, patients, customers, and partners – and ultimately for each other. Inherent within that responsibility is our commitment to quality and to upholding high ethical standards. We expect our suppliers to do the same.

Compliance with Laws

At a minimum, suppliers will comply with all applicable laws and regulations of the countries of their operations, in addition to all applicable industry standards.

This includes, but is not limited to laws and industry standards:

- prohibiting bribery, corruption and extortion
- prohibiting illegal discrimination and harassment
- relating to accurate and truthful advertising
- relating to animal welfare
- relating to clinical trials
- relating to data protection, privacy and security
- relating to disclosure and reporting of use of conflict minerals
- relating to the environment and climate
- relating to fair and vigorous competition and anti-trust
- relating to health and safety for workers
- relating to the possession and use of confidential information
- relating to wage and benefits

Ethical Conduct

Beyond the letter of the law, we expect our suppliers to act with integrity – a core value of Neurocrine. In addition to the above, we expect the following:

Animal Welfare: Suppliers will treat animals humanely, including minimizing pain and stress. Alternatives to animal testing should be used wherever scientifically appropriate and acceptable to regulators.

Child Labor: Suppliers will not use child labor. The employment of young workers below the age of 18 is only permitted in non-hazardous work where the worker is above the applicable country’s legal age for employment, or the age established for completing compulsory education. Suppliers will maintain appropriate documentation regarding the age of all workers.

Conflicts of Interest: Suppliers will avoid transactions or relationships that may be, or may appear to be, a conflict of interest and will notify all relevant parties if an actual or potential conflict arises.

Environmental Sustainability and Climate Change: Suppliers will operate in an environmentally responsible manner. Suppliers are encouraged to conserve natural resources, reduce greenhouse gas emissions, and avoid the use of hazardous materials where possible.

Freedom of Association: Suppliers will respect the rights of workers, including to associate freely, join or not join labor unions, seek representation, and join workers' councils.

Health and Safety: Suppliers will provide workers with a safe and healthy working environment, including protecting workers from over exposure to chemical, biological and physical hazards and physically demanding tasks. Suppliers will provide workers with safety information regarding the use of hazardous materials – including pharmaceutical compounds and pharmaceutical intermediate materials.

Human Rights: Suppliers will treat all workers with dignity and respect. This includes ensuring that all workers have freely chosen such employment, and the workplace is free from harassment, harsh and inhumane treatment.

Nondiscrimination: Suppliers will not discriminate for reasons such as race, color, age, sex, ethnicity, pregnancy, gender identity or expression, sexual orientation, national origin, mental or physical disability, religion, political affiliation, union membership, marital status, veteran status, genetic information, or any other characteristic protected by law.

Patient Safety and Information: Suppliers will protect and make only proper use of confidential information, with respect to both Neurocrine confidential data and personal data of Neurocrine workers and patients.

Commitment, Accountability and Consequences

Suppliers will commit to allocating appropriate resources to implement the Neurocrine Supplier Code of Conduct, including managing risks of noncompliance and training workers to perform consistent with Neurocrine expectations. All workers should be encouraged to report concerns of noncompliance without fear or threat of retaliation.

Suppliers should report any known or suspected violations of law or this Code related to services being provided to Neurocrine by contacting the supplier's Neurocrine business partner. Suppliers may report anonymously through the Ethics Hotline on 1-800-688-2908 or via email at NeurocrineEthics.com.

Neurocrine reserves the right to terminate its relationship with any supplier for failure to comply with this Supplier Code of Conduct.