

ROYALTY PHARMA

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Royalty Pharma Human Rights Policy Statement

Our Policy

Royalty Pharma is committed to supporting the protection and the advancement of human rights based on a foundation of integrity (maintaining the highest ethical standards), culture (promoting an inclusive and diverse workforce) and taking responsibility (being a responsible citizen). Human rights are inherent in these values and our commitments to society.

As the largest buyer of biopharmaceutical royalties and a leading funder of innovation across the biopharmaceutical industry, we play an important role in providing capital to the biopharmaceutical ecosystem. Our capital has the potential to play an important role in supporting those working to meet the needs of underserved populations. While we believe our most enduring contribution to improving human rights is through positively impacting human health, we realize that we also have other human rights responsibilities.

Human Rights are those rights and freedoms recognized by the United Nations in the Universal Declaration of Human Rights that are applicable within a workplace or readily influenced by our conduct as a buyer of biopharmaceutical royalties and a leading funder of innovation across the biopharmaceutical industry. Specifically, these are the right to:

- Non-discrimination;
- Fair labor conditions, including a fair wage for work and the right to freely associate;
- Freedom from unjust imprisonment or forced labor;
- Privacy by protection of personally identifiable information; and
- Health and safety for our employees.

We believe that we will only succeed in our goals if we are able to attract and retain individuals of diverse backgrounds and regardless of nationality, gender, age, ethnicity, religion, sexual orientation, disability, membership of an association or any other subject protected by law.

Our success relies on creating an inclusive environment where all of our employees can do their best work, and where each can play a vital role in achieving our collective goals.

Our Responsibility

We take our responsibility to respect human rights seriously. For this reason, respect for human rights is reflected and embedded in our Code of Business Conduct and Ethics and several of our corporate policies. Our Code of Business Conduct and Ethics and our Employee Handbook serve as our standards of conduct, which we use to navigate the decisions and actions that we face.

Our management is responsible for ensuring that all employees are appropriately qualified through education, training or experience to identify and escalate human rights concerns. Employees must be trained on the content of this policy and their obligation to report any human rights concerns that they

may identify in the course of their duties, including those that may occur in a service provider or counterparty.

Our Operations

Within our own operations, we work to meet our responsibility to respect human rights by:

- **Work Hours, Wages and Benefits:** Compensating employees competitively relative to others in our industry, and by operating in compliance with applicable laws.
- **Freedom of Association:** We do not restrict employees' freedom to associate, including their rights to discuss workplace concerns collectively.
- **Health & Safety:** Providing a safe and healthy workplace for our employees.
- **Child Labor:** We do not tolerate the use of child labor.
- **Forced Labor & Human trafficking:** Prohibiting the use of all forms of forced labor and any form of human trafficking.
- **Equal Opportunity:** Promoting equal opportunity for our employees regardless of nationality, gender, age, ethnicity, religion, sexual orientation, disability, membership of an association or any other subject protected by law.
- **Privacy:** Respecting each individual's personal dignity and privacy and rights.

Our Business Partners

We set high standards for conducting business ethically and in accordance with the law. We expect the same commitment from our business partners, including organizations that provide us with services. We work to meet our responsibility to respect human rights by:

- **Selection:** Selecting business partners that are socially responsible and who share our commitment to ethics and integrity. We strive obtain services we need to further our mission in a way that is lawful, efficient and fair.
- **Expectations:** Setting and communicating our expectations with business partners.
- **Due Diligence:** Conducting appropriate due diligence and determining the risks, including those related human rights, prior to entering a business relationship.
- **Managing & Monitoring:** Managing and monitoring counterparties to ensure that they continue to meet our expectations. We hold business partners accountable for meeting their contractual obligations and take appropriate action to address those that do not.