Global Code of Conduct
and Business Ethics
BIOMARIN: REACHING PATIENTS GLOBALLY
The unique and colorful "i" in BioMarin’s logo has played a core part in BioMarin’s identity. The Spectrum "i" is an artistically enhanced monosaccharide analysis strip derived using carbohydrate analysis technology developed by Glyko—a company that led to BioMarin’s founding.

I believe that the "i" also stands for "Innovation powered by Integrity." Innovation—because we are dedicated to providing innovative treatments to patients around the world who are suffering from rare genetic diseases, and Integrity—because we are committed to cultivating an environment that thrives on our employees’ creativity and intellect, while respecting and following the laws and regulations that govern our behavior. Integrity is doing the right thing, even when no one is watching.

OUR EXPECTATIONS
At BioMarin, we demonstrate responsibility through the decisions we make every day as we perform our job duties. Our patients, customers, shareholders, and fellow employees depend on us to adhere to the highest standards of business ethics. Our personal and professional integrity contributes to fostering an ethical culture and ultimately, to our performance.

As BioMarin employees, we are required to adhere to BioMarin’s Global Code of Conduct & Business Ethics (the “Code”), other internal company policies, and applicable laws and regulations. The Code and policies relate to our day-to-day activities, which help guide how we conduct business, advance our mission, and uphold BioMarin’s name and reputation. Each of us shares in the responsibility for promoting a positive and ethical work culture.

GLOBAL CODE OF CONDUCT & BUSINESS ETHICS
The Code is one element of BioMarin’s effort to ensure lawful and ethical conduct by the Company and its subsidiaries’ officers and employees. It is BioMarin’s policy and practice to conduct all aspects of its business in accordance with legal and regulatory requirements and with the highest standards of ethical behavior. Our ultimate goal is increasing shareholder value by providing the best possible service to the patients that may benefit from BioMarin’s products.

The Code is intended to serve as a guide to help each BioMarin employee make the right decisions while interacting with coworkers, healthcare professionals, patients, customers, contractors, vendors, competitors, governments, shareholders, and local communities. The Code emphasizes BioMarin’s absolute commitment to integrity and fairness in advancing patient care. It is not intended as a complete list of acceptable and unacceptable actions. Rather, it provides general guidance and an expression of BioMarin’s principles. Although laws and customs will vary in different locations where we may operate, our basic ethical responsibilities are global. Any questions or concerns about the Code should be directed to management or the Corporate Compliance & Ethics Department (“CCE”). The Code may be modified from time to time. Any changes to the Code will be provided to all employees.

CORPORATE COMPLIANCE & ETHICS HOTLINE
All BioMarin employees are required to report actual or suspected violations of law and BioMarin policy. You help foster an ethical environment by bringing forward any evidence of unethical or illegal behavior. If you need to report a violation, have questions, or just are seeking guidance, please speak to any member of management or CCE. For times when you don’t feel comfortable speaking directly with management, you can make a report to the compliance and ethics hotline (www.BIOMARIN.ethicspoint.com). We would rather you report anonymously (where permitted by law), than keep the information to yourself. Your input is essential to ensuring that we build communication and promote safety, security, and ethical behavior. BioMarin has an open-door policy with zero tolerance for retaliation and all reports will be reviewed and responded to appropriately.

So, I thank you all for your continued hard work in bringing novel medicines to our patients around the world. I ask that as you work towards our goals, you remember the Spectrum “i” and bring Innovation and Integrity to everything you do.

Sincerely,
JJ Bienaime
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BioMarin Corporate Principles

INTEGRITY
Integrity is the basis of all of BioMarin’s corporate relationships. Each employee is expected to practice the highest standards of honesty, accuracy, and integrity at all times.

ETHICAL BUSINESS PRACTICES
The Company does not seek competitive advantages through illegal or unethical business practices. Each employee should endeavor to deal fairly with the Company’s patients, customers, healthcare professionals, and employees, and other business associates. No employee should take unfair advantage of anyone through inappropriate manipulation, abuse of privileged information, misrepresentation of material facts, or any unfair dealing practice.

ADVANCING PATIENT CARE
BioMarin succeeds, and therefore creates shareholder value, by providing the best possible service to the patients that may benefit from its products. This includes embracing and creating innovative programs and strategies for supporting education and awareness, both to the public and to healthcare professionals, about BioMarin’s products and the indications that they are approved to treat. It also includes embracing and creating innovative and ethical programs and strategies for expanding patient access to BioMarin products designed to meet unmet medical needs, while at the same time ensuring an appropriate return for our shareholders.

RESPONSIBILITY
BioMarin wants to meet the highest standards of corporate responsibility in all its activities. BioMarin is committed to selecting, developing, and promoting employees with self-drive and empathy who:

- Combine professional competence with a leadership style that motivates people to high performance
- Have an open mind and a sense of urgency
- Understand the Company’s needs
- Have the courage to question conventional wisdom
- Have the flexibility required to broaden their experience
- Abide by the Code and these Corporate Principles in their decisions and actions

What does it mean to perform with Integrity?
Performing with integrity means setting the right priorities and delivering on our commitments while adhering to BioMarin’s Corporate Principles and the standards set forth in this Code.

We do this by:
- Integrating integrity in all that we do
- Conducting ethical business practices by holding ourselves personally accountable to high, ethical standards
- Demonstrating leadership by fostering an environment focused on performance with integrity and accountability.

At BioMarin, performance with integrity is not only what we do – it’s who we are.
Global Code of Conduct & Business Ethics

This Code applies to all employees, as well as to persons and entities retained and authorized to act on behalf of BioMarin. Annually, each employee must read, understand, and certify to adhering with this Code.

The Code is designed to help guide our business behavior and provides useful links to further information. However, it does not provide answers to every question you may have, and it is not a substitute for your individual responsibility to exercise good judgment and common sense. In cases of doubt about the correct behavior, you must seek help and advice.

BioMarin’s Code expresses the Company’s expectations of those who act on its behalf. Adherence to the Code inspires trust and confidence and is critical to BioMarin’s success.

Adherence to the Code is also a condition of employment. BioMarin does not tolerate violations of the Code. Violations can have serious consequences for the Company and for employees themselves. For employees, a violation of this Code may result in a disciplinary action up to, and including, termination of employment, as well as civil and criminal penalties under federal, state, and country-specific laws and regulations.

Getting Help & Advice

You may face situations that are not explicitly covered by the Code. If you are ever unsure about how to proceed in a certain business situation, you should ask yourself the following questions:

- Is my behavior legal?
- Is it in line with BioMarin’s Corporate Principles?
- Does it comply with the Code?
- Does it comply with the CCPs or other relevant BioMarin policies or procedures?
- Could it have negative consequences for BioMarin or me?
- Would I be comfortable if it was reported in the news media?

Often the answers to these questions will provide all the guidance you need. But if you still have doubts about the correct behavior, you should contact management or any member of CCE. Supervisors are responsible for ensuring all employees reporting to them receive the help and advice they need to comply with the Code and BioMarin policies and procedures.

For times when you do not feel comfortable speaking directly with management, we urge you to contact BioMarin’s Corporate Compliance & Ethics Hotline: www.BIOMARIN.ethicspoint.com.

Where can I find BioMarin’s corporate compliance policies?

Copies of our CCPs can be found on BioWeb. You are expected to understand how these policies apply to you and to follow them. We encourage you to discuss any questions or concerns with your Supervisor or any member of CCE or HR.
BioMarin’s Board of Directors (the “Board”) has ultimate oversight authority of BioMarin’s Corporate Compliance & Ethics Program (“CCEP”). The Board sets the tone for the ethical behavior expected of all officers, employees, and business partners. The Corporate Compliance Officer is responsible for the implementation and operation of the CCEP, managing the CCE department, and facilitation of the Corporate Compliance Committee (the “CCC”). BioMarin’s CCEP is an enterprise-wide, global initiative that addresses the seven elements discussed in the 2003 U.S. Department of Health and Human Services Office of Inspector General Compliance Program Guidance for Pharmaceutical Manufacturers (“OIG Guidance”), as well as the tenets of the U.S. Federal Sentencing Guidelines, and other applicable global laws and regulations. The CCEP’s purpose is to strengthen internal controls, in order to prevent, detect, and correct fraud, misconduct, and violations of Company policies, procedures, and/or applicable laws and regulations.

CCEP-related activities including overall implementation, auditing, and monitoring of the CCEP. CCE is also responsible for educating officers and employees regarding compliance-related matters.

CORPORATE COMPLIANCE OFFICER
The Corporate Compliance Officer is responsible for overseeing BioMarin’s CCEP. The Corporate Compliance Officer ensures that there is broad application and consistent interpretation of our standards throughout the Company. The Corporate Compliance Officer oversees CCE, chairs CCC, and reports to the Board and Chief Executive Officer (the “CEO”).

CORPORATE COMPLIANCE POLICIES
In addition to the Code, we have developed Corporate Compliance Policies (“CCPs”) and procedures to help ensure that our business practices are in compliance with applicable laws and regulations. Several CCPs require forms to be completed in order to facilitate the review and approval process. The CCPs and associated forms are located on BioWeb under the “CorpCompliance” tab. If you have any questions about the CCPs, or how to complete the associated forms, please contact any member of CCE.

CORPORATE COMPLIANCE COMMITTEE
Senior Executives from each business division make up the CCC. Members provide input to BioMarin’s corporate compliance strategy and program and are charged with keeping the Corporate Compliance Officer, the Board, and senior management informed of significant compliance issues, risks, and trends. Many groups within BioMarin support the work of the Committee, including the Compliance Working Group (the “CWG”). Additionally, internal audit provides further resources and information to the CCC.

COMPLIANCE WORKING GROUP
The CWG is a cross-functional team of employees whose responsibilities include assisting CCE in overseeing the CCEP’s implementation and execution within their respective functions and are appointed by the CCC. The CWG shall be responsible for designing business processes to facilitate the implementation of the CCEP, particularly within their own
business unit, and to assist employees or agents in complying with the
CCEP. Additionally, CWG participants shall assist with employee CCEP
training as delegated by CCE.

EDUCATION AND TRAINING
BioMarin is committed to maintaining awareness of the CCEP through
education and training of our employees and officers on CCPs and
compliance-related activities, risks, and laws. This includes, but is not limited
to, new employee orientation, general training, and educational programs,
along with annual certification of this code.

AUDITING AND MONITORING
The Corporate Compliance Officer oversees the development and
implementation of the auditing and monitoring activities designed to assess
compliance with BioMarin’s corporate policies, procedures and processes.

EFFECTIVE REPORTING AND INVESTIGATIVE PROCESSES
CCE shall provide education and guidance for reporting and investigation
of business practices issues to assure compliance with the requirements of
BioMarin’s CCEP.

ENFORCEMENT
BioMarin is committed to an effective CCEP and the adherence to
BioMarin’s compliance policies and procedures as well as all applicable
federal, state, and country-specific laws and regulations. Violations of
the Code or BioMarin CCPs or SOPs may result in discipline up to and
including termination of employment and/or referral to law enforcement.

Raising Concerns and Doing the Right Thing

In BioMarin’s complex and highly
regulated environment, making
the proper decision can be
challenging. Occasionally, you
may need advice or assistance. In
order to resolve an issue, you are
couraged to seek information
about, or guidance on, our
compliance and ethics policies.

BioMarin encourages the open
discussion of questions and
concerns in order to avoid
inappropriate decision-making or
action that is a potential violation of
policies or applicable law. Because
of BioMarin’s absolute commitment
to integrity and fairness, we need
and value your input. One way
you can help continue to foster an
ethical environment at BioMarin is
by bringing forward any evidence
of unethical or inappropriate
behavior. BioMarin has an open-
door policy with zero tolerance for
retaliation.

When an employee fails to
comply with this Code and the
laws, regulations, policies and
procedures governing BioMarin’s
business, potential consequences
to the individual may include
termination, criminal convictions
involving jail sentences and/
or substantial fines, as well as
significant civil liability. In addition,
BioMarin may have civil and
criminal liability for offenses
committed by its employees. This

It takes less time to do a right thing than it
does to explain why you did it wrong.

Henry Wadsworth Longfellow
same liability applies to those persons or entities retained or authorized to
act on behalf of BioMarin.

If you have questions, are seeking guidance, or need to report a violation,
you can feel free to speak to any member of management or CCE. For
times when you don’t feel comfortable speaking directly with management,
we urge you to contact our Compliance & Ethics Hotline, at

We would rather you report anonymously (where permitted by law) than
keep the information to yourself. Your input is essential to ensuring we
promote safety, security, and ethical behavior. No person will be disciplined
for reporting a concern in good faith. In fact, BioMarin employees have
an affirmative duty to raise good faith concerns of policy violations or
unethical/illegal activity to management.

It is BioMarin’s policy to employ a fair process by which to determine
violations of the Code or company policies. When making a report, you
are expected to promptly provide a specific description of the violation that
you believe has occurred, including any information you have about the
persons involved and the time of the violation. If you make a report to your
Supervisor, and you believe they have not taken appropriate action, you
should contact CCE. Supervisors must promptly report any complaints or
observations of Code or policy violations to CCE. CCE will investigate all
reported Code or policy violations promptly and with the highest degree
of confidentiality that is possible under the specific circumstances. Neither
you nor your Supervisor may conduct any preliminary investigation
unless authorized to do so by CCE. As needed, CCE will consult with the
Legal department and Human Resources on the investigation and/or the
suspected violation. Honesty and cooperation are required of all employees
participating in investigations.

If an investigation indicates that a violation of the Code or company policies
has occurred, the Company will take such action as we believe to be
appropriate under the circumstances. If we determine that an employee is
responsible for a Code violation or company policy, he/she will be subject
to disciplinary action up to, and including, termination of employment and
referral to law enforcement.

Open Door Policy

The foundation of our compliance effort is openness, accessibility, and
discussion within the BioMarin community. Most issues can be
resolved locally before they become problems for employees, the
Company, or the public. The Open Door Policy encourages employees
to present ideas, raise concerns, and ask questions – especially those of
a legal or ethical nature, but also those relating to quality of work.
All Supervisors are responsible for supporting this policy by maintaining
an “open door” for their direct reports and other employees who
may reach out to them.

While we hope that employees feel comfortable discussing any matter
with their Supervisors, there may be times when a Supervisor cannot
help. In these cases, you should speak to others, including the next
higher level of supervision or any member of CCE.

Retaliation against any employee who seeks advice, raises a concern,
or reports misconduct is strictly prohibited. Retaliation in any form
against an individual who reports a good faith allegation of a violation
of this Code, law, regulation, or policy, or against an individual
who assists in the investigation of a reported violation is itself a serious
violation of BioMarin’s Code.

Concerns about retaliation should be reported immediately to CCE.
BioMarin has a duty to safeguard its assets, including, but not limited to: its cash, investments, facilities and equipment, inventory, computers, computer software, business records (including written and electronic documents), customer information, patents, copyrights, and trademarks (collectively referred to as "company assets"). Company assets are primarily intended for company business. Additionally, BioMarin owns any intellectual property relating to company business that is created using company assets or within the scope of an employee’s employment.

BioMarin provides employees with equipment to assist employees in performing their work, which may include, but are not limited to: furniture, supplies, computer systems, office and cellular telephones, smart phones, fax machines, copiers, and vehicles. At all times, this equipment remains the Company’s property and must be used properly and maintained in good working order. You are permitted to use electronic equipment for personal, non-business purposes in a limited fashion, provided such use does not interfere with your work performance or Company business. Employees and other authorized users of Company electronic equipment have an obligation to use them in a responsible, ethical, and lawful manner, and in compliance with this Code and other corporate policies and procedures.

The Company reserves the right, at all times and without prior notice, to inspect and search all Company Assets for any purpose. Such inspections may be conducted during or outside of business hours and in the presence or absence of the employee.

Although you may use Company Assets for incidental personal matters, except where mandated by law, you are not guaranteed personal privacy for information sent to, from, or stored in any Company communication systems.

In addition, no voicemail, e-mail, text message, website, or any other document that an employee views or saves using Company Assets may contain content that may reasonably be considered offensive. Offensive content includes, but is not limited to, sexual comments or images, racial slurs, or any comments or images that would offend someone on the basis of his or her age, disability, gender, race, religion, national origin, physical attributes, sexual orientation, or any other classification protected by national, state, provincial or local law.

Employees may only access Company files and programs with proper authorization. Employees may not make unauthorized copies of any BioMarin computer software or information (whether in electronic or hard copy form) or load software onto BioMarin’s computer systems without IT support and approval. Employees wishing to install any software on BioMarin’s computer systems must contact the IT department for authorization.
The protection of confidential and proprietary information is vital to BioMarin's success. No employee should reveal or divulge any such information unless legally mandated, or unless required to do so in the ordinary course of business.

The products, services, ideas, concepts, and other information we produce on a daily basis are important proprietary assets for BioMarin. Various laws enable us to protect these assets. Examples of confidential or proprietary information include, but are not limited to, marketing plans and strategies, sales and marketing data, customer and employee records, research and technical data, clinical trial data, manufacturing techniques, pricing information, and information pertaining to business development opportunities and new products and services. It is in BioMarin's best interest to protect and prevent inappropriate or unauthorized disclosures of our confidential and proprietary information, as well as third party confidential and proprietary information provided to BioMarin.

Upon hire, each employee is required to sign an Employee Confidential Information and Inventions Agreement (the “Agreement”), promising that he or she will not divulge confidential or proprietary information or material outside of BioMarin; in addition, the Agreement acknowledges that ideas, inventions, products, and processes developed while working for the Company are the sole property of BioMarin.

Employees can help protect our confidential and proprietary information by following these principles:

- Be careful when using the telephone, smart phones, fax, e-mail, and other electronic means of storing and sending information.
- Do not forward confidential or proprietary information to non-BioMarin e-mail accounts, even your own (e.g., gmail).
- Terminate your access to any sensitive data no longer needed to perform your job.
- Do not discuss confidential information in public places where others may overhear (e.g., industry conferences, airports, trains, restaurants).
- Never provide confidential information to outsiders without first getting a written confidentiality agreement and approval from the Legal department. If you have a question as to whether information is confidential be sure to ask.
- Beware of informal telephone or e-mail requests from outsiders seeking information.

EXPERT NETWORKS

“Expert Networks” are broadly defined to include any individual or organization that solicits information about BioMarin and its operations and activities. Typically, Expert Networks seek to collect information from one or several individuals that may, on their face, seem to be inconsequential or not confidential and to aggregate or analyze that data in a way that provides material confidential information about a company. Most often, the Expert Networks are hired for primary research purposes by the financial services industry (e.g., hedge funds), management consultants, and corporations.

Employees participating in Expert Networks must seek prior written approval of the General Counsel. If you are a current member of an Expert Network or have an agreement to provide services of a similar nature, you must immediately disclose this to BioMarin’s General Counsel for a review of any actual or potential conflict of interest.
Through our discovery, development, and delivery of innovative medicines, we help to treat serious and life-threatening diseases. Protecting BioMarin’s intellectual property is essential to maintaining the Company’s competitive advantage and ability to bring innovative medicines to patients.

BioMarin’s intellectual property includes its patents, trade secrets, and copyrights, as well as the trademarks, scientific and technical knowledge, know-how, and the experience developed in the course of the Company’s activities. Employees are expected to support the establishment, protection, maintenance, and defense of BioMarin’s rights in all commercially significant intellectual property and to use those rights in a responsible way.

In addition to protecting BioMarin’s intellectual property rights, employees must respect the valid intellectual property rights of others. Unauthorized use of the intellectual property rights of others may expose the Company to civil lawsuits and damages. Theft and misappropriation of intellectual property may result in significant fines and criminal penalties for the Company and for you.

If you have any questions related to intellectual property matters consult a member of the legal department’s Intellectual Property group.

If something is trademarked, patented, or copyrighted in one country, is it protected in other countries too?

No, not necessarily. The legal department’s Intellectual Property group tracks the trademark, patent, and copyright status of BioMarin’s assets, as appropriate, on a worldwide basis. To find out if something is trademarked, patented, or copyrighted, contact the Intellectual Property group to request a search to help you determine whether something has protected status in any country of concern to you.
BioMarin expects each employee to exercise sound judgment in pursuing the company’s best interests. Employees should avoid situations where their personal interests, investments, or associations conflict with their ability to exercise good judgment on behalf of BioMarin, or are inconsistent with or opposed to the best interests of the company. Conflicts of interest may arise directly with employees or through family connections. Conflicts of interest also arise when an employee, or a member of his or her family, receives improper personal benefits as a result of his or her position with the company. Every employee has the obligation to bring to the attention of CCE any business dealings or relationships he or she feels may present even the appearance of a conflict of interest. CCE will consult with necessary internal functions and then make a determination as to whether such a conflict of interest exists.

While it is not possible to address every situation in which a conflict of interest may arise, the following are guidelines employees should follow:

OUTSIDE EMPLOYMENT
Activities away from BioMarin and outside the scope of your employment should not compromise BioMarin’s interests or adversely affect your job performance or responsibilities. For example, outside employment should not cause poor job performance, absenteeism, tardiness, leaving early, or refusal to travel on Company business.

PERSONAL INVESTMENTS OR TRANSACTIONS
While BioMarin respects your right to manage your investments and does not wish to interfere with your personal life, you are responsible for avoiding situations that present — or create the appearance of — a potential conflict between your interests and those of the Company.

There are a myriad number of circumstances that may give rise to a potential financial conflict of interest. As such, when in doubt, you should seek guidance. However, there are some obvious situations worth noting that can result in a conflict of interest, such as you or your family member:

- Having a substantial financial interest in a supplier, competitor, or customer;
- Having a financial interest in a transaction in which it is known that BioMarin is, or may be, interested;
- Taking advantage of BioMarin’s corporate opportunities for personal profit;
- Receiving fees, commissions, or other compensation from a supplier, competitor, or customer of the Company.

PERSONAL RELATIONSHIPS
BioMarin permits the employment of qualified relatives of employees, as long as such employment does not, in the opinion of BioMarin, create actual or potential improprieties or conflicts of interest. A relative is defined as a spouse, domestic partner, parent, child, sibling, first cousin, grandparent, aunt, uncle, niece, nephew, or corresponding in-law or step-relation.

Relatives are not eligible for employment where potential problems of supervision, safety, security, morale, or a potential conflict of interest exist. If
hired, relatives may not occupy positions that ultimately report to the same Vice President without additional approvals from the Human Resources department. These relatives if hired, will require approvals from the executive to whom the Vice President reports, as well. That is, no employee will be permitted to work where their work responsibilities, salary, or career progress could be influenced by the other relative.

To avoid those situations, the Company may refuse to hire or place a relative in a position where the potential for favoritism or conflict exists. In situations where an actual or potential conflict arises, even without a supervisory relationship, the Company may separate the employees by reassignment or termination, at the Company’s discretion.

ACCEPTANCE OF GIFTS, MEALS, ENTERTAINMENT, OR OTHER FAVORS

Even when gifts and entertainment are exchanged out of the purest motives of personal friendship, they may be misunderstood. For example, a gift from a vendor may appear to be an attempt to influence an employee to direct BioMarin business to a particular vendor. To avoid both the reality and appearance of improper relations with a vendor or a potential vendor, the following standards apply to the receipt of gifts and entertainment by BioMarin employees.

Gifts, Payments, or Other Benefits

Employees shall not solicit gifts, gratuities, or any other personal benefit or favor of any kind from any individual or company currently doing business with BioMarin or any individual or company that is anticipated to do such business. Gifts include not only merchandise, but also discounts on personal services and purchases, use of facilities or equipment, loans, fees, favors, services, compensation, or anything of monetary value. Employees may not accept any unsolicited gifts, except as provided below.

Employees may accept unsolicited gifts, provided they are items of nominal value. Gifts of nominal value are non-monetary gifts, such as promotional items or business courtesies, such as flowers, gift baskets, event tickets or the like. In cases of receipt of an unsolicited gift of greater than nominal value, the gift should be shared among your work group with your Supervisor’s approval. The gift’s value must not raise any questions of an obligation on the part of the recipient. If in doubt as to the appropriateness of accepting an unsolicited gift, contact your Supervisor or any member of CCE.

It is difficult to define “nominal,” “customary,” or “reasonable” in terms of a specific dollar limit. Common sense and good judgment should prevail when considering whether gifts would be considered extravagant, excessive, or too frequent. If there is likely to be a perception it influenced your judgment, then it is too much.

Employees are strictly prohibited from accepting any remuneration in any situation where an employee is representing or providing services on BioMarin’s behalf or is already being paid by BioMarin for the time or effort. From time to time, BioMarin may establish programs for the benefit of its employees, whereby discounts from vendors may be offered. Such approved programs are acceptable within this policy.

Entertainment

Employees may not solicit entertainment from any individual or company doing business with BioMarin. From time to time, employees may accept unsolicited entertainment, but only if all the following conditions apply:

• The entertainment occurs infrequently and it arises out of the ordinary course of business;
• It involves reasonable, not lavish, expenditures (the amounts involved should be at a nature employees are normally accustomed to spending for their own business or personal entertainment); and
• The entertainment takes place in settings that also are reasonable, appropriate, and fitting to BioMarin employees, their hosts, and the business at hand.

OUTSIDE ACTIVITIES

BioMarin supports employee community service. However, it is important to be aware that voluntary outside activities related to the Company’s business may raise issues for BioMarin. It is therefore essential that employees speak with their Supervisor before engaging in such outside activities (e.g., board membership at a local hospital, committee work in a professional organization, or speaking at an industry-related conference) and obtain pre-approval. If employees have any questions regarding the appropriateness of the requested activity, they should contact CCE.

Professional & Trade Organizations, Patient Advocacy Groups, Task Forces, Advisory Groups

Employees may be asked, or may seek, to participate in various professional or trade organizations, patient advocacy groups, task forces, or industry advisory groups. If such activities relate to the biopharmaceutical industry, an employee must seek their Supervisor’s approval before
engaging in the activities. The following issues should be considered before approval of such activity:

• The need for the employee to disclose his/her BioMarin affiliation to the organization;
• The need to abstain from participating in discussions or decisions related to issues that may involve BioMarin’s drugs, programs that may be related to BioMarin, and any other issue that may constitute a potential conflict of interest;
• The need for the employee to confirm with the organization that there is no expectation of BioMarin funding;
• Whether any other biopharmaceutical industry will be participating in the group;
• The amount of work time required; and
• Compensation.

ALL EXTERNAL SPEAKING ENGAGEMENTS
BioMarin employees must comply with relevant laws, regulations, and industry standards when presenting on BioMarin’s behalf. For all external speaking engagements conducted on behalf of BioMarin, employees must also adhere to the following procedures, designed to maintain consistency of BioMarin messaging and to ensure that proprietary information is not disclosed at public forums:

• A request to participate in a speaking opportunity must be approved by the employee’s Supervisor in advance of the employee accepting the opportunity. Information in the request should include: the event/forum, sponsoring organization, format (e.g., featured speaker, panel discussion, Q&A), location, date, expected audience, event objectives, qualifications of employee speaking, and rationale for participation, including the specific value to BioMarin.
• If the speaking opportunity has been approved, the speech, talking points and any visuals (e.g., PowerPoint slides, handouts, etc.) must be reviewed by the employee’s Supervisor to ensure messages are appropriate and that the materials do not include any confidential or proprietary information.
• After management review and approval, the employee must consult with CCE to determine if the presentation materials require additional review by the Promotional Review Board (PRB), the Manuscript/Publication Review Committee (MPRC), and/or Corporate Communications/Investor Relations as appropriate.

BOARD MEMBERSHIPS
The Company encourages service as directors or trustees on corporate, civic, professional, charitable, or other such similar boards where there exists no conflict of interest with employee’s duty to the Company. Any individual so desiring to serve must disclose such appointments, in advance, and secure approval as stated below.

Types of Board Membership

For-profit companies, other commercial entities and scientific advisory boards
Employees may serve on the board of a for-profit company, other commercial entity, or scientific advisory board. This includes board membership for which the employee will receive, or expects to receive, a fee or other remuneration beyond reimbursement for out-of-pocket expenses. Such board membership requires BioMarin’s pre-approval. The pre-approval process for service on “for-profit, other commercial entities, and scientific advisory boards is outlined below.

Not-for-profit, charitable, and non-commercial organizations
For board memberships of non-industry, not-for-profit, charitable, or non-commercial organizations that have no relation to BioMarin’s business (e.g., schools, heritage associations, clubs, little leagues, and charities) approval is not required.

Approval
All board memberships for a for-profit company, other commercial entity, or scientific advisory board require approval. Provided that the membership will not create any conflict of interest, the employee should request approval as follows:

If you are: 
CEO
Vice President
All other employees
You need approval from:
Governance Committee
General Counsel
Functional Executive Committee member

Compensation
Employees can keep any remuneration earned for their services provided to a board or entity.

If, when participating on a board of a non-public company in which
BioMarin has an interest but does not hold 100% of the stock, an employee receives any type of remuneration they should:

• Turn this over to BioMarin or;
• Inform BioMarin and accept a reduction in their salary by the same amount.

Changes
If at any time after approval, circumstances change (e.g., the time commitment increases or a potential conflict arises) the employee should:

• Abstain from any decision or discussion that could create an actual conflict; and
• Request a new approval, noting the changed circumstances.

POTENTIAL CONFLICTS OF INTEREST — QUESTIONS TO ASK YOURSELF
There is potential for a conflict of interest if your outside financial or other interests or obligations affect your work at BioMarin. Here are some questions to ask yourself to determine if there is a potential conflict of interest:

• Do I have a significant financial interest in any company that does business with BioMarin?
• Do I spend time on outside work or hobbies during my normal BioMarin business hours?
• Do I accept valuable or frequent gifts from suppliers, customers, or competitors? If so, could these gifts influence or appear to influence my decision-making at BioMarin?
• Am I in a position to hire or directly supervise a spouse, relative, or close friend?

If you have questions about conflicts of interest contact CCE.

In my country, refusing a gift from a business associate could be considered an insult. What should I do when a gift is offered?

In certain cultures, refusing a gift from someone with whom we do business may damage our business relationship with that person. If you do business in one of the these cultures, you should consult with your Supervisor about how receipts of gifts should be treated. If the gift’s value makes it appear that the donor is attempting to influence you, but it must be accepted in order to preserve the business relationship, it may be possible to accept it as Company property. Supervisors within a country should develop a consistent policy for determining how receipts of such gifts should be treated. For example, food items could be placed in a central location for everyone to share, or a clock or painting could be displayed within a BioMarin facility for all to view.

I want to invest in a company that produces a chemical agent that is an important ingredient in a BioMarin product. Would this be a conflict of interest?

Maybe. Even though your involvement in this company would only be financial, there may be a conflict depending on your position at BioMarin, your influence on purchasing decisions, the amount of your investment, and the importance of BioMarin as an ongoing customer. Talk to your Supervisor and consult with CCE before investing.

My spouse has an ownership interest in a potential vendor that BioMarin is seeking to use to develop certain advertising materials. However, in my role I will not have any decision-making responsibilities as to which vendor is selected. Do I need to report anything?

Yes. All potential conflicts, or even the appearance of a conflict, can damage your reputation or that of the Company, and therefore, must be disclosed to your Supervisor and CCE.
Accurate Business Records

All Company books, records and documents must be kept in such a way as to accurately and completely reflect all BioMarin transactions. These include, but are not limited to: accounts, time sheets, bills, invoices, expense reports, payroll and benefits records, performance evaluations, electronic records, images, accounting or other financial records, manufacturing and production records, and laboratory notebooks.

Employees shall ensure, to the best of their ability, that all books, records, and documents of the Company accurately and completely reflect the Company’s transactions. Knowingly providing false, incomplete, or inaccurate information is improper, and may constitute fraud.

Employees must not withhold or fail to provide information to management. Each employee must cooperate fully with the Finance department and the Company’s independent auditors in providing complete and accurate information to help ensure the Company’s books, records and documents are accurate and up-to-date.

Records Management

BioMarin has records and information management policies and procedures to ensure that Company records are maintained, stored, and when appropriate, destroyed in accordance with the Company’s needs and in compliance with applicable legal requirements. Employees must maintain records in accordance with the applicable record management policies for their business, region, or function.

Records may be demanded by third parties including, regulatory agencies, parties in litigation, or other inquiries beyond the normal retention period. If you receive a “Legal or Audit Hold,” or reasonably believe that an investigation is under way, you must not alter or discard any relevant information. All questions regarding Legal or Audit Holds or requests by third parties to maintain records beyond the normal retention period must be directed to the Legal department. All requests for documents or subpoenas for documents or information must be forwarded to the Legal department immediately.
Preserving the privacy of personal data is critically important. Every employee, as well as job applicants, research study subjects, research investigators, patients, healthcare professionals, vendors, suppliers, and many other people around the world provide personal information to BioMarin.

Sharing personal information with BioMarin is an act of trust. Keeping that information confidential and secure is often a legal requirement and always a demonstration of our commitment to Integrity.

All BioMarin employees are accountable for protecting personal information, and for processing such information only within the boundaries of applicable law and BioMarin policies. Help protect the privacy of personal information by following these principles:

- Collect personal information only for legitimate business purposes and keep it only as long as necessary to fulfill those purposes or to meet our legal obligations;
- Take adequate precautions to safeguard personal information when collecting, processing, storing, and transferring information;
- Only share personal information with individuals who have a legitimate need for it and have agreed in writing that they shall protect it properly;
- When appropriate, and in accordance with local laws, give notice and/or obtain consent when collecting, processing, transferring, and storing an individual’s personal information;
- Allow employees whose personal data is held by BioMarin to review and correct such information; and
- Properly destroy records containing personal information according to BioMarin policies.

Protecting the privacy and security of personal information is a growing global concern for companies and individuals alike. Different countries and cultures have different expectations of what information should be protected, how securely, and at what cost. However, more and more countries are enacting or strengthening privacy laws. These laws strive to give individuals control over their own information and set boundaries and safeguards for the use of personal information. They also hold violators accountable. Contact the Legal department or CCE if you have any questions or concerns regarding privacy of personal data.

Did You Know?

OUR COMPANY
BioMarin promotes a workplace free from prejudice and harassment, and based on a foundation of mutual respect, open communication, integrity, and a fundamental understanding that employees are the Company’s most valuable resource. BioMarin affords equal employment opportunity to all qualified persons without regard to race, color, religion or creed, gender, marital status, age, sexual orientation, pregnancy, medical condition, veteran status, disability, national origin or ancestry, genetic information, or other protected characteristics. This means equal opportunity in regard to each individual’s terms and conditions of employment and in regard to any other matter that affects, in any way, the working environment of the employee.

Employees who have a good faith belief that they or others have been subjected to inappropriate workplace conduct should report details of the incident to their Supervisor, Human Resources, and/or CCE as soon as possible. All reported incidents of inappropriate workplace conduct will be investigated.

The safety and security of employees is vitally important. BioMarin will also not tolerate violence or threats of violence in, or related to, the workplace. Employees who experience, witness, or otherwise become aware of a violent or potentially violent situation that occurs on BioMarin property or affects our business must promptly report the situation to their Supervisor or Human Resources. BioMarin does not permit any individual to have weapons of any kind in BioMarin property or vehicles, while on the job or off-site while on BioMarin business. This is true even if you have obtained legal permits to carry weapons.

Any person who engages in threatening or violent action on BioMarin property may be removed from the premises and may be required, at BioMarin’s discretion, to remain off Company premises pending the outcome of an investigation.

Workplace Conduct

I know that sexual harassment is a big issue in the U.S., but what about outside the U.S. where we have different standards?

The concept of respect for our employees is universal and not limited by the geography of any country. All employees throughout the world should have a work environment in which they are shown respect by their colleagues. BioMarin’s policies regarding discrimination and harassment apply globally. Consult Human Resources or CCE if you are uncertain about whether certain conduct is consistent with BioMarin’s policies.
Environmental, Health and Safety

As part of BioMarin’s commitment to improving the health and well-being of people worldwide, we strive to effectively manage our natural and workplace environments. To achieve this goal, BioMarin has put in place Environmental, Health and Safety ("EHS") policies and guidelines.

OCCUPATIONAL HEALTH AND SAFETY

BioMarin strives to provide a safe and healthy environment for our employees and visitors, to attain the highest possible level of safety in all our activities and operations, and to comply with health and safety laws applicable to our business. Employees are expected to be conscientious about workplace safety.

Employees should immediately report any unsafe conditions or potential hazards to their Supervisor, even if the problem is believed to be corrected. Any suspected hazard on Company premises, or in a product, facility, piece of equipment, process, or business practice for which BioMarin is responsible, should immediately be brought to the attention of the Supervisor, the EHS department, Human Resources, or CCE. Supervisors shall arrange to correct any unsafe condition or hazard immediately and must notify EHS of the situation.

BioMarin may periodically issue rules, guidelines, or SOPs governing workplace safety and health, as well as rules and guidelines regarding handling and disposing of hazardous substances and waste. All employees will receive appropriate safety training at the start of their employment and periodically during employment. Strict compliance with safety rules is expected. Failure to comply with health and safety rules, guidelines or SOPs, or any negligent work performance that endangers the health and safety of employees is not acceptable.

Accidents or injuries that occur on Company property, or while performing work-related duties, must be reported to the employee’s Supervisor, EHS and Human Resources within one (1) business day.

ENVIRONMENTAL RESPONSIBILITY

BioMarin is committed to conducting its operations and managing its products in a manner protective of the environment. In the course of BioMarin’s operations, chemical substances that are handled and used are regulated at the national, state, and local levels as hazardous substances or hazardous wastes. As such, BioMarin is required to comply with a wide range of requirements and is responsible for the proper handling and disposal of materials. BioMarin provides training and information pertaining to chemical substances, hazardous substances, and hazardous waste to facilitate a safe and healthy work environment and minimize any risks to Company operations.

BioMarin is committed to complying with all applicable environmental laws and regulations. No one at BioMarin may participate in conduct that may result in the violation of an applicable environmental regulation or requirement. Bypassing any environmental control or monitoring device is strictly prohibited, except in an emergency situation or where specifically permitted by an appropriate governmental agency. If an employee is unsure about carrying out any action regarding environmental compliance, he or she is expected to discuss the action with his or her Supervisor, EHS, or CCE prior to undertaking such action.

Did You Know? (Accidents or injuries that occur on Company property, or while performing work-related duties, must be reported to EHS and Human Resources within one (1) business day.)
While we respect individual privacy, we also recognize that substance abuse poses serious health and safety hazards in the workplace. We are dedicated to achieving a substance abuse-free environment for the health and well-being of employees and for the enhancement of our competitive position.

BioMarin’s policy is compassionate, but firm: the use of alcohol, illegal drugs, and controlled substances without a prescription, on Company time and/or on Company property is prohibited. Alcohol may be served at social events sponsored by the Company, but only with a Vice President’s approval. Specifically, the Company prohibits the following:

- Possessing, using, or being under the influence of alcohol or an illegal drug or controlled substance during working hours, or while on Company business or Company property;
- Operating a Company-owned or Company-leased vehicle while under the influence of alcohol, illegal drugs, or a controlled substance; and
- Actual or attempted distribution, sale, manufacturing, or purchasing of an illegal drug or controlled substance during working hours, while on Company business, or on Company property.

An employee suspected of possessing alcohol, an illegal drug, or a controlled substance is subject to inspection and search, with or without notice. All personal property on Company premises is also subject to inspection and search, with or without notice. Employees who violate the Company’s drug and alcohol policy will be removed from the workplace immediately. The Company may also bring the matter to the attention of the appropriate law enforcement authorities. Any conviction for criminal conduct involving illegal drugs, intoxicants, or controlled substances, whether on-duty or off-duty, or any violation of the Company’s drug and alcohol abuse policy, may lead to disciplinary action, up to and including termination.

**Prescription and Over-the-Counter Drugs**
The use of prescription and/or over-the-counter drugs also may affect an employee’s job performance. An employee who is using a prescription or over-the-counter drug that could impair his or her ability to perform the job safely or affect the safety or well-being of others must submit a physician’s statement that the prescription drug use will not affect job safety. The employee need not identify the medication or the underlying illness.

**Alcohol and Business Entertainment**
On occasion, BioMarin staff may entertain contractors, collaborators, or customers during work hours or after work hours as representatives of the Company. These occasions may include lunches, dinners, social events, and business conferences. On these occasions, the moderate and limited use of alcoholic beverages is acceptable. Alcohol may be served at social events sponsored by the Company, but only with the approval of a Vice President. Employees are expected to remain responsible, professional, and sober at all times while conducting business on behalf of BioMarin.

**Treatment and Rehabilitation**
BioMarin will reasonably accommodate employees with chemical dependencies (alcohol or drugs), if they voluntarily wish to seek treatment and/or rehabilitation. Employees desiring assistance should request a referral through their medical insurance provider or BioMarin’s Employee Assistance Program.
Assistant Program ("EAP") provider. The employee may also need to request an unpaid treatment or rehabilitation leave of absence.

BioMarin supports treatment and rehabilitation, but may choose not to continue to employ any person who violates the Company’s drug and alcohol abuse policy or whose performance is impaired by substance abuse. BioMarin also may choose not to re-employ any person if that person’s job performance remains impaired as a result of dependency. It is BioMarin’s sole discretion whether or not employees who are given the opportunity to seek treatment and/or rehabilitation and are involved in any further violations of this policy may not be given another opportunity to seek further treatment or rehabilitation.

Corporate Opportunities

Employees owe a duty to BioMarin to advance the Company’s legitimate business interests when the opportunity to do so arises. Employees are prohibited from taking for themselves (or directing to a third party) a business opportunity that is discovered through the use of corporate property, information, or position, unless BioMarin has already been offered the opportunity and has turned it down in the form of a writing from an appropriate member of the Executive Committee. Sometimes the line between an individual benefit to an employee and a benefit to BioMarin is difficult to draw, or both types of such benefits may be derived from certain similar activities. In such situations, the only prudent course of conduct for employees is to make sure that any use of BioMarin property or services that is not solely for the Company’s benefit is approved beforehand by an appropriate member of senior management. In cases of uncertainty, employees should seek the guidance of their Supervisor or CCE.
Healthcare Laws and Regulatory Requirements

As a biopharmaceutical company, BioMarin is part of a unique industry. The purchaser of our products is often not the one recommending, prescribing, or using them. The purchaser (or reimburser or payor of medicines) may be the government or a healthcare insurance company, while the decision-maker may be a doctor, healthcare institution or organization, or pharmacist. As a result, the biopharmaceutical industry is subject to a host of global rules and regulations.

Healthcare laws and regulations seek to:

• Reduce fraud and abuse in government and other regulated healthcare programs;
• Help manage public and private systems for the reimbursement of healthcare expenses;
• Eliminate the improper influence of financial and other incentives on medical judgment;
• Ensure the ethical promotion and communication of product information to patients, healthcare professionals, and healthcare organizations;
• Reduce the cost of healthcare; and
• Protect patients and improve the quality of healthcare services.

As BioMarin is a global company, the laws and regulatory requirements of one country may apply to activities in another country. For example, many requirements of the U.S. Food and Drug Administration (“FDA”) must be followed by BioMarin operations outside the U.S. In the event local laws and regulatory requirements differ from those of the U.S., the stricter set of laws and regulatory requirements should be followed unless otherwise decided by the Legal department and CCE.

BioMarin follows all applicable laws and regulatory requirements governing the development, manufacturing, distribution, advertising, and promotion of drugs and biological products, and is fully committed to healthcare law and regulatory compliance globally. Employees must be familiar with all relevant laws and regulatory requirements that pertain to their job responsibilities.

By following BioMarin’s global policies, you will ensure your compliance with all laws and regulations relating to the conduct of business in the biopharmaceutical industry. If you have any questions or concerns regarding these healthcare laws and regulatory requirements, you are encouraged to contact any member of CCE.
Interactions with Healthcare Professionals

BioMarin’s interactions with healthcare professionals are aimed at exchanging scientific information that can help optimize the understanding and safe use of BioMarin’s products. We exchange this information in a transparent, accurate, and timely fashion. These interactions are based on standards of ethics, integrity, and fair remuneration for services.

The rules that govern the payment or provision of anything of value, such as gifts, meals, entertainment, honoraria, sponsored trips, or grants, are complex and differ from country to country (and sometimes even within countries). The consequences for failing to comply with these rules can result in significant monetary and sometimes criminal penalties. It is important you understand and comply with all rules of the country or region in which the healthcare professional resides and/or practices medicine. In addition, regardless of where you or the healthcare professional is located, any payment or benefit provided to a healthcare professional must comply with the following standards:

- All payments must be accurately documented and transparent;
- Payments should never be made as an inducement for a healthcare professional to recommend BioMarin products;
- Payments must be for legitimate services, or in support of legitimate research or education, which are of value to BioMarin or the scientific community at large; and

Can BioMarin hire a healthcare professional (HCP) to provide needed consulting services?

Yes, as long as there is a legitimate need for the services; the HCP is qualified to perform the services; payment for services is no more than fair market value; a contract is executed; and BioMarin makes appropriate use of the service. BioMarin cannot retain the services of an HCP as a quid pro quo for that HCP prescribing a BioMarin product.

May I invite an HCP to attend a sporting event?

No, this type of activity is not permitted per PhRMA Code, other global industry codes, and BioMarin policies.

• BioMarin does not pay more than fair market value for services or more than is necessary to support clinical or medical education and research.

The advertising and promotion of pharmaceutical products is highly regulated. BioMarin is committed to complying with good marketing practices by adhering to applicable laws, regulations, relevant industry codes, and all relevant internal policies and procedures. BioMarin’s product promotion must be fair, balanced, and consistent with the approved label of the product being promoted. BioMarin keeps medical professionals fully informed of the approved uses, safety issues, contraindications, side effects, and characteristics of our products. We provide this information using:

- Package inserts;
- Mailings to healthcare professionals;
- PRB approved educational and/or promotional materials;
- Presentations by our field-based personnel; and
- Approved social media and websites.

The information provided in these materials must be consistent with the approved label (FDA, EMA, etc.) and scientific knowledge pertaining to the relevant products. Although physicians generally may prescribe medical products in accordance with their best medical judgment, manufacturers may not promote any use of a product that is inconsistent with the approved label. As such, employees must only use marketing and promotional materials that have been approved by the PRB in the employee’s region.

MARKETING INTEGRITY

Beyond adhering to pharmaceutical industry regulations and standards, BioMarin is committed to fair competition as a matter of corporate conduct. We abide by all laws that apply to our marketing activities. Under these laws, it is illegal to use unfair methods of competition or unfair or deceptive acts or practices in commerce. Examples include, but are not limited to:

- False or misleading advertising, or any other form of misrepresentation made in connection with product sales;
- Bribery of competitors’ or customers’ employees; and
- Unfair comments about competitors’ products.
BioMarin’s policy prohibits employees or anyone acting on BioMarin’s behalf from providing any payment or benefit to any person or entity in order to improperly influence a government official or to gain an unfair business advantage.

No one acting for BioMarin (including employees and their families, vendors, agents, consultants, or any other party acting on behalf of BioMarin or a BioMarin employee) is allowed to offer or give any form of improper advantage, either directly or indirectly, to any individual or company for the purpose of obtaining or retaining business. Improper advantages include illegal rebates, bribes, kickbacks, under-the-table payments, gifts or favors, and any other similar improper material benefit in connection with the negotiation, purchase, lease or sale of goods or services or retention of existing business.

This principle applies globally to all public and private business transactions involving BioMarin; BioMarin also prohibits “commercial bribery,” which is illegal in many countries.

Most countries in which we do business have laws (“Anti-Corruption Laws”) that forbid making, offering, or promising any payment or anything of value (directly or indirectly) to a government official when the payment is intended to influence an official act or decision to award or retain business. In the United States, the U.S. Foreign Corrupt Practices Act (“FCPA”) regulates U.S. companies doing business abroad. The FCPA makes it illegal for employees of U.S. companies to directly or indirectly give anything of value to a government official, political party, or party official in order to gain an improper business advantage. In addition, its accounting provisions make it illegal to improperly record transactions. As a U.S. company, BioMarin and all of its U.S. and non-U.S. subsidiaries and colleagues must comply with the FCPA.

We must also comply with all local anti-bribery and corruption laws. In our business, we must be particularly sensitive to bribery and corruption issues because governments are often both the regulator of our products and the purchaser. We also use the services of healthcare professionals and scientists, many of whom are employees of public institutions and may be considered government officials. For this reason, employees shall not make a payment or provide a benefit that is intended to improperly influence, or even appears to improperly influence, a government official’s actions.

Payments need not be in cash to be illegal. Anti-Corruption Laws generally prohibit giving or offering to give “anything of value” in order to obtain or retain business. Over the years, many non-cash items have been the basis of bribery prosecutions, including travel expenses, golf outings, automobiles, and loans with favorable interest rates or repayment terms. Indirect payments made through agents, contractors, vendors, partners, or other third parties are also prohibited. BioMarin and its employees may not avoid liability by “turning a blind eye” to bribes made on its behalf.
Antitrust and Competition Laws

The U.S. federal government, most state governments, the European Economic Community, and many foreign governments have enacted antitrust or competition laws. These laws prohibit illegal “restraints of trade” to ensure markets for goods and services operate competitively and efficiently.

In the U.S. and some other jurisdictions, violations of the antitrust laws can lead to substantial civil liability, including triple the actual economic damages to the plaintiff. Moreover, violations of the antitrust laws are often treated as criminal acts that can result in felony convictions of both corporations and individuals. While these laws are complex and difficult to summarize, at a minimum, they prohibit agreements between BioMarin and our competitors that affect prices, terms or conditions of sale, or fair competition.

Employees of BioMarin must be alert to avoid even the appearance of anti-competitive conduct. As such, BioMarin prohibits:

- Discussions or other contacts with suppliers and customers that unfairly restrict trade or exclude competitors from the marketplace;
- Agreements with competitors regarding territories or markets in which competitive products are sold, allocating markets or customers; and
- Agreements to force a customer to buy a product it does not want as a condition of a sale of a different product or as a condition of BioMarin purchasing products or services from that customer.

In addition, employees or representatives of BioMarin should never threaten to use the Company’s market position (e.g., our strength in certain therapeutic categories) against a third party, boast about “dominance” or “market power,” disparage competing products, or mislead a customer or supplier about a competitor. Although these actions are not in themselves violations of antitrust laws, they may create an appearance of improper behavior.

PARTICIPATION IN TRADE ASSOCIATIONS OR OTHER FORUMS FOR DISCUSSION WITH COMPETITORS

Participation in trade associations and other professional organizations may serve useful and legitimate purposes, such as exchanging information about government regulations. However employees must be careful because these meetings also bring together competitors who might discuss matters of mutual concern and potentially cross the line into noncompliance with antitrust and competition obligations. Employees should always clear their participation in such activities with their Supervisor.

As a general rule, if employees have occasion to speak with competitors, they should avoid having discussions in unstructured, casual circumstances, and should never discuss competitively sensitive subjects, such as pricing, terms and conditions of doing business, customers, or markets. If a competitor begins to talk about any competitive topics (e.g., rebates), BioMarin employees must publicly object to the discussion. They should then leave the conversation, and immediately inform the Legal department or CCE.
Business Intelligence

It is generally not unethical or illegal to have and make use of public information in conducting our business. Employees may gather intelligence about other companies from public sources, such as websites, published articles, price bulletins, advertisements, brochures, public presentations, and customer conversations. Employees may also contract with an outside vendor to gather business information.

Employees should only accept business information about other companies when, in good faith and upon completion of reasonable diligence, you believe the receipt and use of it is lawful, ethical, and does not violate any confidentiality obligations. Employees must never use, or ask any third party to use unlawful, or unethical means such as misrepresentation, deception, theft, spying, or bribery to gather any such information.

My manager wants me to find out what patient recruitment exclusion criteria are being used at another company. That information is not publicly available. Can I pose as a potential patient recruit, call the clinical research site, and simply ask some questions.

No. Misrepresentation – not disclosing you are a BioMarin employee or posing as something you are not – is an unethical way to gain access to another company’s confidential information. It violates BioMarin policies as well as the Integrity value. Before you engage in any business intelligence research, speak with your Supervisor to confirm your strategy is ethical. Consult with Legal or CCE if necessary.

Dealing with Vendors

The development of long-term, cooperative relationships between BioMarin and its key vendors is of great importance. Our main focus is on the strategic and tactical objectives of both parties and includes high-level commitment and involvement, joint objectives, and honest, open and timely communication.

Employees must avoid dealing with any vendors or potential vendors if personal interests, outside activities, financial interests, or relationships conflict or appear to conflict with the interests of BioMarin, directly or indirectly. Employees may not solicit entertainment from any individual or company doing business with BioMarin.

When engaging or dealing with a vendor, BioMarin employees are required to:

- Clearly define requirements;
- Engage in fair and open competition;
- Ensure vendors are reputable and qualified;
- Ensure engagement of a vendor does not create an actual or apparent conflict of interest;
- Evaluate and approve vendors in accordance with existing vendor quality standards before any materials, components, products, or services are compliant with existing contract policy, and if required, document purchased;
- Document the terms and conditions of the business relationship in a written contract approved by the Legal department; and
- Incorporate into any written agreement adherence to any relevant BioMarin policy or procedure.

Did You Know?

Only BioMarin executives (e.g., Vice Presidents, Sr. Vice Presidents, Executive Vice Presidents, and the CEO) can execute a contract on behalf of BioMarin. All other employees are prohibited from executing contracts, amendments, letters of intent, or any other instrument that sets forth binding legal obligations of BioMarin.
BioMarin’s compliance with laws, regulations, and standards for clinical research and development and manufacturing are important to the health and safety of the patients who will use our products, as well as to BioMarin’s reputation and its relationships with customers, vendors, and collaborative partners. Therefore, involved employees should understand the rules, policies, and procedures. Specifically, these rules and procedures deal with Good Laboratory Practices (GLP), Good Clinical Practices (GCP), Good Manufacturing practices (GMP), Good Pharmacovigilance Practice (GVP), and Good Distribution practices (GDP); (collectively “Good Operating practices” or GxPs). The company is dedicated to meeting GxPs regulations. The GxP training program and adherence to controlled documents supporting GxPs demonstrate BioMarin’s dedication to providing a consistent, safe, effective and quality product/process. To facilitate compliance, BioMarin has adopted systems and internal controls for all GxP areas. These include:

- Written policies and procedures;
- Mechanisms to assess compliance with laws and BioMarin policies;
- Where appropriate, processes for reporting and investigating noncompliance with law or policies;
- Processes for conducting and responding to audits;
- Processes for handling regulatory inspections and investigations; and
- Training.

**GxP – GOOD OPERATING PRACTICE**

GxP is the acronym used when referring to more than one of the five regulatory inspected fields in the pharmaceutical industry. When a “c” precedes one of the GxPs, it refers to the current expectations based on standard industry practices and available technologies. Regulations may vary depending on geographic location. A sample of pertinent regulations is included below.

**GLP – GOOD LABORATORY PRACTICE**

Good Laboratory Practice (US 21 CFR 58 and EU OECD Principles) embodies a set of rules that provide a framework in which laboratory studies are planned, performed, monitored, recorded, reported, and archived. These studies are performed to generate data from which the hazards and risks to users, consumers and third parties, including the environment, can be assessed. GLP helps assure regulatory authorities that the data submitted are a true reflection of the results obtained during the study, and can therefore be relied upon when making risk/safety assessments.

**GCP – GOOD CLINICAL PRACTICE**

Good Clinical Practice (US 21 CFR 312D, 50, 54, and 56; EU Volume 10; and ICH E6) is a set of internationally recognized ethical and scientific quality requirements which must be observed for designing, conducting, recording, and reporting clinical trials that involve the participation of human subjects.

**GMP – GOOD MANUFACTURING PRACTICE**

Good Manufacturing Practice (US 21 CFR 210 and 211; EU Volume 4, Annex 13, and Orange guide; and ICH Q7, 8, 9, and 10) is a set of manufacturing requirements that ensure that products are consistently produced and controlled to particular quality standards.

**GVP – GOOD PHARMACOVIGILANCE PRACTICE**

Good Pharmacovigilance Practice (US 21 CFR 312.33 and 314.80; EU Volume 9A and 10, Ch2; and ICH E2 series) is the science of collecting, monitoring, researching, and evaluating information from multiple sources (e.g., healthcare providers and patients) regarding AEs that may be associated with the product to identify information about potential new hazards and prevent harm to patients.

**GDP – GOOD DISTRIBUTION PRACTICE**

Good Distribution Practice (US 21 CFR 203 and EU Guidelines) is the part of quality assurance that ensures that products are consistently stored, transported, and handled under suitable condition as required by the marketing authorization (MA) or product specification.
BIOMARIN’S LEGAL RESPONSIBILITY

BioMarin is regulated by various governmental agencies and is required to collect and report adverse event ("AE") and special situation event ("SSE") information involving our products to these agencies (e.g., FDA, MHRA). It is BioMarin’s policy to comply with all regulations and laws worldwide pertaining to AE and SSE reporting.

An AE is any untoward medical occurrence in a patient or study subject administered a pharmaceutical product, regardless of causal attribution. An AE can therefore be any unfavorable and unintended sign (including an abnormal laboratory finding), symptom, or disease temporally associated with the use of a medicinal product, whether or not considered related to the medicinal product.

SSEs are any reports of medication errors, overdose, product misuse or abuse, exposure to BioMarin products while pregnant and/or breastfeeding, any lack or loss of intended effect, a drug-drug and/or drug-food interaction, or suspected transmission of an infectious agent via a medicinal product.
WHAT IS YOUR RESPONSIBILITY AS A COMPANY REPRESENTATIVE?

All BioMarin employees (employees, consultants, contract workers, and temporary employees) are required to be aware of and understand BioMarin’s policies and procedures related to AE and SSE reporting.

Any BioMarin employee who becomes aware of an AE or SSE from any source (including scientific meetings or from abstracts and posters at symposiums) must forward the following information to the BioMarin Pharmacovigilance department (the “BPV”) within one (1) business day:

- Reporter’s name and occupation, address, telephone number, e-mail address, or other contact details, if available;
- Patient identifier (e.g., date of birth, age or age group, initials, gender), if available;
- Suspect drug details (including, if possible dose, duration and indication of use, batch number, BioMarin product name); and
- Brief summary of the AE or SSE.

Do not delay reporting of an AE or SSE to BPV, even if you do not have all of the above information. If there is not an identified patient, reference to an individual patient or patients is sufficient to report to BPV. If necessary, BPV will perform active follow-up to obtain additional information. Report information on AEs or SSEs to BPV using the following contact information:

- Phone: 415-506-6179
- Fax: 415-532-3144
- Email: drugsafety@bmrn.com

BioMarin is committed to the safety of the patients and healthy volunteers who take part in our clinical trials, and to upholding the highest ethical, scientific, and clinical standards in all of our research initiatives worldwide. To ensure appropriate protection and respect for the rights of study participants, all BioMarin-sponsored clinical trials are designed and conducted in accordance with all applicable laws and regulations. In addition, they adhere to globally recognized principles of international ethics: including the Nuremberg Code, the Belmont Report, the Declaration of Helsinki, CIOMS International Ethical Guidelines for Biomedical Research Involving Human Subjects, and the International Conference on Human Subject Protection in Clinical Research

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Harmonisation Good Clinical Practice (ICH GCP) Guidelines.

Our policies on conducting ethical research are regularly reviewed and updated to keep pace with the increasing complexity, sophistication, and evolution of clinical trials. We have adopted detailed internal procedures to rigorously ensure ethical and top-quality research design, conduct, and follow-up. These procedures demonstrate BioMarin’s respect for the health, well-being, and safety of research participants as well as for the culture, laws, and regulations of the countries in which studies are conducted.

We also have an established monitoring and review system,
Animal Welfare

BioMarin accepts that it is our responsibility to conduct animal research in a humane and ethical manner and in compliance with all applicable local, national, or international laws and regulations, such as those put forth in the Animal Welfare Act, the Guide for the Care and Use of Laboratory Animals, and the Office of Laboratory Animal Welfare. We are committed to planning drug development programs that follow the principle of the "3Rs": reduce, replace, and refine, while exploring alternative research paths. We conduct studies with the minimal numbers of animals used. We expect our vendors and research partners to adhere with applicable laws and regulations and to conduct research with the same high standards.

Human Rights

BioMarin believes in the dignity of every human being and respects individual rights. These principles are reflected in our company’s mission and core values. While governments have the primary responsibility to respect, protect, promote, and fulfill the human rights of their citizens, BioMarin recognizes that companies play a supporting role in promoting human rights within their spheres of influence.

We contribute to the fulfillment of human rights through compliance with laws and regulations wherever we have operations, as well as through our policies and programs. Our guidelines include:

- Encouraging open communication between management and employees.
- Complying with child labor laws and laws prohibiting any form of forced, bonded, or indentured labor or involuntary prison labor.
- Providing compensation and benefits that are competitive and comply with applicable laws for minimum wages, overtime hours, and mandated benefits.
- Providing a healthy and safe working environment.
- Promoting workforce diversity and not discriminating against any employee for reasons such as, race, color, religion or creed, gender, marital status, age, sexual orientation, pregnancy, medical condition, veteran status, disability, national origin or ancestry, genetic information, or other protected characteristics.
- Not tolerating harassment or harsh or inhumane treatment in the workplace.
- Protecting individual privacy.

Did You Know?

Information about BioMarin sponsored clinical trials and summary results of these trials are posted publicly on www.ClinicalTrials.gov.
Patient Advocacy Groups

Patient advocacy groups provide patients with important support and information on how to live with their disease, represent patient views, and campaign for change on issues that affect patient lives. BioMarin is convinced that an open dialogue and transparent exchange of information with patient advocacy groups is vital to proper patient care, particularly in the orphan disease markets in which we operate.

Building and sustaining relationships with patient advocacy groups is an effective way to gain valuable insights on BioMarin’s work across therapeutic areas – from drug development to regulatory approval and reimbursement into product launch and marketing. We are increasingly partnering with patient advocacy groups on projects ranging from disease awareness campaigns to clinical trial design. BioMarin works with a wide range of patient advocacy groups in a variety of different disease areas.

Different stakeholders (e.g., governments, the public, and the media) call for integrity and transparency in terms of how the pharmaceutical industry interacts with patient advocacy groups, and request the disclosure of financial and in-kind support provided by industry. BioMarin understands and fully supports the request for integrity and the need for public transparency, and consistently applies high standards of conduct in its interactions with patient advocacy groups.

If you have any questions regarding BioMarin’s interactions with patient advocacy groups, contact CCE.
Charitable Donations, Sponsorships, and Grants

**Charitable Donations/Sponsorships**
BioMarin supports a select number of charitable organizations whose mission is consistent with BioMarin’s commitment to healthcare, medical science, patient support, and its community. In addition, BioMarin may provide corporate sponsorship funds in various instances. Employees should consult their regional policy(ies) on BioWeb concerning charitable donations and sponsorships if they are interested in providing such funding. All questions concerning charitable donations and sponsorships should be directed to CCE.

However, neither charitable donations nor sponsorships may be made by BioMarin or its employees to influence the prescription or purchase of BioMarin products. Charitable donations or sponsorships must not be tied to past, present, or future purchases, prescriptions, or recommendation of BioMarin products. In addition, BioMarin personnel must never imply in any way that the purpose of a donation or sponsorship is to motivate increased use of BioMarin’s products. Moreover, BioMarin employees shall not promise payment of any such funds until the appropriate approvals have been granted and the appropriate documentation obtained.

**Grants**
BioMarin provides grants for purposes that are aligned with our mission. Grants are tangible value given for a specific purpose without the expectation or receipt of substantial tangible value in return. Upon review, evaluation, and approval by a grant review committee, BioMarin provides grants for research or educational purposes (e.g., continuing medical education programs provided by accredited providers, educational programs for healthcare professionals, and patient or community education programs).

Grants may never be made by BioMarin or its employees to influence the prescription or purchase of BioMarin products, and shall not be tied to past, present, or future purchases, prescriptions, or recommendation of BioMarin products. BioMarin personnel must never imply in any way that the purpose of a grant is to motivate increased use of BioMarin’s products. Moreover, BioMarin employees shall not promise payment of any such funds until the appropriate approvals have been granted and the appropriate documentation obtained.

Employees should consult their regional policy(ies) concerning grants to ensure a better understanding of BioMarin’s grants program. All questions concerning grants should be directed to CCE.
External Communications

BioMarin is committed to delivering accurate and reliable information to the media, financial analysts, investors, and other members of the public. All public disclosures, including forecasts, press releases, speeches, and other communications, will be honest, accurate, timely, and representative of the facts. Employees are not authorized to answer questions from the media, financial analysts, investors, or the public; only official corporate spokespersons are authorized to speak to these groups and/or act as public representatives on behalf of BioMarin.

Because BioMarin is a publicly listed company, information about the Company may be very valuable to outside organizations or individuals. Unauthorized release of material, non-public information by BioMarin employees, whether deliberate or inadvertent, can have a serious impact on the Company’s reputation, stock price, business plans, competitive position, and other interests. In addition, disclosure of material, non-public information can lead to a variety of unintended consequences, including additional disclosure by BioMarin required by law, to rectify the “leak” of information and potential litigation.

Watch the little things; a small leak will sink a great ship.  

Benjamin Franklin

FINANCIAL INQUIRIES

Disclosure of material, non-public information, sometimes referred to as “insider information”, is a violation of securities laws and can result in criminal sanctions. If you receive a request for corporate financial information from an external source—whether formal or informal—you may not provide the information, but rather, immediately report the request to the Investor Relations and Corporate Communications departments. Of particular concern are requests for information from investors, security analysts, expert networks, competitive intelligence agencies, and the media.

Employees must also avoid discussing sensitive BioMarin information with friends or relatives (including spouses), because in doing so they might inadvertently disclose material, non-public information. As a general rule, do not discuss Company insider information, even with trusted confidantes.

MEDIA/GENERAL PUBLIC INQUIRIES

BioMarin distributes press releases to announce new financial, clinical, regulatory, and/or promotional information. To identify what news and programs have been made public, please take note of current press releases and Company information posted on www.bmrn.com. Following a press release, employees should continue to maintain caution when discussing related topics with outsiders.

If any employee receives any media inquiries (whether face-to-face, via telephone, email, and/or social media outlets), he or she may not respond individually, but rather, refer the requestor to the Corporate Communications department.

SOCIAL MEDIA PARTICIPATION

BioMarin recognizes that ever-evolving technologies (e.g., Facebook, Twitter, YouTube, LinkedIn) introduce new and interactive ways in which employees can access and share information internally and also with a global external audience. BioMarin respects the free speech rights of all employees, but cautions you to remember that patients, customers, and shareholders may have access to the content you post. Discussing and/or posting confidential or material, non-public information about the Company or its business activities is prohibited, including in social media channels. In addition, employees are prohibited from speaking on behalf of the Company in any social media outlet, as they are in traditional media settings, unless the employee is designated by executive management as an official Company spokesperson.
Insider Trading

U.S. law and BioMarin’s Insider Trading Policy prohibits employees from buying or selling any security (e.g., stock or bond, or option) of BioMarin while an employee is in possession of material information which is not available to the general public. This policy also prohibits purchases or sales made by another person, on the basis of such information, for the benefit of or at the request of the employee. It is also illegal and against BioMarin practice to disclose (or “tip”) material, nonpublic information, known to the employee while conducting BioMarin business, to another person who subsequently uses that information to his/her profit. These restrictions apply until the information has been publicly disclosed and adequately disseminated over a sufficient period of time, so that the market has had a chance to react. Examples of effective disclosure include public filings with securities regulatory authorities and issuance of press releases, and also may include meetings with members of the press and the public.

Whether information is “material” depends upon whether it would be important to a reasonable investor in determining whether to trade in the security. Information that may be considered material includes, but is not limited to, financial results, earnings and financial projections, changes in dividends, significant acquisitions, divestitures, joint ventures and other purchases and sales of or investments in companies, obtaining or losing important contracts, information concerning significant scientific discoveries, important product developments, major litigation developments, and major changes in business direction. Other information, depending upon the circumstances, also may be material. When in doubt, presume any information obtained in your role may be considered material and not public.

To ensure compliance with this policy, an employee who wishes to trade in a security in BioMarin or any company because of any information the employee has learned in the course of BioMarin business should not buy or sell that security unless the employee is able to verify with the Legal department that such information is either not material, or is available to the general public. Any purchases, sales, or “tips” in violation of this practice by an employee will result in disciplinary action, up to and including termination of employment and referral to law enforcement.

Did You Know? For more information on BioMarin’s Insider Trading Policy, speak to any attorney in the Legal department.
Public Affairs and Political Activity

BioMarin may from time to time engage in political activities, such as lobbying and providing input on administrative rule-making, in order to advance the interests of the Company or the patients we serve. The rules governing participation in the political process differ greatly from state-to-state and country-to-country. The rules are complex and often carry significant penalties for violations. In general, all such activity should be conducted through the Government Affairs group of the Legal department.

**LOBBYING**
Wherever you are located, you are required to consult first with Government Affairs on all efforts to lobby government officials, in order to influence decisions on any issue in which BioMarin has an interest. Any employment of a registered lobbyist must first be approved and coordinated by Government Affairs.

**POLITICAL CONTRIBUTIONS**
Wherever you are located, you are required to consult and coordinate with Government Affairs before you make a monetary contribution on BioMarin’s behalf to a political campaign, political party, or to any event or entity at the direction of a government official. Neither the Company nor any employee shall make any illegal political contributions.

**GIFTS TO GOVERNMENT OFFICES/OFFICIALS**
Wherever you are located, BioMarin’s policy on providing company-sponsored gifts to government officials is restrictive. You are required to consult with Government Affairs, in order to review all pertinent local, regional, and federal laws regarding gifts to public officials. You are also required to follow BioMarin’s regional CCPs regarding gifts and entertainment, as well as the Global Anti-Bribery and Anti-Corruption policy, and direct all questions to CCE.

**PERSONAL POLITICAL ACTIVITY**
While BioMarin encourages employees to participate in electoral politics, such activity must occur strictly in an individual and private capacity and not on behalf of the Company. U.S. Federal law prohibits BioMarin from making political contributions to federal candidates and some other countries have specific rules in place concerning political fundraising.

Employees may not conduct personal political activity on Company time or use Company funds, property, or equipment for this purpose.
Interaction with Government Entities

INTERACTION WITH GOVERNMENT ENTITIES
Only certain BioMarin employees are authorized to communicate with government entities on the company’s behalf. Employees should not communicate with any governmental entity regarding matters related to BioMarin’s business unless doing so in the ordinary course of their job function, or as authorized to do so by executive management.

HONESTY WITH PUBLIC DISCLOSURE, WITH REGULATORS AND OTHER GOVERNMENT OFFICIALS
It is BioMarin’s policy that all public communications made to or filed with any government agency or official, including FDA, the SEC, other relevant federal agencies and similar foreign government organizations, be full, accurate, timely and understandable.

Employees involved with disclosures to government officials are required to maintain familiarity with disclosure requirements applicable to BioMarin’s business and are prohibited from knowingly misrepresenting, omitting, or causing others to misrepresent or omit, material facts about the Company to others, whether within or outside the Company, including BioMarin’s independent auditors.

GOVERNMENT INFORMATION REQUESTS OR INSPECTIONS
BioMarin shall cooperate with legitimate information requests or inspections in connection with government investigations. Depending on the nature of the inquiry or inspection, certain department heads will represent BioMarin, and will determine the appropriate information to supply the investigators. If you are contacted by a government agency, notify your Supervisor, the Legal Department, or CCE immediately, so they can determine which department is responsible for representing BioMarin regarding the matter.

The General Counsel and Corporate Compliance Officer must be notified of all government requests for information or facility visits that involve potential violations of applicable law or company policy, or have the potential to expose BioMarin or its employees to criminal, civil, or administrative penalties. All searches and raids by government officials should be reported to the General Counsel and Corporate Compliance Officer immediately.
LIST OF ACRONYMS

AE  Adverse Event
BPV  BioMarin Pharmacovigilance
CCC  Corporate Compliance Committee
CCE  Corporate Compliance & Ethics
CCP  Corporate Compliance Policies
CEO  Chief Executive Officer
CIO  Chief Information Officer
CHIPS Council for International Organizations of Medical Sciences
CWG  Compliance Working Group
EAP  Employee Assistant Program
EH&S  Environment, Health, and Safety
EMA  European Medicines Authority
EU  European Union
FCPA  Foreign Corrupt Practices Act
FDA  Food & Drug Administration
GCP  Good Clinical Practices
GDP  Good Distribution Practices
GLP  Good Laboratory Practices
GMP  Good Manufacturing Practices
GxP  Good Operating Practices
HCP  Healthcare Professional
ICH  International Conference on Harmonisation
IEC  Independent Ethics Committee
IRB  Institutional Review Board
IT  Information Technology
MHRA  Medicines & Healthcare Products Regulatory Agency
MPRC  Manuscript/Publication Review Committee
OIG  Office of Inspector General
PRB  Promotional Review Board
SEC  Security Exchange Commission
SOP  Standard Operating Procedure
SSE  Special Situation Event
US  United States

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The Code is BioMarin’s guide to certain global policies that govern how we conduct business. The Code does not describe all applicable laws or Company policies, or give full details on any individual law or policy. BioMarin reserves the right to modify, revise, or alter any policy, procedure, or condition related to employment at its sole discretion and at any time without notice and without revision of the Code.

The contents of the Code do not constitute the terms of a contract of employment, and nothing contained herein should be construed as a guarantee of continued employment.

The information herein supersedes any previously printed Code and the Standards of Business Ethics. The online version of the Code, accessible through the Corporate Compliance & Ethics tab CorpCompliance on BioWeb, supersedes all printed versions.

BioMarin’s Global Code of Conduct and Business Ethics was first approved and adopted by the Board on xxxxxxxx, 2011. This section will document any amendments and restatements to the Code.

www.BIOMARIN.ethicspoint.com