

Human Rights Position

Biogen respects fundamental human rights and believes that every individual deserves to be treated fairly and with dignity.

Biogen respects all employees as equals and listens to individual opinions, without discrimination or harassment based on an individual's sex, gender identity or expression, sexual orientation, marital status, race, color, national origin, ancestry, ethnicity, religion, age, veteran status, disability, genetic information or any other basis protected by law.

Biogen is committed to supporting internationally recognized fundamental human rights activities and initiatives. In every country in which we operate, Biogen follows all laws, regulations, and international conventions related to human rights, including the International Labour Office Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. Our human rights position is in accordance with the U.N. Universal Declaration of Human Rights and the U.N. Guiding Principles for Business and Human Rights.

We recognize that governments have a responsibility to protect human rights via effective policies, regulations, and enforcement. We also believe that all businesses, including Biogen, have a similarly critical role to play in upholding human rights by establishing policies, actions, and safeguards to prevent any adverse human rights impacts, and to successfully address any adverse impacts that may occur in our direct business activities or indirectly within our value chain.

Our Business Code of Conduct, which applies to our employees as well as business relationships within our value chain and other business partners such as with joint ventures, spells out our key human rights commitments. We will not knowingly work with business partners that employ children or that engage in slavery, servitude, forced or compulsory labor, or human trafficking, because we believe that all people are born free and equal in terms of dignity and fundamental human rights.

We will not tolerate physical abuse. We respect employees' lawful right to exercise free association, and we recognize the right of our employees to choose or not choose collective bargaining representation. We support and encourage diversity and inclusion within our workforce and the organizations with which we do business.

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Our comprehensive training program includes issue reporting hotlines and allows us to identify, address, resolve, and track any adverse human rights impacts linked to our operations, products or services, even where Biogen has not contributed to the impacts.

The processes we have in place help ensure that we are as successful as possible in avoiding the occurrence of adverse human rights impacts through our own activities, and in addressing any adverse impacts that may arise.

- Our expectations for employees, suppliers and business partners regarding human rights are embedded in our Code of Business Conduct, Values in Action, our training program, and assessment and management of any human rights issues across our value chain is accomplished within our supply chain internal risk assessment process and guidelines. Our comprehensive training program includes issue reporting hotlines and allows us to identify, address, resolve, and track any adverse human rights impacts linked to our operations, products or services, even where Biogen has not contributed to the impacts. Through this process, we seek to prevent or mitigate future adverse human rights impacts. Any questions or concerns related to potential or known human rights issues must be discussed with local Compliance, Legal or Human Resource partners.
- We listen to the viewpoints of our stakeholders and use their feedback to improve our performance. Biogen reports on our human rights due diligence process, risks and performance in our annual Corporate Citizenship Report.