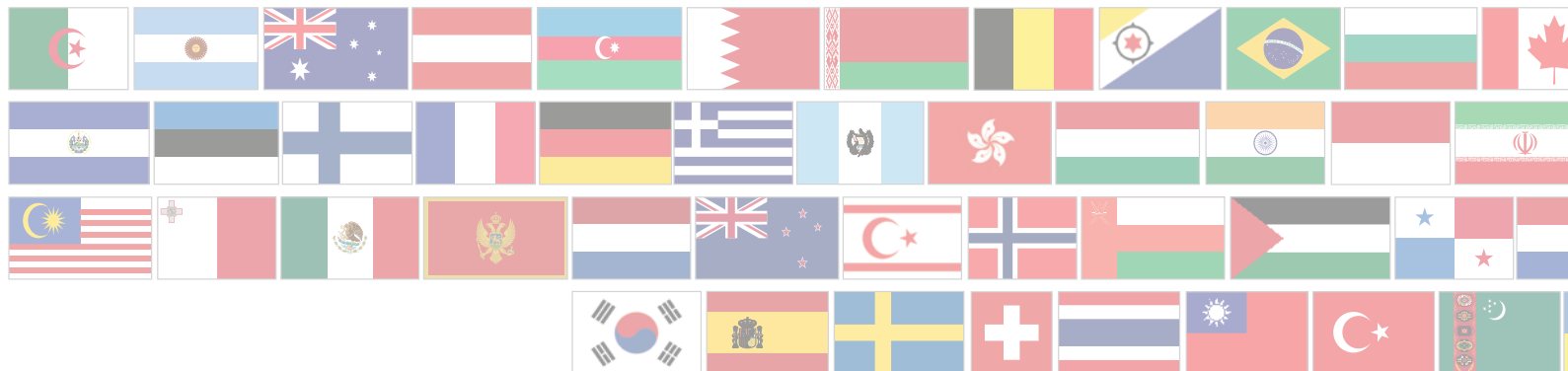
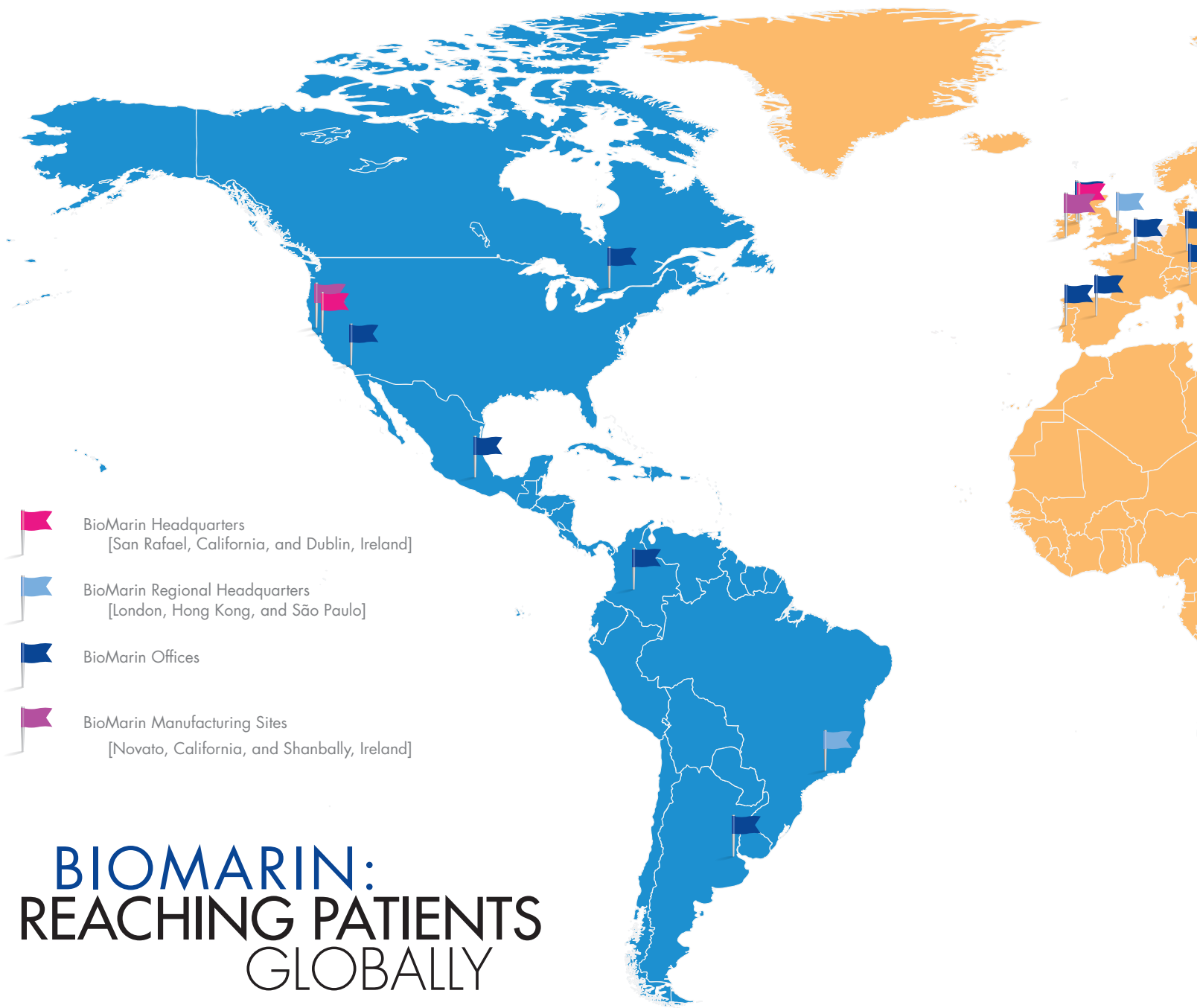
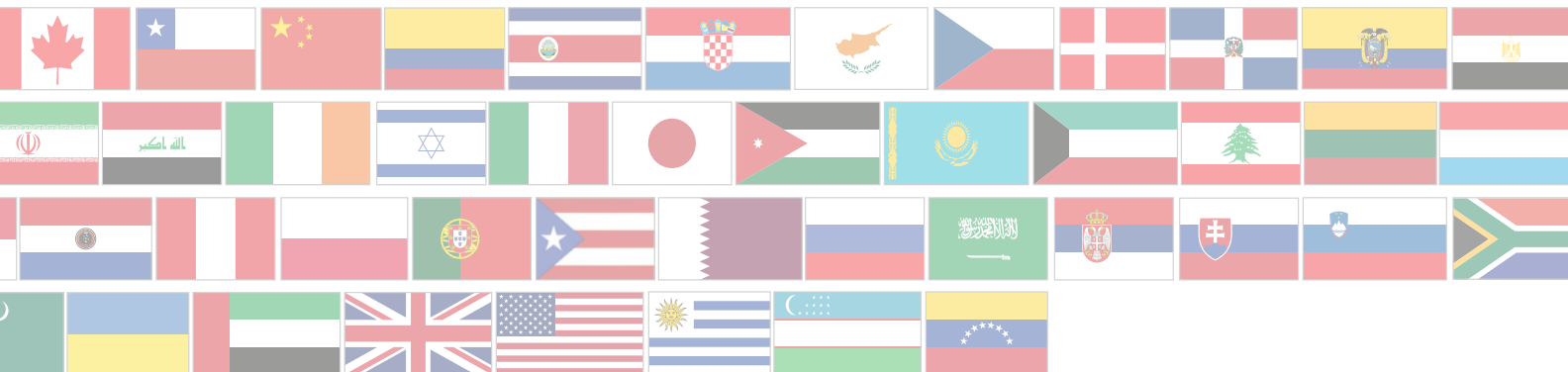
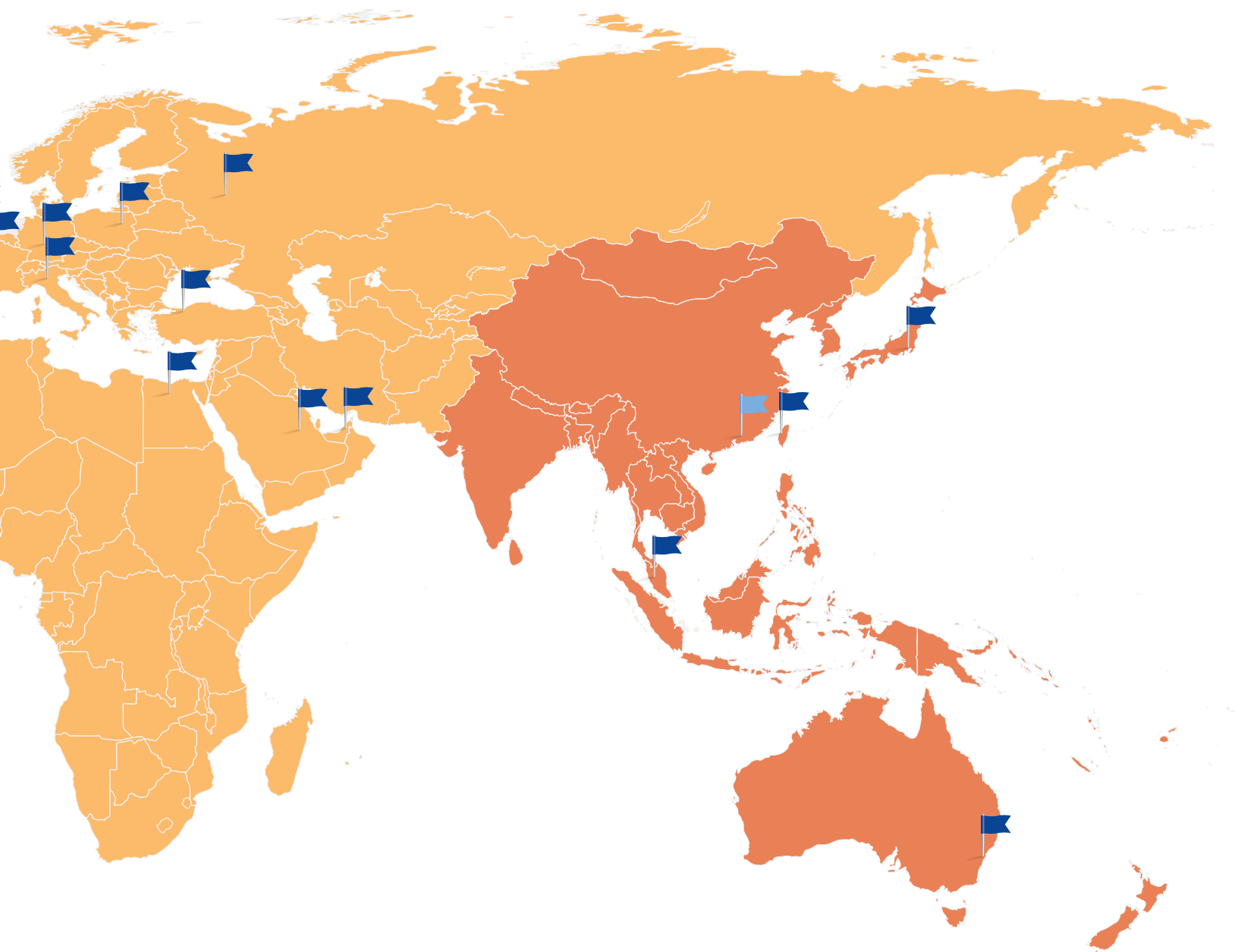


BIOMARIN[®]

Global Code of Conduct and Business Ethics

GCE  Global Compliance
& Ethics
innovation powered by integrity





The price of greatness is responsibility.

Winston Churchill

A Message from Our CEO



JJ Bienaime
Chief Executive Officer

.....
"I believe that the
'i' also stands for
Innovation powered
by Integrity."
.....



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 who 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 Global Compliance & Ethics Department ("GCE"). The Code may be modified from time to time. Any changes to the Code will be provided to all employees.

GLOBAL 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 are just seeking guidance, please speak to any member of management or GCE. 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 toward our goals, you remember the Spectrum "i" and bring Innovation and Integrity to everything you do.

Sincerely,
N Bienaime



San Rafael, California



São Paulo, Brazil



Hong Kong, China



London, England



Dublin, Ireland



Novato, California



Shanbally, Ireland

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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 who may benefit from our 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.



Act as if what you do makes a difference.
It does.

William James

Global Code of Conduct and 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 to 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, as violations can have serious consequences for the Company and for employees. For employees, a violation of the Code may result in 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 and 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 Corporate Business Policies (CBPs) or other relevant BioMarin procedures?
- Could it have negative consequences for BioMarin or me?
- Would I be comfortable if it were 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 GCE. 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 Global Compliance & Ethics Hotline: www.BIOMARIN.ethicspoint.com.

Where can I find BioMarin's CBPs?

Copies of our CBPs 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 GCE or HR.



Global Compliance & Ethics Program

BioMarin's Board of Directors ("Board") has ultimate oversight authority of BioMarin's Global Compliance & Ethics Program ("the Program"). The Board sets the tone for the ethical behavior expected of all officers, employees, and business partners. The Chief Compliance Officer is responsible for the implementation and operation of the Program and management of the GCE department. BioMarin's Program 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 Program'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.

GLOBAL COMPLIANCE & ETHICS DEPARTMENT

GCE is responsible for overseeing and coordinating BioMarin's

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

CHIEF COMPLIANCE OFFICER

The Compliance Officer is responsible for overseeing BioMarin's Program. The Compliance Officer ensures that there is broad application and consistent interpretation of our standards throughout the Company. The Compliance Officer oversees GCE and reports to the Board and the Chief Executive Officer ("CEO").

CORPORATE BUSINESS POLICIES

In addition to the Code, we have developed Corporate Business Policies ("CBPs") and procedures to help ensure that our business practices are in compliance with applicable laws and regulations. Several CBPs require forms to be completed in order to facilitate the review and approval process. The CBPs and associated forms are located on BioWeb under Departments/Global Compliance & Ethics/Corporate Business Policies. If you have any questions about the CBPs or how to complete the associated forms, please contact any member of GCE.

CONSULTING AND EVALUATION OF BUSINESS PRACTICES

GCE monitors business practices for compliance with the Program, investigates alleged compliance violations, implements appropriate corrective action plans, and responds to compliance violations.

EDUCATION AND TRAINING

BioMarin is committed to maintaining awareness of the Program through education and training of our employees and officers on CBPs 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 to this Code.

AUDITING AND MONITORING

The 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

GCE shall provide education and guidance for reporting and investigation of business practices issues to assure compliance with the requirements of BioMarin's Program.

ENFORCEMENT

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

ENTERPRISE AND FRAUD RISK ASSESSMENTS

The Compliance Officer, in collaboration with GCE, develops and facilitates a periodic assessment of enterprise risk, develops processes where there is a significant risk of fraudulent conduct, and facilitates management's identification of risk-mitigating actions and controls.

Did You Know?

{ Compliance is a team effort and a joint responsibility. }



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

Henry Wadsworth Longfellow

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 encouraged 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 BioMarin 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.

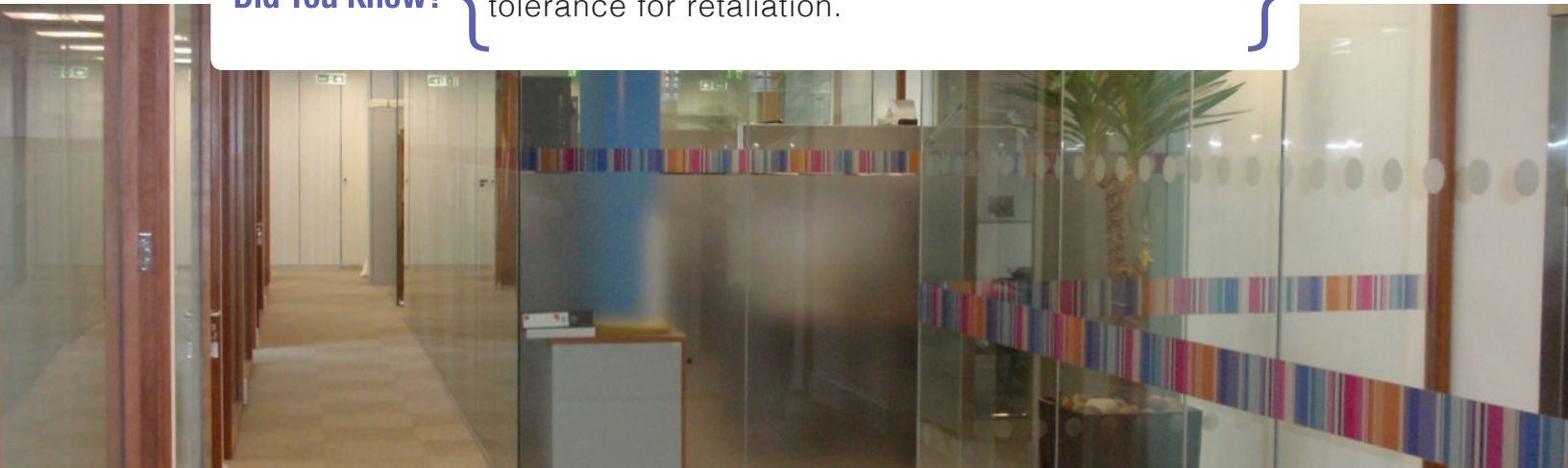
This same liability applies to those persons or entities retained or authorized to act on behalf of BioMarin.

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 GCE. For times when you don't feel comfortable speaking directly with management, we urge you to contact our Compliance & Ethics Hotline, at 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 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 he or she has not taken appropriate action, you should contact GCE. Supervisors must promptly report any complaints or observations of Code or policy violations to GCE. GCE will investigate all reported Code or policy violations promptly and with the highest degree of confidentiality possible under the specific circumstances. Neither you nor your Supervisor may conduct any preliminary investigation unless authorized to do so by GCE. As needed, GCE 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 policy has occurred, the Company will take appropriate action under the circumstances. If it is determined that an employee is responsible for a violation of the Code or Company policy, he or she will be subject to disciplinary action up to, and including, termination of employment and referral to law enforcement.



Did You Know? { BioMarin has an open door policy with zero tolerance for retaliation. }

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.

Although 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 GCE.

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 GCE.




It's not hard to make decisions when you know what your values are.

Roy Disney

Company Assets and Property

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 them in performing their work, which may include, but is 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 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 should not have an expectation of personal privacy for information sent to, from, or stored in any Company communication systems.

In addition, no voicemail, e-mail, text message, photo, website, or any other document that an employee creates 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 access Company files and programs only 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.



Confidential and Proprietary Information

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 during the ordinary course of business.

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 BioMarin; in addition, the Agreement acknowledges that ideas, inventions, products, and processes developed while working for the Company are the sole property of BioMarin.

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.

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) unless approved by your management.
- 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 its 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.

Did You Know?

BioMarin prohibits all employees from participating in or providing information to Expert Networks without the 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.



Intellectual Property

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 position and ability to bring innovative medicines to patients.

BioMarin's intellectual property includes its patents, trademarks, trade secrets, and copyrights, as well as the scientific and technical knowledge, know-how, and experience developed during 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 and request a search to determine whether the item has protected status in any country of concern to you.



Understanding is a two-way street.

Eleanor Roosevelt

Conflicts of Interest

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 Legal any business dealings or relationships he or she feels may present even the

appearance of a conflict of interest. Legal will consult with necessary internal functions and then make a determination as to whether such a conflict of interest exists.

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.



Both the fact and appearance of a conflict of interest must be avoided. Also, it is important not to create relationships that are likely to create conflicts in the future.

This includes, but is not limited to, performing any services for BioMarin's customers, suppliers, or competitors on non-BioMarin working time; serving as a vendor of BioMarin; the unauthorized use of any Company tools and equipment; conducting any outside business during paid BioMarin working time; and the unauthorized use or application of confidential information or techniques.

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 many circumstances that may give rise to a potential financial conflict of interest. Thus, when in doubt, you should seek guidance.

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.

It is the responsibility and obligation of each employee to disclose to his/her department management the existence of a personal relationship which may create a conflict of interest. Please see your regional Employee Handbook for additional information about employment of family members.

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.

Employees may accept unsolicited gifts, provided they are items of nominal value. 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 Legal at COLLegal@bmrn.com.

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 of 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 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 Legal at COLLegal@bmrn.com.

Professional and 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 his or her Supervisor's approval before engaging in the activities.

ALL EXTERNAL SPEAKING ENGAGEMENTS

BioMarin employees must comply with relevant laws, regulations, and industry standards when presenting on BioMarin's behalf. All external speaking engagements or presentations conducted on behalf of BioMarin, or related to BioMarin's business, require approval from the employee's Supervisor. In addition, all such speaking engagements and presentations require additional review by the Medical Materials Review Committee (MMRC), 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 similar boards where there exists no conflict of interest with the employee's duty to the Company. Any individual desiring to serve on any board, panel or similar advisory body of any for-profit organization or not-for-profit organization associated with healthcare (hospitals, patient organizations, research institutions, etc.) must disclose such appointments, in advance, and secure approval as stated below. Any employee may participate in, and does not need to disclose or seek approval for, a non-industry, non-healthcare related, not-for-profit, charitable, or non-commercial organization that has no relation to BioMarin's business (e.g., schools, heritage associations, clubs, Little Leagues, and similar charities).

- Senior Vice Presidents and above may join one board (public or private) upon approval by the General Counsel, Chief Executive Officer, and the Board.
- Employees at or above the Vice President (or Principle Scientist) and below the Senior Vice President level may join one scientific advisory board upon approval of their Executive Vice President and the General Counsel.
- All employees may participate in the management board of non-healthcare related family businesses, provided that such service does not make use of any BioMarin equipment or resources, is conducted outside of working hours, and does not interfere with the employee's regular job duties. All such relationships must be disclosed, but do not require advanced approval.

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 a potential conflict arises, then you must contact Legal and complete a conflict-of-interest disclosure form.

If you have questions about conflicts of interest, contact Legal at COLegal@bmrn.com.



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 in some situations illegal, 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.





Privacy of Personal Information

Preserving the privacy of personal information 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.

Our commitment to privacy is grounded in several operating principles, including, but not limited to:

- **Necessity** — Identify the business purpose served by using or collecting personal information, and to the extent possible, use non-identifiable information;

- **Notice and Choice** — To the extent possible and always in accord with the law, give proper notice to individuals prior to collecting personal information about them. Additionally, where required, individuals are offered the right to object or to "opt out" of the use of their personal information;
- **Data Integrity** — Personal information should be kept accurate, complete, and current; and
- **Security and Transfer** — Take reasonable steps to protect personal information from loss, misuse, unauthorized access, disclosure, or alteration. Remain aware that the transfer of data across country borders requires additional and changing safeguards.

Did You Know?

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 GCE if you have any questions or concerns regarding the privacy of personal data.

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;

- Share personal information only 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;
- Properly destroy records containing personal information according to BioMarin policies;
- Always minimize the amount of personal information transferred;
- Consider masking/anonymizing personal information whenever appropriate;
- To the extent possible, avoid sending any personal information via e-mail or fax; and
- Never copy personal information to your home computer or peripheral devices, such as USB drives.

What practices can I implement to improve BioMarin data security?

- Set unique system password controls and never share passwords;
- Set screensavers to be activated during user inactivity and require login information to re-access the computer system;
- Lock workstations immediately before leaving the computer system or work station; and
- Never leave personal information unattended on desks, near copy machines, or in areas that are easily accessible by others.





Respect yourself and others will respect you.

Confucius

Workplace Conduct

BioMarin promotes a workplace free from discrimination 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 provides equal employment opportunities 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 GCE 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 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.



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 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 Environmental Health, Safety & Sustainability department (EHS&S), Human Resources, or GCE. Supervisors shall arrange to correct any unsafe condition or hazard immediately and must notify EHS&S of the situation.

BioMarin may periodically issue rules, guidelines, or SOPs governing



workplace safety and health, as well as rules and guidelines regarding the 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&S, 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 government 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&S, or GCE 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&S and Human Resources within one (1) business day.

Drug and Alcohol Abuse

Although 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 a controlled substance during working hours or while on Company business or Company property;

My co-worker has recently been coming into work with alcohol on her breath. While she doesn't seem impaired, I worry that she may be drunk on the job. I'm afraid to confront her. What should I do?

If your coworker has an alcohol problem, she could be compromising her own and other employees' safety, as well as her ability to perform on the job. If you feel that sufficient evidence exists that she is under the influence of alcohol while at work, you should speak to your Supervisor, contact Human Resources, or call GCE.

- 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 a 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 ("EAP") provider. The employee may also need to request an unpaid treatment or rehabilitation leave of absence.

I think I might have a substance abuse problem. Can BioMarin help?

If you're concerned that you may have a problem with alcohol or drugs, BioMarin encourages you to seek help by contacting counseling professionals available through BioMarin's EAP or your medical provider. If you request voluntary assistance for a substance abuse problem, you may be eligible for an approved, paid leave to pursue treatment and rehabilitation or other forms of assistance.

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Employee Privacy

BioMarin respects the privacy and dignity of our employees and safeguards the confidentiality of employees' personal information. BioMarin collects and retains personal information needed to support functions such as benefits, compensation and payroll, as well as for other purposes as required by law and in accordance with the privacy notices we provide to employees. We will use best efforts to protect private employee personal information and use it only for legitimate business purposes, in accordance with all applicable laws. This commitment to protecting employee privacy extends beyond the period of employment and includes information about former employees.

What is Personal Information?

Personal information is information that pertains to or identifies a specific person—for example, a person's medical information, e-mail address, name, mailing address, telephone number, Social Security number, or credit card number. Keep in mind personal information may also be information that alone may not identify a specific individual but taken together with other information could identify an individual.

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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 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 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 guidance from their Supervisor or GCE.



Management is doing things right.
Leadership is doing the right things.


Peter F. Drucker

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 reimburer 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;

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- 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 GCE.

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 GCE.

Interactions with Healthcare Professionals

BioMarin's interactions with healthcare professionals ("HCPs") 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 HCP resides and/or practices medicine. In addition, regardless of where you or the HCP are located, any payment or benefit provided to an HCP must comply with the following standards:


- All payments must be accurately documented and transparent;
- Payments should never be made as an inducement for an HCP to recommend BioMarin products;
- Payments must be for legitimate services or in support of legitimate research or education which is of value to BioMarin or the scientific community at large; and
- BioMarin does not pay more than fair market value for services or more than is necessary to support clinical or medical education and research.

Can BioMarin hire an 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 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 the Pharmaceutical Researchers and Manufacturers of America (PhRMA) Code, other global industry codes, and BioMarin policies.



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 use only 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.
-




Bribery and Corruption

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.

In 2017, BioMarin rolled out its updated Global Anti-Bribery & Anti-Corruption Policy (the “Policy”) which continues to provide BioMarin employees and business partners further guidance in connection with BioMarin’s commitment to conducting all of its business and affairs ethically and in compliance with anti-corruption laws worldwide. In addition to the Policy, other tools and resources are available to help guide you, such as a Red Flags document (Attachment I to the Policy), FAQs, and a Summary Sheet.

What are some “red flags” that should make you suspicious of potentially corrupt activity?

- Entity/individual or those associated with it have previously been suspended from doing business for corrupt activity (e.g., fraud, bribery, money laundering, export violations)
- Entity/individual balks at signing off on anti-bribery and corruption language or agreements
- Comments or actions create a suspicion of potential involvement in corrupt activities (e.g., “I know the right people”)
- Business in question is conducted in a high-risk country
- Entity/individual gives business or financial references who fail to respond or give evasive answers
- Entity/individual has significant financial difficulty
- Entity/individual is the subject of credible rumors or press reports regarding inappropriate payments or potentially corrupt behavior
- Entity/individual lacks experience, qualifications, facilities, resources, or adequate staff to perform the services offered
- Entity/individual refuses to disclose ownership, principals, or subsidiary companies or the subject transaction involves shell companies without a credible explanation as to why
- A member of the entity’s management team or key employee is a current or former government official, or has a family member who is a government official
- Entity/individual requests nonstandard terms, such as unusual or high fees, commissions or discounts, or loans of equipment
- Entity/individual requests unreasonable compensation relative to the services promised or rendered
- Entity/individual requests payment in cash, or unusual payment patterns are observed
- Entity/individual requests to create false or inaccurate documentation or fails to provide adequate documentation for reimbursable expenses

For more information regarding “red flags,” see Attachment I to the Policy or contact GCE.





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. Although 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 competitors regarding prices;

- Discussions or other contacts with suppliers and customers that unfairly restrict trade or exclude competitors from the marketplace;
- Agreements with competitors that allocate markets or customers in territories where competitive products are sold; 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 GCE.

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 accept business information about other companies only when, in good faith and upon completion of reasonable diligence, you believe the receipt and use of it is lawful and 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 GCE 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 purchased; ensure compliance with existing contract policy, and if required, document the purchase;
- 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.



Quality means doing it right
when no one is looking.

Henry Ford

Good Operating Practices

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 Practices (GVP), and Good Distribution Practices (GDP)—(collectively "Good Operating Practices" or GxP). The Company is dedicated to meeting GxP 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 principles that provide a framework in which laboratory studies are planned, performed, monitored, recorded, reported, and archived. These studies are performed to generate data by 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 11, 50, 54, 56, 312, and 314; EU Volume 10; and ICH E6) is a set of internationally recognized ethical and scientific quality requirements that 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 products are consistently produced and controlled to particular quality standards.

GVP – GOOD PHARMACOVIGILANCE PRACTICE

Good Pharmacovigilance Practice (US 21 CFR Parts 312, 314.80 and 600.80; EMA Guideline on Good Pharmacovigilance Practices Modules; and ICH E2) sets forth the regulatory guidelines for conduct of pharmacovigilance activities to ensure the safety, quality and effectiveness of medicinal products.

GDP – GOOD DISTRIBUTION PRACTICE

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



Drug Safety – Reporting Adverse Events

BioMarin is regulated by various government 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., EMA, 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 medicinal product, regardless of causal attribution. An AE can therefore be any unfavorable and unintended sign (e.g., 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.

Special situation events are any reports of medication errors (including dispensing errors, accidental exposure, or maladministration), overdose (whether intentional, accidental, or prescribed), product misuse or abuse, exposure to BioMarin products while pregnant and/or breast-feeding, any lack or loss of intended effect, a drug-drug and/or drug-food interaction, suspected transmission of an infectious agent via a medicinal product, or occupational exposure.



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 ("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 the reporting of an AE or SSE to BPV, even if you do not have all of the above information. If there is no 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
- E-mail: drugsafety@bmrn.com



Human Subject Protection in Clinical Research

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, the clinical trials 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 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,

including appropriate use of independent data monitoring committees, both during and following our research initiatives. All BioMarin-sponsored clinical trials are prospectively reviewed by a qualified Institutional Review Board (IRB) or Independent Ethics Committee (IEC).

Did You Know?

Information about BioMarin-sponsored clinical trials is posted on www.ClinicalTrials.gov, a publicly available study registry.

Animal Rights

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 a minimal number of animals used. We expect our vendors and research partners to adhere to applicable laws and regulations and to conduct research with the same high standards.



Those who stand up for
nothing fall for anything.

Alexander Hamilton

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. Although 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;
 - Promoting supplier and vendor diversity by engaging in contracts with small businesses, including those owned by veterans, minorities, women, and others economically disadvantaged;
 - Not tolerating harassment or harsh or inhumane treatment in the workplace; and
 - Protecting individual privacy.
-



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 into BioMarin's work across therapeutic areas – from drug development to regulatory approval and reimbursement to 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 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 GCE.





Corporate Funding and Support


BioMarin has automated its Corporate Funding and Support (i.e., Charitable Donations/ Sponsorships and Grants, as well as Global Independent Research) to an online portal.

CHARITABLE DONATIONS, SPONSORSHIPS, AND GRANTS

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) concerning charitable donations and sponsorships for additional information. All questions concerning charitable donations and sponsorships should be directed to GCE.

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, and recommendation of BioMarin products. In addition, BioMarin personnel must never imply in any way that the purpose of the 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 expectation or receipt of substantial tangible value in return. Upon review, evaluation, and approval by a grant review committee, BioMarin provides grants for research (i.e., animal models or lab work) or educational purposes (e.g., continuing medical education programs provided by accredited providers, educational programs provided by accredited providers, educational programs for healthcare professionals, and patient or community educational 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 the 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 programs. All questions concerning grants should be directed to GCE.

BioMarin complies with all applicable transparency reporting and disclosure obligations. Accordingly, payments provided to healthcare professionals and organizations will be reported as required.

All questions concerning Corporate Funding and Support should be directed to GCE at eGrants@bmrn.com (U.S./Canada) or egrantsEUMEA@bmrn.com (EUMEA).

Global Independent Research Support

In alignment with BioMarin's commitment to scientific innovation and areas of unmet medical need, BioMarin may provide material and funding support for independent investigator-initiated research in the areas of rare diseases and genetic disorders.

The Independent Research Program covers independent clinical research, whether or not a drug product or candidate is involved. Animal model studies and pre-clinical research are outside the scope of the Independent Research Program (use the appropriate Grants or Charitable Contributions request form for requests in those areas).

The following types of requests would be considered for support under the Independent Research Program:

- Disease-specific clinical research, where the focus is on learning more about a disease or genetic disorder
- Clinical trial research, where the focus is on learning more about a drug product in a specific disease or genetic disorder

All questions concerning independent research should be directed to the local Medical Director, MSL, or Global Medical Affairs Operations at gmafo@bmrn.com.







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

Benjamin Franklin

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 spokespeople 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.

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 information; instead, you should 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.biomarin.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, e-mail, and/or social media outlets), he or she may not respond individually; instead, he or she should 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 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, non-public information known to the employee while conducting BioMarin business to another person who subsequently

uses that information to his or 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 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 CBPs regarding gifts and entertainment, as well as the Global Anti-Bribery and Anti-Corruption Policy, and direct all questions to GCE.

PERSONAL POLITICAL ACTIVITY

Although 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 states and some 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 government 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, 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 the FDA, the Securities and Exchange Commission ("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 to the investigators. If you are contacted by a government agency, notify your Supervisor, the Legal department, or GCE immediately, so they can determine which department is responsible for representing BioMarin regarding the matter.

The General Counsel and the Chief 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 the Chief Compliance Officer immediately.



LIST OF ACRONYMS

AE	Adverse Event
BPV	BioMarin Pharmacovigilance
CBP	Corporate Business Policies
CEO	Chief Executive Officer
CIOMS	Council for International Organizations of Medical Sciences
EAP	Employee Assistance Program
EHS&S	Environmental Health, Safety & Sustainability
EMA	European Medicines Authority
EU	European Union
FCPA	Foreign Corrupt Practices Act
FDA	Food & Drug Administration
GCE	Global Compliance & Ethics
GCP	Good Clinical Practices
GDP	Good Distribution Practices
GLP	Good Laboratory Practices
GMP	Good Manufacturing Practices
GVP	Good Pharmacovigilance 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
MMRC	Medical Materials Review Committee
MPRC	Manuscript/Publication Review Committee
OIG	Office of Inspector General
PRB	Promotional Review Board
SEC	Securities and 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. If an employee's region has an Employee Handbook in effect, in the event of a conflict between that Handbook and this Code, the Handbook controls.

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

BioMarin's Global Code of Conduct and Business Ethics was first approved and adopted by the Board in December 2011. This section will document any amendments and restatements to the Code.

The Code was revised in February 2015 as follows (page references are to 2015 version):

- Updated the front cover to distinguish from previous version of the Code;
- Updated the map (p 2-3) and photographs (p 6, 37, 45, 55, 72, 73, 83);
- Updated section on the Corporate Compliance & Ethics Program (p 12) to update terminology and acronyms for committees, policies, and programs;
- Added new quotes (p 18, 38, 48, 67) and a new "Did You Know?" section (p 14);
- Reorganized section on Conflicts of Interest (p 24) to improve readability and added a new review committee (p 30) for external speaking engagements;
- Added sections on Privacy of Personal Information (p 34), Employee Privacy (p 46), and Global Independent Research Support (p 72);
- Updated section on Bribery and Corruption (p 52) to reflect the implementation of a new Global ABAC policy;
- Updated section on Drug Safety – Reporting Adverse Events (p 63) to include definitions;
- Updated section on Human Rights (p 67) to include guidelines on supplier and vendor diversity; and
- Throughout the Code, fixed minor typographical errors.

MORE

The Code was revised in February 2018 as follows (page references are to 2018 version):

- Removed references to Compliance Steering Committee (pp. 12-14, 80-81);
- Revised section on Conflicts of Interest (pp. 24-29) to reference the Legal department instead of Global Compliance & Ethics, because Legal has taken over responsibility for this program;
- Added new sentences regarding reporting responsibilities to the Conflict of Interest section;
- Updated Types of Board Memberships in the Conflicts of Interest section;
- Revised references to BioMarin's Environmental Health & Safety department (pp. 38-39) to the Environmental Health, Safety & Sustainability department (EHS&S);
- Deleted last paragraph in Treatment and Rehabilitation section (p 42);
- Revised references to the "CorpCompliance" tab on BioWeb to refer instead to the Global Compliance & Ethics (GCE) department homepage on BioWeb;
- Revised references to GCE's Corporate Business policies launched in 2014 to instead refer to GCE's updated policies rolled out in 2017;
- Revised references to www.bmrn.com to refer instead to www.biomarin.com;
- Added to page 85 that if there's a conflict between this Code and an Employee Handbook, the Handbook controls;
- Changed Corporate Compliance & Ethics (CCE) to Global Compliance & Ethics (GCE) throughout the Code;
- Small edits were made to the List of Acronyms and Index; and
- Throughout the Code, fixed minor typographical errors.

The Code was further revised in October 2018 as follows:

- Several photos, including office/manufacturing locations, patients and products, were added or updated.

