

Slavery and Human Trafficking Statement - 2023

Jazz Pharmaceuticals plc and its subsidiaries (“Jazz” or “the Company”) are committed to operating our global business with integrity and upholding a high level of ethical conduct among our employees and business partners. We expect that suppliers which provide materials for use in our tangible goods for sale (“Product Suppliers”) to adopt sound human rights practices, to treat workers fairly, with dignity and respect and in all cases to eliminate human trafficking and slavery in their workplace.

Verification: Jazz has existing procedures for assessing our Product Suppliers which include steps for evaluating whether our Product Suppliers comply with applicable laws related to eradication of human trafficking, slavery and illegal child labor. Our Procurement, Supply Chain and Quality Assurance teams oversee these verification procedures. In addition, Jazz has adopted written Standards of Conduct for Supply Chain and will request that our Product Suppliers certify that they comply with applicable laws concerning human trafficking, slavery and illegal child labor in the countries in which they do business.

Audits: Jazz conducts regular, periodic audits of its Product Suppliers to evaluate their compliance with Jazz policies and applicable legal and regulatory requirements. Jazz typically conducts these audits using its own personnel, although it reserves the right to engage independent third-party auditors. Jazz's current Contract Manufacturer Assessment Guidelines establish procedures for audits of current and potential Product Suppliers, including their training, experience and qualifications, adherence to legal and regulatory requirements, and evaluation of the suppliers’ compliance with quality systems. Jazz tracks any observations and/or non-compliance in its Audit Follow Up & Close-Out procedures to ensure that instances of non-compliance are properly remediated. Jazz has updated its Contract Manufacturer Assessment Guidelines to expressly address human trafficking, slavery and illegal child labor in its auditing protocol.

Materials: Jazz has implemented procedures that require Product Suppliers to certify that materials incorporated into Jazz's products comply with the laws regarding human trafficking, slavery and illegal child labor in applicable countries.

Accountability Standards: Jazz has established internal accountability standards and procedures, including disciplinary action for its employees and contractors with procurement responsibilities who fail to meet Jazz's standards regarding identification and elimination of human trafficking, slavery and illegal child labor in its supply chain.

Training: Jazz conducts training for its employees and management who have direct responsibility for supply chain management, particularly with respect to mitigation risks of human trafficking, slavery and illegal child labor within the supply chain.

Signed on behalf of the Board of Directors of:

Jazz Pharmaceuticals Ireland Limited

DocuSigned by:
Philip Lavelle
Name: Philip Lavelle
Title: Director

Jazz Pharmaceuticals, Inc

DocuSigned by:
Alan Campion
Name: Alan Campion
Title: Director

Jazz Pharmaceuticals UK Holdings Limited

DocuSigned by:
Samantha Pearce
Name: Samantha Pearce
Title: Director