



1.0 PURPOSE

This Policy (the “Policy”) describes the actions required by Moderna (or the “company”) to uphold human rights and address human rights concerns where our actions or influence can have a positive impact.

2.0 SCOPE

This policy applies to all Moderna Personnel globally.

3.0 REFERENCED DOCUMENTS

3.1. CC-LEGAL-POL-0001, *Code of Business Conduct & Ethics*

4.0 RESPONSIBILITIES

- 4.1. Moderna leadership are responsible for ensuring that all employees are appropriately qualified (e.g., education, training and/or experience) to identify and escalate human rights concerns.
- 4.2 Moderna personnel must be trained on the content of this policy and their obligation to report any human rights concern they may identify in the course of their work responsibilities, including those that may occur in a Moderna service provider or supplier.

5.0 DEFINITIONS

Term	Definition
Human Rights	Human Rights are those rights and freedoms recognized by the United Nations in the Universal Declaration of Human Rights that are applicable within a workplace or readily influenced by Moderna’s conduct as a manufacturer and marketer of biopharmaceutical products. Specifically, these are the right to: <ul style="list-style-type: none">- Non-discrimination;- Fair labor conditions, including a fair wage for work and the right to freely associate;- Freedom from unjust imprisonment or forced labor;- Privacy by protection of Personally Identifiable Information (PII); and- Health and safety for our employees, clinical trial participants, and patients.
Moderna Personnel	Any individual who acts for or on behalf of Moderna, including directors, employees, and independent contractors or consultants. Moderna service providers and suppliers are not personnel.

6.0 POLICY

Our commitment to corporate citizenship is built on a foundation of integrity, quality and respect. These values provide solid footing for the creation and support of long-term programs that focus on patients, employees, the

environment and our local communities. Human rights are inherent in these values and our commitments; whenever human rights are infringed, society as a whole suffers.

We believe that future mRNA medicines will be Moderna's biggest contribution to society. These innovations have the potential to create unique ways to treat and prevent diseases at a new breadth and scale. Our mRNA platform has the potential to play an important role in supporting those working to meet the needs of underserved populations in order to aid in public health planning, and to be a resource in the event of potential public health crises. While we believe our platform will be our most enduring contribution to improving human rights through improved health outcomes, it does not address our other human rights responsibilities.

At Moderna, we believe that we will only succeed in our goals if we are able to attract and retain individuals of diverse backgrounds and of all ages, genders, ethnicities, religions, home countries, and sexual orientations.

Our success relies on creating an inclusive environment where all of our employees can do their best work, and where each can play a vital role in achieving our goal of bringing new medicines to patients. For our employees and those who provide services or products to our company, we do not tolerate:

- Discrimination or harassment based on personal characteristics such as nationality, gender, age, ethnicity, religion, sexual orientation, disability, membership of an association or any other subject protected by law;
- Trafficking human beings using force or implications of force against the individual or others, fraud, or coercion, including denying access to or destruction of identity or immigration documents;
- Slavery, indentured servitude, or any other form of forced labor, including any commercial sex acts even when permitted by local law;
- Child labor;
- Working conditions and equipment or use of our products in a way that compromises the health and safety of those present;
- Restrictions on workers' freedom to associate, including their rights to discuss workplace concerns collectively; and
- Transfers of PII for unnecessary purposes or via unsecured means.

Any Moderna Personnel who become aware of a potential human rights concern must report the issue using one of the options for reporting potential concerns in CC-LEGAL-POL-0001, *Code of Business Conduct & Ethics*.

7.0 QUESTIONS

Questions about this Policy should be directed to complianceofficer@modernatx.com.