



EQUAL EMPLOYMENT POLICY

It is the policy of Celgene Corporation to provide equal employment opportunities in recruitment, hiring, promotions, transfers, compensation, facilities, social and recreational programs, disciplinary actions including termination and all other Human Resources practices. This policy is carried out for all employees regardless of actual or perceived race, color, religious creed, sex (including gender identity), sexual orientation, marital status, pregnancy, national origin, ancestry, citizenship, age, veteran status, physical or mental disability or medical condition (including cancer or genetic information) or other legally protected classifications.

All managers, supervisors, and employees are expected to fully comply with this policy. It is our personal commitment to comply with all federal, state and local equal employment opportunity and affirmative action laws, regulations and guidelines. We will be receiving reports on our progress and will take any measures necessary to resolve issues.

If you feel that you have been discriminated against or harassed based on your race, color, gender or any other protected class status, you should immediately report the conduct to your supervisor, department manager, or Human Resources Representative. The company will take your complaint seriously and promptly begin an investigation. Retaliation of any kind is prohibited against employees for reporting discrimination or harassment, assisting in making a complaint or cooperating in an investigation. The company will take appropriate corrective action, up to and including termination from employment, if the company's investigation concludes that the policy has been violated.

Please contact your Human Resources Representative if you have any questions or concerns.

Effective 8/6/2015