

## **Intercept Pharmaceuticals, Inc.**

### **Human Rights Policy**

**Dated April 15, 2022**

#### **Purpose and Scope**

Intercept Pharmaceuticals, Inc. (“Intercept”) has established this Human Rights Policy (this “Policy”) as part of its commitment to supporting fundamental human rights. We believe that all businesses, including Intercept, have a critical responsibility in upholding human rights by establishing policies, actions, and safeguards to prevent adverse human rights impacts. Our Nominating and Governance Committee of our Board of Directors is responsible for the oversight of this Policy.

This Policy applies to all Intercept employees, regardless of geographic location. Intercept is committed to supporting human rights. This includes striving to work with vendors that share our commitment to human rights and are free from practices associated with human rights violations. If Intercept learns that a vendor is being abusive, Intercept will reevaluate its relationship with such vendor.

Intercept is committed to engaging with our stakeholders and to the improvement of this Policy. When necessary, Intercept may update this Policy following any change of law or regulation impacting our operations, or in the case that opportunity exists to further our commitment to human rights. Intercept aims to follow the guidelines set forth in the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.

#### **Standards of Conduct**

Intercept’s employees must report any actual or potential breach of this Policy whether that breach is by Intercept or by a third party, in compliance with Intercept’s applicable policies and procedures. Intercept adheres to the following labor and workplace principles and practices that demonstrate Intercept’s commitment to the fair treatment of individuals, including with respect to Intercept’s employees.

- **Diversity and Inclusion:** One of the foundations of our corporate culture is that consideration, mutual respect, and diversity are all fundamental elements for success. We are dedicated to protecting the rights of women and minority groups, as well as supporting the equal treatment and protection of rights for all our employees.
- **Equal Opportunity and Non-Discrimination:** As an equal opportunity employer, Intercept is committed to non-discrimination with respect to all employees and applicants for employment. Employment decisions are based on an applicant’s qualifications, merit, and performance, and abide by the same principles that guide our vision of diversity and inclusion. We do not discriminate on the basis of legally protected characteristics (such as sex and gender (including sexual orientation and gender identity or expression), race,

ethnicity, nationality, religion, or disability).

- **Communities:** We identify the right to clean water as a fundamental human right.
- **Training:** Intercept's onboarding process for all employees includes a training component on our commitment to appropriate business conduct, including various principles with respect for human rights.