

Intercept Pharmaceuticals, Inc.

Labor Policy

Dated April 15, 2022

Purpose and Scope

Intercept Pharmaceuticals, Inc. (“Intercept”) has established this Labor Policy (this “Policy”) to aid Intercept employees in making ethical and legal decisions when conducting Intercept business. Conduct that exploits workers or denies them the rights and benefits to which they are legally entitled is inconsistent with Intercept values and policies and will not be tolerated. Our Nominating and Governance Committee of our Board of Directors is responsible for the oversight of this Policy.

Intercept is committed to operating to the highest ethical standards. This includes striving to work with vendors that share our commitment to human rights and labor laws and are free from practices associated with human rights or labor law violations. If Intercept learns that a vendor is being abusive, Intercept will reevaluate its relationship with such vendor.

Standards of Conduct

Intercept 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:

- **Child labor:** Intercept will not knowingly work with business partners that employ children.
- **Involuntary labor:** Intercept does not knowingly use forced or involuntary labor, including but not limited to prison labor, slave labor, debt bondage, indentured labor or otherwise. As part of this commitment, Intercept does not: (i) destroy, conceal or confiscate identity or immigration documents; (ii) apply improper restrictions on the movement of staff; or (iii) use fraudulent recruiting tactics.
- **Fair wages/benefits:** Intercept pays employees at least the minimum wage required by applicable local laws and provides legally mandated benefits, including holidays and paid or unpaid leave.
- **Working conditions:** Intercept has implemented measures to help ensure employees working at Intercept’s facilities have access to clean toilet facilities, potable water, sanitary food preparation areas, and storage facilities.
- **Labor rights:** Intercept recognizes the legal rights of freedom of association and collective bargaining, to the extent established in local law, and reserving all rights under applicable law regarding recognition of labor unions, collective bargaining, labor strikes, and other

labor issues.

- **Discrimination:** Intercept is committed to creating a work environment where employees are being employed, promoted, and compensated based on their ability to perform their jobs rather than 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).
- **Harassment and disciplinary practice:** Intercept is committed to creating a work environment free of harassment and to not subjecting individuals to any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse.
- **Workplace and occupational safety:** Intercept has implemented safety precautions in compliance with applicable laws (i.e., evacuation procedures, worker training, appropriate first aid supplies, fire detection and suppression equipment, and clearly marked exit facilities).