CHAPTER A: POLICY STATEMENT
41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

Jazz Pharmaceuticals, Inc., the ("Company") is firmly committed to Equal Employment Opportunity (EEO) and to compliance with all applicable Federal, State and local laws that prohibit employment discrimination and harassment on the bases protected under any such laws, including, but not limited to, age, race, color, gender, gender identity, sexual orientation, national origin, religion, disability, and protected veteran status. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations. The Company bases employment decisions only on valid job requirements.

Employees and applicants of the Company will not be subject to harassment on the basis of any characteristic protected under applicable Federal, State, and/or local law, including, but not limited to, age, race, color, gender, gender identity, sexual orientation, national origin, religion, disability, and protected veteran status. The Company will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the Company, or (c) consistent with the Company's legal duty to furnish information.

As a government contractor, the Company is also committed to taking affirmative action to hire and advance qualified individuals with disabilities and protected veterans. The Company will make reasonable accommodations for qualified protected veterans and individuals with known disabilities unless doing so would result in an undue hardship or a direct threat to safety.

We invite employees and applicants who are disabled or protected veterans and who wish to be included under our Affirmative Action Program to self-identify as such. This self-identification is strictly voluntary. Refusal to provide the information requested in this form will not subject employees or applicants to any adverse treatment and will not be used in connection with making employment decisions.

Employees of and applicants to the Company will not be subject to retaliation, harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in:
(1) filing a complaint; (2) assisting or participating in a review, compliance evaluation, investigation, or hearing related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans; or (3) having otherwise opposed

unlawful acts or sought to obtain their legal rights related to any applicable Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

The Company's Executive Committee Members, including its CEO, are committed to the principles EEO and affirmative action for qualified individuals with disabilities and protected veterans. In order to ensure dissemination and implementation of such EEO and affirmative action policies throughout all levels of the Company, the CEO has selected Amy Barrett as the EEO Administrator for the Company. One of the EEO Administrator's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of the Company's programs.

In furtherance of the Company's policy regarding such affirmative action and EEO, the Company has developed a written Affirmative Action Program, which sets forth the policies, practices and procedures which the Company is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and protected veterans is accomplished. The narrative portions of the Affirmative Action Program for individuals with disabilities and protected veterans are available for inspection by any employee or applicant for employment by appointment, between 9:00 am - 5:00 pm at the Human Resources department. Any questions should be directed to the EEO Administrator, Amy Barrett.