



CODE OF BUSINESS CONDUCT



“The **way** in which Amryt achieves business success is every bit as important to me as **what** we achieve. I want to lead a business where every single employee feels proud of their achievements because they work hard and work in the right way.

Amryt is a ‘young company,’ and so together we can create our company, our culture and our future. I established Amryt with the singular strategic focus to acquire, develop and commercialise medicines to treat patients with rare, orphan and debilitating diseases. Our focus on improving the life of patients suffering these devastating diseases should always be done in the **right way** - with a focus on **transparency, respect for people, integrity and with improving the lives of patients** at the heart of all that we do.

At Amryt we want to ensure that our activities are guided by our commitment to our **core values**, and that our actions are **compliant** with regulations that govern our industry. The foundations of these commitments are laid out in our Code of Conduct, and each employee must take personal responsibility for abiding by our Code.

Together we can build a company and be proud of our success as we achieve it, and by working together in the right way.”

Joe Wiley

CEO
Amryt PLC



“The way in which Amryt achieves business success is every bit as important to me as what we achieve.”



ABOUT THE CODE

This Code of Business Conduct (the ‘Code’) reflects Amryt’s commitment to acting with integrity, honesty and maintaining high ethical standards in our business conduct. Each of our employees, directors and business partners worldwide is expected to uphold this commitment. This means that each of us must:

- » Act with integrity, be honest, and tell the truth.
- » Treat others with respect and dignity.
- » Be familiar with and comply with the laws, policies, procedures and standards that apply to our activities.
- » Ensure that those employees who report to us understand their compliance responsibilities.
- » Raise concerns if you believe someone is violating a law or policy.
- » Be a leader in compliance efforts, and proactive in identifying and preventing conduct that violates the spirit of letter of this Code.

Our ability to act with integrity as a company requires the commitment, leadership, example and courage of all of our employees, directors and business partners. This means doing the right thing, even when it’s difficult. We are each responsible for creating a culture of integrity and high standards for ethical behaviour, and for demonstrating these qualities in the way in which we conduct our business. The Code is an important element in our mission to meet these standards.

The Code is an important component of Amryt’s broader compliance programme. Other critical components of Amryt’s compliance programme include:

- » More detailed policies and procedures in key areas.
- » Specific compliance training based on relevance of topic to employee’s business activities.
- » Oversight by our Board of Directors and review and input on compliance issues, policies, and practices by an internal Compliance Committee.
- » Auditing and monitoring.
- » Avenues for reporting suspected misconduct, and violations, as outlined in this Code.

A complete copy of the code is available and will be given to all employees on joining Amryt.



Our ability to act with integrity as a company requires commitment, leadership, example and courage.

Other Policies, Procedures and Requirements

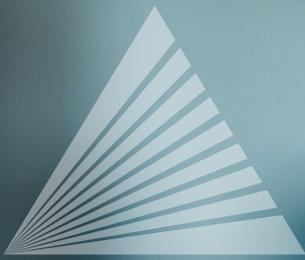
It is important to note that this Code does not contain an exhaustive description of Amryt’s policies or applicable laws, and does not address every question or concern you may have. The standards in this Code should be viewed as the minimum standards that we expect from you in the conduct of Amryt’s business. There will be other policies, procedures, laws and obligations that will apply to your specific activities. Each of you is responsible for being familiar with the policies, laws and procedures that apply to your activities, and for seeking clarification and guidance when appropriate. We expect each employee, officer, director and business partner to exercise good judgement and common sense, and to ask for advice when uncertain as to whether a course of action is consistent with applicable laws, this Code, our other policies and our ethical standards. The Code identifies the people who are available to answer questions you might have about compliance, and describes the ways to address any concerns you might have or to report any suspected misconduct.

Note about Being a Company Operating in EMEA region

Because Amryt is a business operating in many countries within the EMEA region, the laws of a number of different countries may apply depending on the nature and location of our activities. Other countries may also apply their own laws outside their borders to their own citizens or to our subsidiaries that are organised under their laws. The Code presents our policies that apply within our field of business conduct. In addition, there will be local policies and practices that discuss in more detail additional requirements specific to a particular country or activity.



We expect each employee, officer, director and business partner to exercise good judgement and common sense.



WE SHOW RESPECT IN THE WORKPLACE

Amryt is an environment where people are treated with dignity and respect. In order to achieve this:

We treat colleagues fairly, and with respect, and we are open and honest with each another

We do not discriminate when hiring or making employment-related decisions

We operate a positive work environment.

RESPECT IN THE WORKPLACE

Amryt strives to create and maintain a work environment in which people are treated with dignity and respect. We also expect that our employees will treat each other fairly, and with openness and honesty. Our work environment should be characterised by mutual trust and the absence of intimidation or abuse. Employees should be able to work in a safe, constructive atmosphere, free from verbal and physical harassment. It is also Amryt’s policy to provide equal employment opportunities without regard to personal characteristics such as race, colour, national origin, age, religion, disability status, gender, sexual orientation, marital status, or any other criteria which causes a person to be part of a protected class under applicable laws.

Accomplishing these goals is essential to Amryt’s mission. Amryt will not tolerate unlawful discrimination or harassment of any kind against employees or third parties who perform work for the Company. You should also follow all employment-related laws in the countries in which you do business.



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SAFETY IN THE WORKPLACE

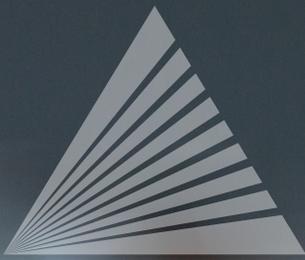
Amryt is committed to a workplace free of any threats to health or safety. We are also committed to a workplace free of the health and safety issues associated with substance and alcohol abuse.

Each person should follow health and safety laws, rules and practices applicable to their activities for Amryt, and to the business locations where they are working. Each person should report immediately all unsafe conditions, accidents or near misses, and any work-related injuries or illnesses that occur at any Amryt facility.

CONFLICTS OF INTEREST

We recognise and respect the right of our directors, officers and employees to engage in outside activities which they may deem proper and desirable so long as these activities do not interfere with the performance of their duties for Amryt or their ability to act in Amryt’s best interests. A ‘conflict of interest’ occurs when your personal, financial or other outside interests interfere with Amryt’s interests. Even the appearance of a conflict of interest can damage your reputation or that of Amryt. You should avoid situations where a reasonable person would question whether you were inappropriately influenced in making a business decision.





WE CONDUCT INFORMATION HANDLING TO THE HIGHEST STANDARDS

Amryt holds itself to the highest standards of information handling, be it company assets, clinical trial data, promotional messages or personal information. To achieve this, we:

- » Ensure appropriate use of our communication equipment and systems
- » Protect our confidential information
- » Protect the integrity of business records
- » Follow all applicable codes for promotion and interactions with healthcare professionals
- » Safeguard personal information.

USE OF COMPANY ASSETS

Amryt's 'systems and hardware' include computers, laptops, tablets, phones, e-mail, voice-mail, drives, internet access and other systems and hardware provided or subsidised by Amryt. All Amryt systems and hardware, the records and information stored on them and all records related to use of those systems are the property of Amryt, and should generally only be used for company business. Incidental personal use is permitted as long as such use does not violate any laws or Amryt policies, and does not interfere with job performance.

Generally, you should not expect any rights of personal confidentiality or privacy when using Amryt's systems and hardware, although local laws in some countries may give employees in those countries greater rights. Where legally permitted to do so, Amryt may, in its sole discretion, inspect your files, records, e-mails, voice-mail messages and telephone records on Amryt's systems and hardware, and may monitor your internet use in each case at any time without advance notice or consent.

Confidential Information and Intellectual Property

The information and ideas that we produce or acquire in the course of our work-related activities are vital to our business and to our ability to compete. We seek to protect these important assets through protection as confidential information and valuable intellectual property. Examples of confidential information include information related to our products; customers; marketing plans; sales activities, financial results; pricing practices; clinical trial results; business development opportunities; manufacturing process; regulatory filings; and employee records. For purposes of this Code, we also treat as Amryt confidential information, any information provided to us on a confidential basis by third parties in the course of a business relationship.

Each of you play a significant role in safeguarding Amryt confidential information. Our confidential information should not be provided to, or discussed with, anyone outside the company unless the disclosure has been approved through the appropriate internal approval procedures for your department, and the information is being disclosed in the conduct of Amryt business. Except in certain limited circumstances specified by the Legal Team, a written non-disclosure agreement, in a form approved by the Legal Team, must be signed by the intended recipient of any Amryt confidential information. Publications and presentations that include any Amryt information must be approved in accordance with Amryt's publication policies prior to being submitted.

It is each employee's responsibility to confirm that a written non-disclosure agreement, in a form approved by the Legal Team, is in place prior to disclosing any Amryt confidential information to a third party.

Never sign a form of confidentiality agreement provided by another company without the approval of the Legal Team.



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Records Management

Amryt's record management policies are designed to ensure that we maintain and store our business records in compliance with our legal, regulatory, contractual and financial obligations. The term 'business records' refers to any documents created or received or information captured in the course of business activities no matter what the medium, including hard and electronic copies of documents, e-mails, texts, voice-mails, notes, audio and visual recordings, and photographs. We are also focused on maintaining operational efficiency by allowing for the disposition of records that are no longer required to be maintained, and are no longer needed for an ongoing business purposes. To aid us in this effort, each department will be required to adhere to a records retention schedule that will specify record retention periods for each type of business record.

Even when business records are no longer required to be maintained under the applicable record retention schedule, you may still be prevented from destroying those records as a result of actual or anticipated litigation, regulatory inquiries or governmental investigations.

PRODUCT INFORMATION AND PROMOTION

The integrity of our interactions with patients, physicians and the rest of the healthcare community, and the honesty and accuracy of the information we provide about our products, are crucial, not just to our reputation and business, but also to the health and well-being of patients who are intended to benefit from our products. Given the vital relationship between healthcare professionals and their patients, it is important for us to inform healthcare professionals properly about the benefits and risks of our products to help advance appropriate patient use. Many laws and regulations govern these activities, and the way in which we promote our products. These laws and regulations differ from country to country, but generally require that our promotional activities be limited only to the indication and product information for our products that have been approved by the local regulatory authorities. We intend for all of our promotional and scientific discussions, information and materials to be accurate and not misleading, and to comply with these laws and regulations and with the national and regional industry codes that we adopt.

Interactions with Healthcare Professionals

The decision of a healthcare professional as to whether to prescribe, recommend or pay for a product should not be influenced by (or even give the appearance of being influenced by) improper motivations,



It is important for us to inform healthcare professionals properly about the benefits and risks of our products.



including motives of personal gain or enrichment. The term ‘healthcare professionals’ includes doctors, nurses, pharmacies, formulary or benefit administrators, and any other healthcare professional who may prescribe, administer, recommend, purchase, reimburse, authorise or supply one of our products. There are a number of laws and regulations that are designed to prevent any such improper influence. For example, there are laws that prohibit a company from offering anything of value to influence a person’s recommendation, prescription or purchase of a pharmaceutical product that is reimbursed in that country. These laws are designed to ensure that prescription, formulary and reimbursement decisions with respect to a product are based solely on the risk/benefit for the patient.

We engage with healthcare professionals in connection with many of our activities, including discussions with physicians and nurses in the marketing and promotion of our products; interactions with healthcare professionals during medical conferences and in the course of other scientific exchange; selection of investigators for our clinical research programmes; and engagement of consultants for advice and services we need in connection with our activities. It is important to our success that our interactions with healthcare professionals meet the highest level of ethical standards, and that we comply with all legal requirements and Amryt policies that apply to those interactions.

Industry Codes

In many countries, in addition to local laws, there are industry codes that may apply to our commercial activities in that country, or that may apply to certain of our activities prior to approval. Examples include:

- » The PhRMA Code on Interactions with Healthcare Professionals.
- » The EFPIA Code on the Promotion of Prescription-Only Medicines to, and Interactions with, Healthcare Professionals in Europe.
- » The IFPMA Code of Pharmaceutical Marketing Practices which is an international code.

If you have any questions as to which industry codes Amryt has adopted, and which codes apply to your activities, please contact the Legal Team.

Payments to Physicians

In Europe, there are country specific laws and industry codes that have ‘transparency’ clauses on the reporting of the transfer of value by a pharmaceutical company to a physician or teaching hospital, including the value of food and beverage provided, consulting fees, speaker fees, gifts, travel and lodging, grants, and most other payments. Each employee who interacts with healthcare professionals is expected to be familiar with the transparency laws or codes that apply to the employee’s activities, and to comply with Amryt’s procedures on tracking and reporting relevant payments and benefits.



Each employee who interacts with healthcare professionals is expected to be familiar with the transparency laws.

MONITORING DRUG SAFETY AND QUALITY

Amryt is committed to understanding the safety profile of each of our products through the collection, review and analysis of reports of adverse events associated with the use of our products and other quality information. An adverse event is any unfavourable medical occurrence or event in a person who has received one of our products. Adverse events are typically reportable even if the event is not necessarily caused by treatment with our product. Information about an adverse event may be learned in a variety of different ways, including through phone calls, letters, e-mails, completed response forms from our marketing programmes, or casual conversations. Collection and reporting of adverse events is required under laws and regulations worldwide, but also help us to understand more about the safety of our products.

Clinical Research

Amryt is committed to the highest ethical, scientific and clinical standards in the conduct of our clinical trials, and in the reporting of clinical trial results. We comply with all applicable laws, regulations and industry standards, including the International Conference on the Harmonisation Good Clinical Practice Guidelines (ICH GCP). Our policies and procedures are based on our respect for the well-being and safety of research participants, and the accurate reporting of results.

PRIVACY

In the course of our business activities, we may collect certain personal information about many different types of individuals, including our employees; patients who have been prescribed our products; healthcare professionals; and those with whom we conduct business. Certain of this information collected in the course of research; pharmacovigilance; customer support; sales activities; and other business activities may constitute personal health information. While collection and use of personal information is important to our business, unlawful use or disclosure of this information could harm not only the person about whom the information pertains, but could also involve significant penalties for Amryt and its personnel. We are committed to taking appropriate action to ensure the privacy of personal information, and to ensure that such information is used solely as authorised and in accordance with all applicable laws and regulations.



We are committed to taking appropriate action to ensure the privacy of personal information.



Protection of Personal Information

'Personal Information' is generally defined as any information related to an identified or identifiable natural person. An identifiable natural person is one whose name is known or whose identity can be determined, directly or indirectly, by reference to the information about the person that is known or available including by combining such information. Some countries protect personal information, as broadly defined. Other countries protect certain kinds of personal information such as health information or financial information. Amryt employees and business partners should be familiar with the privacy laws that apply in the country in which they operate.





WE DO NOT TOLERATE BRIBERY OR CORRUPTION

Amryt complies with all local and international laws prohibiting bribery and corruption, and we do not tolerate attempts to improperly influence public or private individuals to secure a favourable advantage to our interests.

ANTI-BRIBERY AND ANTI-CORRUPTION LAWS

Many countries in which we are doing business, or plan to do business, have laws that prohibit the offering, promising or providing of anything of value to certain persons with the intent to improperly influence the person or to gain an unfair business advantage. In most countries, these laws are specific to interactions with government officials, but in other countries, they can have wider scope. The UK Bribery Act, for example, prohibits the offering of bribes to anyone, not just public officials. These prohibitions generally apply not just to direct interactions, but also to payments or promises made through third parties, including our distributors, vendors or consultants. We must comply with the FCPA and other applicable anti-bribery and anti-corruption laws, and ensure that our vendors do the same in the conduct of our business.

Even beyond these laws, Amryt will not tolerate attempts to improperly influence public or private individuals to secure a favourable advantage to Amryt's interests.

Anti-Trust Laws and Unfair Competition

Amryt is committed to the principle of full and fair competition, and we expect our employees to comply with anti-trust laws and competition laws everywhere we do business. These laws generally prohibit agreements between competitors that relate to price or terms and conditions of sale or that create any other hindrance to full and fair competition.

Business Intelligence

Business intelligence about other companies, if collected by lawful and ethical means, may be a valuable source of information. We expect that each of our employees and any vendors we engage will only use ethical and legal means to gather business intelligence.

Insider Trading

Insider trading laws generally make it illegal for a person to buy or sell stock or other securities of a company while in possession of material, non-public information related to the company. Insider trading laws also typically make it illegal for a person to share material, non-public information about the company with others who may trade on the basis of that information or to make recommendations as to trading while in possession of material, non-public information (this is referred to as 'tipping'). These illegal activities are referred to as 'insider trading.' Insider trading laws apply not only to trading in Amryt stock while in the possession of material, non-public information about Amryt, but also to trading in the stock of any of our vendors, customers or other business partners while in the possession of material, non-public information about the other company that you learn through your business activities at Amryt.



Amryt will not tolerate attempts to improperly influence public or private individuals to secure a favourable advantage.



Information is typically considered to be ‘material’ if a reasonable investor would consider the information important in deciding whether to buy or sell stock or other securities. Examples may include: financial results; results of clinical trials; key decisions of regulatory authorities; major changes in financial guidance; key business development deals; a possible merger or acquisition; major litigation; or other major developments affecting our business. Information is generally considered to be ‘non-public’ until the information has been disclosed in an Amryt press release or has been disclosed during a webcasted Amryt investor conference call.

These prohibitions apply to all of our directors, officers and employees, and to those consultants or contractors who have access to material, non-public information about Amryt, and to spouses, significant others, children, parents or other family members of such persons who live in the same household.

Integrity of Books and Records

The integrity, reliability and accuracy of our books, records, financial statements and disclosures are fundamental to our business. Amryt is committed to providing its stockholders with fair, complete and accurate information about our financial condition and results of operations as required by law.

All of our employees play a role in ensuring that our books, records, financial statements and disclosures fully and accurately reflect our business and results.

Communications with Investors and the Media

As a publicly-traded company, Amryt has a responsibility to properly manage the flow of information to its investors, the investment community, the media and the general public in a way that ensures the information is accurate, and is disclosed in a manner that is consistent with applicable laws and regulations.

Only designated members of senior management and/or other authorised employees in the Investor Relations or Corporate Communications functions are authorised to speak to investors, financial analysts, reporters and other members of the media.

Do not speak to an investor, financial analyst, the media or anyone acting in a similar capacity about Amryt, or respond to an inquiry about Amryt from any such person unless you are authorised to do so by the CEO or the CFO. Refer all enquires to the CEO or CFO.



Our employees play a role in ensuring that our records fully and accurately reflect our business and results.

Government Investigations

Amryt's activities are regulated by a number of different governmental agencies. As a result, we expect that we will, from time to time, receive requests for information from these governmental agencies, and that our facilities will be subject to governmental inspections. Amryt has a responsibility to cooperate with government authorities in connection with requests for information and facility visits and inspections.

Political Activities and Contributions

European and local country laws regulate a company's ability to make political contributions and to engage in political activities, including lobbying. Accordingly, all political contributions proposed to be made with Amryt's funds, and all lobbying activities on Amryt's behalf, must be coordinated through and approved by the Legal team or approved through other procedures that may be adopted from time to time by Amryt.



All political contributions must be coordinated by the Legal team.





WE ASSIST THOSE SEEKING INFORMATION OR REPORTING PROBLEMS

Amryt ensures that the principles of the Code are enforced in an environment that enables those covered by the Code to clarify its directives and to raise concerns without fear of retaliation. To achieve these aims, we:

- » Provide clarity of the hierarchy of the Code in the context of area-specific guidance
- » Encourage those who sense that misconduct may occur to report their concerns internally
- » Provide mechanisms for reporting misconduct anonymously
- » Protect the reputation of those who need to report ongoing or potential misconduct under the Code.

SEEKING HELP AND REPORTING PROBLEMS

Communication of Code

All directors, officers and employees will be supplied with a copy of this Code upon the later of the adoption of the Code and beginning service with Amryt. Updates of the Code will be provided from time to time. A copy of this Code is also available to all directors, officers and employees by request made to HR and/or Legal teams or by accessing the Company's website at www.AmrytPharma.com. Those responsible for interactions with our business partners are responsible for communicating this Code to them as relevant to their activities for Amryt.

Administration of Code

If there is a conflict between this Code and Amryt's more specific policies on a given topic, the more specific policy, as currently in effect, will govern.

Our Board of Directors, in conjunction with the Amryt Senior Management Team, is responsible for administering the Code.

Monitoring Compliance and Disciplinary Action

Amryt's management will take reasonable steps from time to time: (i) to monitor compliance with this Code, and (ii) when appropriate, to impose and enforce appropriate disciplinary measures for violations of this Code.

Disciplinary measures for violations of this Code may include, but are not limited to, counselling, oral or written reprimands, warnings, probation or suspension, with or without pay, demotions, reductions in salary, termination of employment or service and restitution.

Amryt's management will periodically report to the Board of Directors on these compliance efforts including, without limitation, periodic reporting of alleged violations of the Code and the actions taken with respect to any such violation.



All directors, officers and employees will be supplied with a copy of this Code upon the later of the adoption of the Code and beginning service with Amryt.

ASKING QUESTIONS, REPORTING CONCERNS AND RECEIVING ADVICE

Be Proactive

Every employee is encouraged to be proactive by asking questions, seeking guidance and reporting suspected violations of this Code and other Amryt policies and procedures, as well as any violation or suspected violation of any applicable law, rule or regulation arising in the conduct of Amryt's business or occurring on the Company's property.

If you have any questions about your obligations under the Code or the laws and policies that apply to your role, you should ask your manager, a member of the Legal team or Human Resources.

If any employee believes that actions have taken place, or may be taking place, or may be about to take place that violate or would violate the Code, he or she is obligated to bring the matter to the attention of the CEO. Failure to report a violation is itself a violation of this Code.

Managers are responsible for effectively managing and overseeing the business actions of the employees in their group, including in the area of compliance.

Seeking Guidance and Reporting Concerns and Violations

If you are an employee seeking advice on an ethics-related issue or you want to report a potential violation of the Code, the best starting point will usually be your supervisor.

However, if the conduct in question involves your supervisor or, if you have reported the conduct in question to your supervisor and do not believe that he or she has dealt with it properly, or if, for some other reason, you do not feel comfortable discussing the matter with your supervisor, you should raise the matter with the CEO or any member of the senior management team.

Any concerns or questions regarding accounting, internal accounting controls or auditing matters should be directed to the CFO.

Anonymity

When reporting suspected violations of the Code, Amryt prefers that the person making the complaint identify themselves to facilitate our ability to take appropriate steps to address the report, including conducting any appropriate investigation. We will use reasonable efforts to protect the identity of the person making the complaint, and to keep the particulars of any complaint confidential for as long as possible. In order to thoroughly investigate a matter, however, we may find it necessary to



Every employee is encouraged to be proactive by asking questions and reporting suspected violations.

share the identity of the person making the complaint and the particulars of the complaint with others, which we will do on a 'need-to-know' basis. We may also have to disclose such information to the persons against whom the complaint is made.

We recognise that some people may feel more comfortable reporting a suspected violation anonymously. In the event that the report is made anonymously, however, we may not have sufficient information to look into or otherwise investigate or evaluate the allegations. Accordingly, persons who make reports anonymously should provide as much detail as is reasonably necessary to permit us to evaluate the matter, and, if appropriate, to commence and to conduct an appropriate investigation.

Reporting to Government

Nothing in this Code is intended to prohibit an employee from reporting any suspicion of violation of law to any governmental agency, or from participating in any governmental investigation or procedures.

Cooperation in Investigations

Failure to cooperate in a company investigation of possible violations of the Code is a violation of the Code itself.

No Retaliation

Amryt expressly forbids any retaliation against any person who, acting in good faith, reports suspected misconduct whether or not the misconduct is confirmed by subsequent investigation. Any person who participates in any such retaliation is subject to disciplinary action, including possible termination.



Amryt expressly forbids any retaliation against any person who reports suspected misconduct.

WAIVERS AND AMENDMENTS

No waiver of any provisions of this Code for the benefit of a director or an executive officer (which includes without limitation, for purposes of this Code, the Company's principal executive, financial and accounting officers) will be effective unless:

(i) approved by the Board of Directors or, if permitted, a committee of the Board, and (ii) if applicable, such waiver is promptly disclosed to the Company's stockholders in accordance with applicable securities laws and/or the rules and regulations of the exchange or system on which our shares are traded or quoted, as the case may be.

Any waivers of the Code for other employees may be made by the CEO, the Board of Directors or, if permitted, a committee of the Board.

Amryt reserves the right to modify any aspect of its compliance programme, including this Code of Business Conduct and Amryt's other policies, at any time for any reason, and with or without notice. All amendments to this Code must be approved by the Board of Directors or a committee of the Board and, if applicable, must be promptly disclosed to the Company's stockholders in accordance with applicable laws and/or the rules and regulations of the exchange or system on which the Company's shares are traded or quoted, as the case may be.

ADOPTED BY THE BOARD OF DIRECTORS 27th JANUARY 2017



RECORD OF CHANGES TO THIS POLICY

Title: AMRYT PHARMACEUTICALS DAC CODE OF BUSINESS CONDUCT		POLICY NO. EU 001
LOG REVISION HISTORY		
VERSION	EFFECTIVE DATE	REASON FOR REVISION
02	29 APR 2021	UPDATE ADDRESS
01	15 FEB 2016	NEW POLICY DOCUMENT



Amryt Pharma

45 Mespil Road,
Dublin 4,
Ireland.