

**Addendum**  
**To the All Applicant's Certification**

This Addendum should be read alongside Bristol-Myers Squibb's All Applicants Certification (the "Applicants Certification") section of its Voluntary Disclosures for applicants (each a "Participant") of Bristol-Myers Squibb and its wholly owned subsidiaries (the "Company"). The purpose of the Addendum is to amend the Applicant's Certification in accordance with the requirements of the governing law in the country in which each Participant is based, as set out below. Unless otherwise defined in this Addendum, expressions defined in the Voluntary Disclosures and used herein shall have the meaning set out in the Voluntary Disclosures.

**AUSTRIA**

The following provision is hereby amended by the insertion of the words in italics below:

"I certify that the information which I have furnished on this application or otherwise in connection with my application for employment is true, accurate, and complete, *to the extent the employer may lawfully request such information*, and I understand that any misrepresentation or material omission may disqualify me from consideration for employment or may be grounds for termination of my employment, as permitted by law, should I become employed by Bristol-Myers Squibb. I also understand that employment is subject to verification of academic and past employment records."

**ARGENTINA**

The words 'benefits, and services' in the 'Employment at the will of Bristol-Myers Squibb' provision are hereby deleted.

**BELGIUM**

The following provision is hereby amended by adding the following words in italics:

"In keeping with Bristol-Myers Squibb's goal of maintaining a Drug Free Workplace, as part of the standard preplacement process all applicants for employment will be subject to drug screening urinalysis, as permitted by law. *I hereby consent to such drug screening.*"

**CHILE**

The first sentence in the 'Employment at the will of Bristol-Myers Squibb' provision is hereby amended by the addition of the following words in italics:

"I understand that, if employed, *and except as mandated by law*, policies, practices, procedures, benefits, services, and other materials given me are not intended to create or imply a contractual relationship between me and Bristol-Myers Squibb Company or any of its subsidiaries, and except as required by law, the Company and its subsidiaries reserve the right to amend or discontinue any policies, practices, procedures, benefits, and services at any time."

And the words 'at any time at their discretion' in the second sentence are hereby deleted and replaced with the words 'as permitted by law'.

**DENMARK**

The following provision is hereby amended by the insertion of the words in italics below:

"In keeping with Bristol-Myers Squibb's goal of maintaining a Drug Free Workplace, as part of the standard preplacement process all applicants for employment will be subject to drug screening urinalysis, as permitted by law *and/or collective bargaining agreement.*"

The second sentence of the 'Truthfulness of information furnished' provision is hereby amended by the insertion of the following words in italics below:

"I also understand that employment is subject to verification of academic and past employment records, as permitted by law, *and I herewith consent to such verification.*"

**ITALY**

The following provision is hereby amended by the insertion of the words in italics below:

"Age Certification: I certify that I am at least 18 years of age *or that I am at least 16 years of age and I have completed the compulsory education period.*"

The words 'at their discretion' in the 'Employment at will of Bristol-Myers Squibb' provision are hereby deleted and replaced with the words 'according to the law and'.

The following provision is hereby inserted:

"Privacy: In compliance with the Italian Legislative Decree no. 196/2003, I hereby authorize Bristol-Myers Squibb to use and process my personal details contained in this document and in any other document I will provide for the purposes of the selection process, including my curriculum vitae."

#### **NETHERLANDS**

The first sentence of the 'Truthfulness of information furnished' provision is hereby deleted and replaced with the following words:

"I certify that the information which I have furnished on this application is true, accurate, and complete, and I confirm that I have provided all the information which might be of importance for my application. I understand that any misrepresentation or material omission may disqualify me from consideration for employment or may be grounds for termination of my employment should I become employed by Bristol-Myers Squibb."

The second sentence of the 'Truthfulness of information furnished' provision is hereby amended by the insertion of the following words in italics below:

"I also understand that employment is subject to verification of academic and past employment records, as permitted by law, *and I herewith consent to such verification.*"

#### **SWITZERLAND**

The words 'at their discretion' in the 'Employment at will of Bristol-Myers Squibb' provision are hereby deleted and replaced with the words 'in compliance with the applicable law'.

#### **UNITED KINGDOM**

The following provision is hereby amended by adding the following words in italics:

"In keeping with Bristol-Myers Squibb's goal of maintaining a Drug Free Workplace, as part of the standard preplacement process all applicants for employment will be subject to drug screening urinalysis, as permitted by law. *I hereby consent to such drug screening.*"

#### **VENEZUELA**

The following provision is hereby amended by adding the following words in italics:

"In keeping with Bristol-Myers Squibb's goal of maintaining a Drug Free Workplace, as part of the standard preplacement process all applicants for employment will be subject to drug screening urinalysis, as permitted by law. *I hereby consent to such drug screening.*"

The words 'at their discretion' in the 'Employment at will of Bristol-Myers Squibb' provision are hereby deleted and replaced with the words 'as permitted by law'.

#### **PUERTO RICO**

The following provision is hereby amended by adding the following words in italics:

"*Since August 1, 2011 and* in keeping with Bristol-Myers Squibb's goal of maintaining a Drug Free Workplace, as part of the standard preplacement process all applicants for employment will be subject to drug screening urinalysis, as permitted by law, *including Puerto Rico Act 59.*"