

Perrigo – Modern Slavery Statement – Reporting Year 2024

About Perrigo

Perrigo Company plc (NYSE: PRGO) is a leading self-care company with more than a century of providing high-quality health and wellness solutions to meet the evolving needs of consumers. At Perrigo, we place people and principles at the core of everything we do. We reflect our Code of Conduct and our values in every action.

As one of the originators of the over-the-counter ("OTC") self-care market, Perrigo is led by its vision *"To Provide The Best Self-Care For Everyone"* and its purpose to *"Make Lives Better Through Trusted Health and Wellness Solutions, Accessible To All"*.

Group Statement and Structure

Perrigo is a publicly traded Irish corporation headquartered in Dublin Ireland. We currently operate in over 32 countries including the United States, United Kingdom, most European nations, and parts of Asia Pacific. For more information, visit Perrigo online at <http://www.perrigo.com>.

Perrigo ended 2024 with production sites in 7 countries after having divested our Australian manufacturing operations in late 2024. Our extensive supply chain, which sources products, raw materials, and packaging from partners worldwide, reflects our dedication to fostering ethical, sustainable, and fair practices.

The following commitment and statement on Modern Slavery is a group statement, pertaining to Perrigo Company plc and its multiple global subsidiaries underscoring our unwavering commitment to fighting modern slavery and human trafficking. In preparation of this statement and throughout the reporting year, Perrigo's corporate Ethical & Social Compliance team engaged with responsible staff within the reporting entities covered by this statement. This includes regular meetings, reviews of audit reports and on-site visits, and escalations of all pertinent activities.

Human Rights Statement and Commitment

Human Rights is a basic principle and value for Perrigo. Our business is based upon the concept of making lives better, and this starts with how our products are made. Perrigo is proudly committed to Human Rights and strives to operate with the highest standards of integrity and excellence. The scope of this commitment applies to all employees of Perrigo globally, as well as any contractors, suppliers, and other third-parties doing business on our behalf.

As in previous years, Perrigo maintains a zero-tolerance stance on any form of human rights abuse, unlawful discrimination, or exploitation. This includes but is not limited to human trafficking and modern slavery, child and prison labour, dangerous working conditions, and other forms of exploitation.

Perrigo's policies and commitments to Human Rights and programs to prevent Modern Slavery remain consistent with previous years. Our [Global Human Rights Policy](#) represents Perrigo's central commitment to Human Rights and is the underlying basis of our related policies. Perrigo's [Supplier Ethical Standards](#) applies to all subsidiaries and suppliers. It outlines and details our requirements for suppliers and business partners, and explicitly prohibits the use of child, forced or trafficked labour of any kind, among many other health, safety, and ethical labour requirements.

Similarly, our [Code of Conduct](#) forms the cornerstone of our operations. These values, embedded in our corporate Code of Conduct, are complemented by tailored policies at the subsidiary level, ensuring a unified and robust approach to human rights and ethical practices. Perrigo policies and codes are monitored and updated with regular frequency.

Perrigo's annual Sustainability Report provides additional updates and context on our Human Rights commitment and can be found on Perrigo.com. Additionally, for more on our corporate human rights commitment, visit: <https://www.perrigo.com/our-commitment-human-rights>

Due Diligence, Risk Assessment, & Mitigation

Perrigo's Ethical and Social Compliance (E&SC) program applies rigorous due diligence to identify and/or prevent human rights issues from entering our supply chain, as well as remediates any issue that may have been identified.

For Perrigo owned plants and operations, all employees are trained on, and expected to adhere to, our Code of Conduct, Global Non-Discrimination and Anti-Harassment Policy, and other related policies. Perrigo also employs the use of a third-party grievance and whistleblowing line where employees may anonymously report a concern, consistent with local law. Concerns are formally reviewed and investigated per a defined procedure, while anonymized summary data is reviewed for continual improvement. These are in addition to dedicated ethics and human resource representatives, at both the local and corporate level, as well as periodic third-party audits.

Perrigo's E&SC program is specific to suppliers and business partners around the globe. It starts with the Supplier Ethical Standards, which is distributed to all suppliers globally to ensure Perrigo's expectations are communicated. As new supplier partners enter Perrigo's supply chain, they undergo a risk assessment, which takes into consideration the brand, label, product, the production activity that occurs, and the country in which production occurs. Results of this assessment may initiate a prequalification audit as part of due diligence, as well as, or in addition to, a self-assessment.

Due to the nature of the store brand, OTC business, which constitutes approximately 50% of Perrigo net sales, Perrigo is also subject to various ethical trade requirements from retailer customers. Customer standards also prohibit illegal and unethical activities, such as modern slavery, with many requiring additional audits.

Perrigo continues to monitor our supply chain for potential areas at higher risk for labour abuses. Although we have significantly reduced the amount of palm oil used in our products, we still identify the sourcing of palm oil as higher risk. To mitigate risks associated with palm oil, Perrigo has maintained our Roundtable on Sustainable Palm Oil (RSPO) Certification since 2018. Through RSPO certification, Perrigo ensures traceability of sustainably sourced palm oil, significantly reducing the risk of labour abuses in our supply chain and in palm harvesting communities. For our suppliers in higher risk regions, Perrigo collaborates directly with these suppliers to ensure they have systems in place to meet our Supplier Ethical Standards, that they engage with us on social compliance topics, and they provide audit results from their production facilities.

Remediation

Perrigo has not detected indicators of forced or child labour in our supply chain and therefore has not had to perform any direct remediation. However, we expect and work with all our business partners to remediate any issues that do not meet our Supplier Ethical Standards when discovered through our monitoring processes. Perrigo has also developed a Child Labor Remediation Policy to be followed in the unlikely event that child labour be discovered in our facilities or our supply chain.

Training

All employees receive mandatory training on Perrigo's Code of Conduct, including how to use the third-party ethics hotline, the Global Non-Discrimination and Anti-Harassment Policy, and any other pertinent ethical or human resource policy at the start of employment, and on a regular pre-determined frequency throughout their employment. Training is generally documented in an electronic Learning Management System, which helps ensure no employee is overlooked. To reinforce our expectations against modern slavery and other human rights violations, relevant directors, employees, and suppliers are provided additional training, materials, and support as appropriate.

2024 Program Update

In 2024, Perrigo's supply chain completed more than 230 third-party ethical/social audits, participated in over 70 supplier visits by Perrigo staff, and completed 100+ self-assessments. Sedex/SMETA continued to be our most frequent and preferred audit protocol.

Our ethical audit program is ever evolving, and we continually identify opportunities for improvement through our audit findings. During 2024, no instances of modern slavery or child labor were reported. We continued to work with suppliers to correct non-conformances which did not meet Perrigo's Ethical Standards and to promote best practices.

Perrigo continues to engage with suppliers via Sedex and in 2024 consolidated our multiple Sedex accounts under a single corporate account. This consolidation allows for easier access to supply-chain wide analytics including audit analysis, self-assessments, and findings data.

Perrigo maintained its membership in the Pharmaceutical Supply Chain Initiative (PSCI) in 2024 and continued to engage in various committees and topic teams. PSCI's purpose is to bring together members to define, establish, and promote responsible supply chain practices, human rights, environmental sustainability, and responsible business. We communicate and adhere to the PSCI Principles for Responsible Supply Chain Management through our Code of Conduct and Supplier Ethical Standards. Membership in PSCI continues to give Perrigo insight into the global pharmaceutical supply chain and provides industry specific risk mitigation tools and strategies.

This statement has been approved by the Board in their role as principal governing body and signed and approved by Patrick Lockwood-Taylor as a responsible member and is made pursuant to relevant legal requirements within the United States, Section 54(1) of the U.K. Modern Slavery Act 2015, Section 13 of the Australian Modern Slavery Act 2018, and Section 11(4)(a) of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, which constitutes Perrigo's slavery and human trafficking statement for the financial year ending 2024.

Patrick Lockwood-Taylor
President and Chief Executive Officer
Perrigo Company plc
April 15, 2025