

## PURPOSE

The purpose of this Climate policy is to define and reflect our commitment to taking meaningful and sustainable actions to address climate change and related environmental issues associated with our business. We consider this commitment an important and consistent part of our Corporate Vision to “making lives better by bringing Qualify, Affordable Self-Care products that consumers trust everywhere they are sold.”

## OUR POSITION & REQUIREMENTS

According to NASA, there is “unequivocal evidence that Earth is warming at an unprecedented rate, with human activity as the principal cause”<sup>i</sup>. Additionally, the United Nation’s Intergovernmental Panel on Climate Change (IPCC) states, “Since systematic scientific assessments began in the 1970s, the influence of human activity on the warming of the climate system has evolved from theory to established fact.”<sup>ii</sup> As such we acknowledge that climate change is real, and we are committed to mitigating the risks and impacts associated with it, while better managing the environmental impact of our operations.

Consistent with our core values, we expect all employees to understand and make decisions that support our climate goals and sustainability commitments. In addition, we will also endeavor to do business with companies, including those third parties involved in our supply chain, that share in this responsibility to mitigate their climate risks and environmental impacts.

## OUR GOALS & COMMITMENTS

We are committed to achieving, as a global organization, net-zero carbon emissions by 2040. As part of this commitment, we update and maintain a set of goals and targets on the following:

- The use of renewable energy
- The reduction of energy, water and greenhouse gas emissions
- The recyclability and use of recycled content in our packaging
- The reduction and reuse of plastic
- The prevention of deforestation through RSPO certified palm oil, sustainable forestry initiatives and related certifications
- The responsible and sustainable sourcing of goods and services

We are additionally committed to:

- Transparency of our climate-related risks, impacts and performance
- Enabling and improving sustainability behaviors and associated habits both inside and outside of the office
- Advocating for change within our global supply chain, which includes engaging and collaborating with suppliers and other business partners on their climate impact
- Integrating climate and other sustainability topics into decision-making processes

## GOVERNANCE

Our Board of Directors, through the Nomination and Governance Committee, is responsible for the oversight of sustainability and environmental matters, and our executive leadership team maintains goals and objectives designed to meaningfully address climate and sustainability risks and issues.

This policy has been reviewed and approved by Perrigo's Compliance & Corporate Values Committee and applies to all Perrigo colleagues, business units, subsidiaries, and joint ventures.

## SUPPORTING PERRIGO POLICIES & STANDARDS

- Perrigo Code of Conduct
- Global Environmental Health & Safety Policy
- Supplier Ethical Standards

## REPORTING POTENTIAL MISCONDUCT

If you believe that this policy is being or may be violated, you are requested to report it through the following Direct or Indirect reporting channels:

- **Direct reporting channels**
  - Supervisors, Managers or Senior Employees, Human Resources Department, the Global Compliance & Privacy team, the Legal team
- **Indirect reporting channels** - available in all local languages where Perrigo has operations.
  - the online reporting tool at [Ethicshotline.Perrigo.com](https://ethicshotline.perrigo.com)
  - the 24/7 hotline - local telephone numbers available at [Ethicshotline.Perrigo.com](https://ethicshotline.perrigo.com)

Perrigo prohibits retaliation against those who report in good faith, oppose or participate in an investigation of alleged violations of this Policy.

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### Sources:

<sup>i</sup> [NASA: Evidence | Facts – Climate Change: Vital Signs of the Planet \(nasa.gov\)](https://climate.nasa.gov/evidence/)

<sup>ii</sup> [United Nations: IPCC — Intergovernmental Panel on Climate Change](https://www.ipcc.ch/)