

1. PURPOSE

The purpose of this Diversity, Equity, and Inclusion Policy ("Policy") is to promote equity and set clear expectations about Perrigo's commitment to cultivating and preserving a workplace culture that recognizes and respects diversity and promotes inclusion to ensure that all colleagues feel welcomed, engaged, valued, and respected.

This Policy seeks to achieve its Purpose by prioritizing topics that are relevant globally, based on dimensions of diversity, including without limitation, communication styles, education levels, work styles, work experience, personality preferences, race, ethnicity, origins, gender orientation/identity, abilities, and religion.

2. SCOPE

This Policy applies to all Perrigo Personnel ("Personnel"), including employees ("colleagues" or "associates"), temporary employees, contractors, consultants, operating groups, and subsidiaries worldwide.

Perrigo's Diversity, Equity, and Inclusion ("DEI") initiatives apply to, but are not limited to, policies and practices related to recruitment and selection, compensation, professional development, promotions, transfers, social programs, layoffs, separations, marketing practices, supplier and customer partnerships, community engagements, and the ongoing development of a discrimination and harassment-free workplace culture built on equity and inclusion

Consistent with Perrigo's Code of Conduct, geopolitically based conflict, such as conflict between countries and/or conflict rooted in politics, are not within the scope of this Policy. Perrigo's Diversity, Equity, and Inclusion ("DEI") initiatives are not intended to limit Personnel's ability to participate in the political process. In fact, Perrigo encourages Personnel to exercise their rights to participate in the political process, and it is important that they do so as individuals, without suggesting Perrigo's support, in a responsible manner and in compliance with all applicable laws. Please access the Code of Conduct (link in section 7 below) for more information regarding political activity.







3. EMBRACING DIVERSITY & PROMOTING EQUITY

Perrigo's core values of **Integrity**, **Respect**, **Responsibility**, and **Curiosity** and its **Code of Conduct** establish the standard for how our colleagues should interact with each other. Individual colleague differences, life experiences, knowledge, inventiveness, self-expression, and unique abilities and talents shape Perrigo's culture, make it an employer of choice, and strengthen its ability to connect with the equally diverse consumers it serves.

Perrigo embraces colleagues' diversity in race, ethnicity, color, age, sex, sexual orientation, religion, national origin, citizenship status, genetic information, height, weight, disability, marital status, veteran status, gender identity, gender expression, and other unique characteristics.

Perrigo also focuses on "equity" by working to identify and remove barriers and provide access to opportunities in the workplace for as many colleagues as possible.

4. DIVERSITY, EQUITY, AND INCLUSION GUIDING PRINCIPLES

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|  | Workforce | We desire to employ a highly engaged, skilled, and performance-focused workforce that reflects the diverse consumers we serve around the world. |
|  | Workplace | We will cultivate and preserve a culture that embraces diversity and promotes equity and inclusion, which strengthens Perrigo's position as an employer of choice. |
|  | Leadership | We are committed to attracting and developing leaders who have the knowledge, skills, and ability to inclusively lead a diverse workforce. |
|  | Consumers | We are committed to understanding and supporting the unique needs of the diverse consumers we serve. |
|  | Suppliers | We will actively seek partner organizations that share Perrigo's values and operate with integrity and respect in alignment with our Supplier Ethical Standards. |
|  | Community | We are committed to the communities in which we do business and desire to demonstrate that commitment through involvement and support, where possible. |

5. INCLUSIVE BEHAVIOR

All Perrigo colleagues are expected to treat each other with dignity and respect and to engage in inclusive behavior in and outside of work, including at Perrigo-sponsored and attended events. Inclusive behavior can be demonstrated by the following:

- **Collaborativeness** - actively collaborates, shares honest perspectives for the benefit of the business, and demonstrates teamwork
- **Open-mindedness** – actively seeks other's perspectives, listens to views different than own and is curious about the journey of others.
- **Self-awareness** – aware of one's own behaviors and actions and how they both impact and are being received by others
- **Authenticity** – acknowledge the thoughts and feelings of others and demonstrates vulnerability by admitting mistakes and righting wrongs.
- **Cultural Awareness** – actively considers cultural diversity and is willing to modify individual behavior to work effectively with others, especially in cross cultural settings.

6. REPORTING CONCERNS

Colleagues who are aware of violations of this Policy or believe they have been subjected to illegal discrimination, harassment, or retaliation can report such violations and concerns to a leader, Human Resources representative, or through EthicsPoint, Perrigo's confidential third-party administered complaint hotline, at [Ethicshotline.Perrigo.com](https://ethicshotline.perrigo.com)

Perrigo will investigate suspected violations of this Policy. Violations of this Policy may result in disciplinary action, up to and including separation of employment or contract.

7. RELATED DOCUMENTS

Please refer to Inside Perrigo ([Global Policies](#)) for the following related policies:

- Code of Conduct
- Global Anti-Harassment and Non-Discrimination Policy
- Whistleblower Policy
- Supplier Ethical Standards
- Social Media Guidelines

Reference Perrigo's DEI (Diversity, Equity, and Inclusion) page - [Link](#)

Reference Perrigo's Culture Framework and Career Success Drivers – [Link](#), [Link](#)

8. VERSION CONTROL

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| VERSION NO. | VERSION 1.0 |
| DEPARTMENT | Human Resources / Diversity & Inclusion |
| REVIEW DATE | 27 June 2022 |
| EFFECTIVE DATE | 17 October 2022 |
| APPROVED BY | Compliance and Corporate Values Committee (CCVC) |