

## PURPOSE

The purpose of this Policy is to clearly define Perrigo's commitment to supporting human rights. Perrigo believes that all people deserve to be treated fairly, respectfully, and provided a safe and positive work environment that recognizes fundamental human rights and needs. This recognition of human rights is consistent with our core values of Integrity, Respect, Responsibility, and Curiosity.

## SCOPE

This Global Human Rights Policy applies to all workers, including employees, temporary employees, contractors, consultants, operating groups, subsidiaries, and departments ("Perrigo Personnel"). Any third party with Perrigo or working on Perrigo's behalf, such as suppliers, agents, and business partners, are also expected to adhere to this Policy.

Our Policy is guided by the United Nations Guiding Principles on Business and Human Rights and the International Bill of Human Rights, as well as recognition of the International Labour Organization Declaration on Fundamental Principles and Rights at Work.

## OUR GOALS & COMMITMENTS

Our goal is to maintain a best-in-class ethical supply chain free from any form of human rights abuses. We will work to accomplish this goal through responsible sourcing, engaging our supply chain, identifying risk, providing access to remedy through the use of our third-party reporting mechanism EthicsPoint, and exercising due diligence, including but not limited to, implementing ethical and social audits both internally and externally.

Our commitment to human rights is integrated within and communicated through several key policies. Specifically, our expectations for Perrigo Personnel are set forth in the Perrigo Code of Conduct, Global Non-Discrimination and Anti-Harassment Policy, Global Environmental Health & Safety Policy, and Global Diversity, Equity & Inclusion Policy. Our expectations for our suppliers and business partners, as well as their suppliers and business partners, are set forth in our Supplier Ethical Standards.

Consistent with our Core Values, we expect all Perrigo Personnel to understand and make decisions that adhere to our human rights commitments. In addition, we expect that the third parties involved in our supply chain, as well as other companies with whom we do business, to follow our Supplier Ethical Standards and to comply with all applicable human rights regulations and requirements.

## REPORTING PROCEDURES

If you believe that this Policy is being 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, the CSR & Sustainability team

Indirect reporting channels - available in all local languages where Perrigo has operations:

- Online reporting tool at [Ethicshotline.Perrigo.com](https://Ethicshotline.Perrigo.com)
- 24/7 hotline - local telephone numbers available at [Ethicshotline.Perrigo.com](https://Ethicshotline.Perrigo.com)

## SUPPORTING POLICIES & STANDARDS

- Perrigo Code of Conduct
- Global Environmental Health & Safety Policy
- Global Anti-Harassment and Non-Discrimination Policy
- Global Diversity, Equity, and Inclusion Policy
- Supplier Ethical Standards
- Modern Slavery Statement
- UN Sustainable Development Goals Commitment