



# SUPPLIER ETHICAL STANDARDS

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Perrigo's vision is to make lives better, by bringing quality, self-care products™ that consumers trust, everywhere they are sold. Pursuant to this vision, Perrigo is guided by its Core Values:

- Integrity – We do what is right
- Respect – We demonstrate the value we hold for one another
- Responsibility – We hold ourselves accountable for our actions

Perrigo believes that ethical, social and environmental responsibilities are essential elements of its values. Perrigo therefore seeks to develop relationships with its suppliers who abide by these expectations and when necessary, Perrigo will work with suppliers toward continual improvement.

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## 1. SUPPLIER ETHICAL STANDARDS INTRODUCTION

The Supplier Ethical Standards define the guiding principles that Perrigo expects its sites and suppliers to follow with regards to its social and environmental responsibilities, legal and ethical business practices, and Corporate Governance. Perrigo is committed to implementing these principles throughout the supply chain, by partnering and auditing its suppliers.

To the extent that any supplier is subject to other written local standards or requirements relating to this Supplier Ethical Standards; the more stringent standards or requirements should be implemented. Perrigo may monitor activities through on-site inspections, certifications and third-party assessments. Suppliers may not use subcontractors to produce Perrigo products or components without Perrigo's written pre-approval and must ensure these subcontractors are provided with and comply with this Supplier Ethical Standards.

## 2. SOCIAL RESPONSIBILITY

### Modern Slavery and Human Trafficking

Perrigo has a zero-tolerance stance on Modern Slavery and Human Trafficking. All employment must be freely chosen, and all labor must be voluntary. Perrigo has a strict zero tolerance policy of employment of children/underage, slave, forced, bonded, indentured, or any form of illegal labor. Suppliers and associated sub-contractors shall not engage in or support the trafficking of human beings in any way. Suppliers must implement procedures to ensure they comply with the most stringent laws on slavery and human trafficking, regardless of location. Workers must be allowed to maintain control over their identity documents and must be free to leave their employer after a reasonable and lawful notice.



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Suppliers must not employ any person younger than the applicable legal minimum age for working or sixteen years of age, whichever is greater. Children and young persons under eighteen must not be employed in hazardous conditions.

## **Respect and Dignity**

Suppliers must treat all employees with respect and dignity. Employees must not be subject to corporal punishment, physical, sexual, psychological, financial or verbal harassment or abuse in any form.

## **Working Conditions**

Suppliers must be committed to providing a clean, safe and healthy working environment, designed to prevent accidents and injury during work. Suppliers must provide employees, including new or reassigned workers, regular and recorded health and safety training.

The work environment must comply with applicable laws and regulations including access to clean restrooms, potable water, sanitary areas for food storage, adequate medical facilities, safety personal protective equipment, well-lit and workstations that are adequate. In addition, suppliers will ensure safe storage of chemicals and robust fire safety and prevention programs, including but not limited to emergency plans with clear and accessible aisles and exits and which employees are made aware.

## **Work Hours and Compensation**

Suppliers must fairly compensate their employees by paying wages and providing benefits that meet or exceed the applicable, legally mandated minimum requirements in the country in which the suppliers operate. Employees should be provided with a clear, written account of each pay period that reflects any wage deductions made in compliance with applicable laws.

Suppliers must maintain reasonable work hours for employees in compliance with any required standards or applicable local laws, whichever is the most stringent. Employees must be permitted to have reasonable days off and applicable leave of absence privileges.

## **Discrimination and Equal Opportunity**

Perrigo respects and supports diversity in all its forms. Terms and conditions of employment should be based on an individual's skills and ability to do the job, and not on personal characteristics or beliefs of those making the decision whether to hire an individual. Perrigo's suppliers must not discriminate against their employees in hiring practices or any other term or condition of work based on race, age, color, racial origin, gender, sexual orientation, religion, disability, political opinion, social or origin, or other similar factors.

## **Immigration Law**

Suppliers must employ only workers with a legal right to work by verifying original documentation (not photocopies) before workers can begin employment. Suppliers should have procedures in place to demonstrate compliance. Suppliers should have access to documentation and periodically audit any employment agencies from which suppliers obtain employees to monitor compliance.

## **Freedom of Association**

Suppliers must recognize and respect the legal right of workers to freely associate (or not associate) with any group, such as collective bargaining groups or unions, if such groups are legal in their own country. Suppliers must not discriminate against workers' representatives and must allow them to carry out their representative functions in the workplace.

## **Community Engagement**

Perrigo is committed to the communities in which it operates. Perrigo supports local communities through charitable donations and volunteerism to improve educational, cultural, economic and social well-being. Perrigo values suppliers that reflect this commitment to their communities, and that demonstrate community engagement through volunteering, philanthropy and public-private partnerships which have a positive and enduring effect on the communities in which they operate.

## **3. LEGAL AND ETHICAL BUSINESS PRACTICES**

Perrigo will conduct business only with reputable companies that display ethical and responsible legal practices. Suppliers and business partners must comply with applicable local and national laws, regulations and other pertinent industry standards. If industry practices conflict with applicable laws or regulations, suppliers must, at a minimum, comply with the applicable legal requirements.

### **Conflicts of Interests and Gifting**

Suppliers must prevent conflicts of interest or compromising conduct in relationships, actions and communications, and disclose any personal relationship with Perrigo employees. Suppliers must not give or receive gifts or gratuities other than those that are nominal in value.

### **Anti-Corruption**

Suppliers must not give or receive bribes or improper payments of any kind either directly or indirectly through a third party. Suppliers must comply with all anti-corruption laws, including those that prohibit the payment, promise, offer or authorization of money, gifts or other items of value gain an improper business advantage. Additionally, any interactions with Government Officials must strictly follow all applicable laws and regulations.

### **Confidentiality and Privacy**

Suppliers must safeguard any Perrigo's confidential or proprietary information and comply with applicable privacy laws including the EU General Data Protection Regulation (GDPR), and any other local privacy regulations. Our suppliers must respect, protect and secure Perrigo's intellectual property, personal data, and other confidential information. Suppliers will not use Perrigo or any affiliates name or marks without Perrigo's prior written consent.

### **Clinical Trials**

Perrigo upholds ethical, scientific and clinical standards throughout the globe and expect our suppliers to do the same. All studies must be designed and conducted in accordance with applicable laws and regulations and globally recognized principles of international ethics to ensure the safety of subjects who participate in clinical trials.

### **Animal Wellness and Testing**

Suppliers are to ensure animals are treated respectfully and take a zero-tolerance stance on animal cruelty. As a standard practice and commitment to our stakeholders, Perrigo will pursue alternative means of testing whenever scientifically valid and acceptable to regulators. Suppliers must adhere to this standard and immediately disclose any intent to conduct animal testing.

## 4. ENVIRONMENTAL RESPONSIBILITY

### **Environmental Laws and Regulations**

Our suppliers must comply with all applicable environmental practices, laws and regulations.

### **Waste**

All waste should be disposed of in an environmentally responsible manner, and in accordance with local regulations. Reducing, reusing and recycling materials and waste should be pursued wherever possible.

### **Emissions and Discharges**

Suppliers must measure and report any water and air discharges in accordance with local requirements and follow all regulatory guidelines. Suppliers should strive to reduce these emissions wherever possible. Perrigo also strongly encourages, and may require, suppliers to track their Greenhouse Gas emissions and set targets to reduce them.

### **Reporting**

All suppliers must comply with all local and regulation requirements. Perrigo encourages, and may require, suppliers to better understand their environmental impact, seek to reduce their impact, and provide transparency through public reporting.

### **Regulated Substances**

Suppliers must have systems in place to identify, control, and disclose to Perrigo any regulated or hazardous chemicals being used, as well as confirming where such hazardous chemicals are being used.

### **Sustainable Materials**

Suppliers must responsibly source materials and components, seeking sustainable options where possible or where required. This includes, but is not limited to, wood fibers sourced from sustainably managed forests, the use of Certified Sustainable Palm Oil (CSPO), and responsible sourcing of Tin, Tungsten, Tantalum, and Gold (Conflict Minerals).

## 5. GOVERNANCE AND GOOD MANUFACTURING PRACTICES (GMP)

### **Customs Clearance**

Commercial invoices and attachments provided by our suppliers for customs clearance must contain all required information to ensure proper declarations and payment of duties, taxes and fees. Failure to supply complete and accurate commercial invoices may result in cancellation of orders and/or rejection of products/materials.

### **Management Systems**

Suppliers are expected to have appropriate training, knowledge and systems to meet the expectations described in this Supplier Ethical Standards.

### **GMP**

Suppliers must follow current Good Manufacturing Practices for methods used in, and the facilities or controls used for, the manufacturing, processing, packing, or holding of all products, materials, active ingredients, excipients and components manufactured for, or distributed to, Perrigo. These practices ensure that such drug products meet strict regulatory consumer requirements for safety and have the



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identity and strength and meet the quality and purity characteristics that such drug products is purported or represented to possess.

## **Labeling**

Suppliers must comply with applicable labeling laws and regulations of the countries in which the products, materials, active ingredients, excipients or components are distributed.

## **6. FACILITY SECURITY & INSPECTION REQUIREMENTS**

### **Facility Security**

Suppliers must maintain adequate security at all production and warehousing facilities to protect product quality and integrity throughout the supply chain and during transport. Suppliers must also establish facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments. Such items include, but are not limited to, illegal drugs, biological agents, explosives, weapons, radioactive materials and any other contraband. Written security procedures must be maintained to demonstrate adequate security controls.

### **Inspection Requirements**

Suppliers must maintain adequate records and permit Perrigo, or its designees / affiliates, the right to conduct unannounced inspections of the suppliers' facilities and records. Suppliers must allow Perrigo representatives access to production facilities. Suppliers are also required to fully disclose to Perrigo all material facts relating to production, including the use of subcontractors. In addition, suppliers must respond promptly to reasonable inquiries by Perrigo representatives concerning the subjects addressed in the inspections.

IF AT ANY TIME A SUPPLIER OR ONE OF ITS EMPLOYEES BELIEVES A PERRIGO EMPLOYEE HAS VIOLATED THESE GUIDELINES, THE SUPPLIER MUST REPORT THIS CONCERN IMMEDIATELY TO PERRIGO'S COMPLIANCE HOTLINE AT [www.perrigo.ethicspoint.com](http://www.perrigo.ethicspoint.com)

THE PRINCIPLES CONTAINED IN THIS SUPPLIER ETHICAL STANDARDS CONSTITUTE MINIMUM AND NOT MAXIMUM STANDARDS. PERRIGO ENCOURAGES SUPPLIERS TO EXCEED THE MINIMUM REQUIREMENTS WHERE POSSIBLE TO PROMOTE BEST PRACTICES AND CONTINUOUS IMPROVEMENT THROUGHOUT ALL OF THEIR FACILITIES.

### **PERRIGO RESERVES THE RIGHT TO CANCEL**

ALL CURRENT PURCHASE ORDERS WITH ANY SUPPLIER FOUND TO BE IN VIOLATION OF THE SUPPLIER ETHICAL STANDARDS.