

## Perrigo – Modern Slavery Statement – Reporting Year 2023

### About Perrigo

Perrigo Company plc (NYSE: PRGO) is a leading provider of Consumer Self-Care Products and over-the-counter (OTC) health and wellness solutions that 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 maintained production sites in 8 countries in 2023, predominantly in the United States. In addition, Perrigo maintains a prominent supply chain where we source products, raw materials, packaging, and other goods/services from partners and suppliers around the globe.

The following commitment and statement on Modern Slavery is a group statement, pertaining to Perrigo Company plc and its multiple global subsidiaries. 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 labor, dangerous working conditions, and other salient issues.

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 labor of any kind, among many other health, safety, and ethical labor requirements.

Similarly, our [Code of Conduct](#) applies to all employees and highlights our commitment, at a minimum, to adhere to our core values of Integrity, Respect, Responsibility, and Curiosity while complying with all laws and regulations in the jurisdictions in which we operate. Additional policies and procedures may also be available at the subsidiary level to further support and define any unique customer or business requirements beyond what is covered in our corporate codes. Perrigo policies and codes are monitored and updated with regular frequency.

Perrigo's annual Sustainability and ESG 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, Diversity, Equity and Inclusion Policy, 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 has identified two areas considered higher risk for potential labor abuses in our supply chain; the sourcing of palm oil and sourcing of a limited number of electronic products. 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 labor abuses in our supply chain and in palm harvesting communities. Regarding risks related to electronic products, Perrigo collaborates directly with our suppliers in these higher risk regions 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 labor 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 labor 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 Diversity, Equity, and Inclusion Policy, 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.

## **2023 Program Update**

Perrigo conducted more than 160 third-party ethical/social audits, more than 80 supplier visits, and over 100 self-assessments of its supply chain in 2023. Sedex/SMETA continued to be our most frequent and preferred audit protocol.

A variety of non-conformances continued to be identified during these audits, primarily in the area of Health, Safety, & Hygiene. No violations were found indicating modern slavery, child labor, or a related business critical finding. When non-conformances were identified demonstrating a supplier or site was not meeting Perrigo's Ethical Standards, corrective actions were put in place to remediate.

Perrigo's corporate E&SC team continues to engage with suppliers via Sedex and increased the number of linked suppliers in the system in 2023 by more than double. This is in addition to increased supplier monitoring by our regional teams in Europe and Asia. Sedex is the world's largest collaborative platform for companies to share responsible sourcing data and progress.

Perrigo continued its Pharmaceutical Supply Chain Initiative (PSCI) membership in 2023 with more Perrigo employees engaging in the organization's efforts. 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 2023.

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Patrick Lockwood-Taylor  
President and Chief Executive Officer  
Perrigo Company plc  
May 1, 2024