



Equal Employment Opportunity and Affirmative Action Policy Statement

Perrigo Company is committed to the principles of equal employment opportunity and to providing a work environment free of discrimination and harassment, where all employees can be fully utilized, make maximum contributions and reach their full potential.

All employment decisions at Perrigo are based on business needs, job requirements and individual qualifications, without regard to race, color, religion, age, sex, sexual orientation, gender identity and/or expression, citizenship status or national origin, physical and/or mental disability, veteran status or any other protected status protected by applicable federal, state and local laws, except where an accommodation is unavailable and/or it is a bona fide occupational qualification.

All managers are expected to uphold Perrigo's commitment to equal employment and affirmative action in all employment actions. Additionally, managers are responsible for participating in the identification of problems, taking action to prevent harassment of employees, conducting and supporting career counseling for employees, ensuring that employees are afforded full employment opportunities and are encouraged to participate in all company-sponsored educational, training and social activities. At no time will any covered employee, or covered applicant for employment, who exercises his/her rights pursuant to Perrigo's Affirmative Action Policy be subject to discipline or have his/her opportunities for employment adversely affected.

Managers shall take affirmative action to ensure that qualified minority group individuals, females, individuals with disabilities and protected veterans (including disabled veterans, Armed Forces service medal veterans, recently separated veterans, or active duty wartime or campaign badge veterans) are introduced into the workforce, are encouraged to aspire for promotion, and are considered as promotional opportunities arise.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended (Section 503), the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled persons or special disabled veterans or covered veterans or; (3) opposing any act or practice made unlawful by Section 503 or its implementing regulations in this part or VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for disabled persons or for special disabled veterans or covered veterans; or (4) exercising any other right protected by Section 503 or its implementing regulations in this part or any other right protected by VEVRAA or its implementing regulations in this part.

Applicants and employees are encouraged to identify their race, sex, and veteran status. In addition, employees are invited to self-identify as an individual with a disability. This self-identification is strictly voluntary, and information submitted will be kept confidential. Refusal to self-identify will not affect employment or result in disciplinary treatment or discharge.

Perrigo has established a written Affirmative Action Program to promote affirmative action in pursuit of its equal employment opportunity objectives. This Program has been prepared in conformity with Executive Order 11246, as amended, and the implementing regulations of the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). The AAP is designed to provide guidance to management with respect to Perrigo's commitment to the full implementation of its EEO objectives.

Perrigo's written Affirmative Action Programs are available for inspection upon request 9:00 a.m. - 5:00 p.m., Human Resources. Any questions should be directed to your supervisor or Rebecca Herrington, EEO Administrator.

All employees are responsible for conduct consistent with Perrigo's equal employment opportunity and affirmative action policies and are expected to demonstrate respect for all colleagues. Lack of knowledge about these policies cannot be used as an excuse for inappropriate behavior or decisions.

Rebecca Herrington is the Equal Employment Opportunity Administrator for Perrigo, to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company. One of the Equal Employment Opportunity Administrator's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Perrigo's programs.

As Chief Executive Officer and President of Perrigo, I am committed to the principles of Equal Employment Opportunity and Affirmative Action. I ask for the continued assistance and support of all Perrigo employees to ensure we have a work environment that embodies these principles and supports employee success.

Perrigo Company


By: Murray Kessler
Its: Chief Executive Officer

Date