

Policy on Environment, Health and Safety

Perrigo is committed to protecting the environment, safety and health (EHS) of its employees and the communities in which it operates, so it has adopted this Policy on Environment, Health and Safety, which applies to all locations and subsidiaries worldwide.

Given this commitment, Perrigo follows these principles:

- 1) We value the safety and health of our employees, contractors and the public.
- 2) We will be environmentally responsible by complying with applicable regulatory requirements, conserving natural resources and protecting our environment.
- 3) We strive to ensure that every Perrigo location meets or exceeds the requirements of local laws, regulations and the Company's own requirements aimed at protecting people, property and the environment.

Management at each Perrigo location is responsible for developing, implementing and periodically reviewing detailed plans for their workplace that are consistent with these principles, applicable government regulations and:

- 1) the Safety Requirements attached as Appendix A,
- 2) the Environmental Stewardship Requirements attached as Appendix B, and
- 3) the Property Protection Requirements attached as Appendix C.

In carrying out these responsibilities, local management should coordinate its efforts with and, to the extent necessary, seek assistance from Environmental Health & Safety, Security and Facilities Management.

APPENDIX A

SAFETY REQUIREMENTS

1. Safety Program

Each location shall identify a site safety coordinator who, along with management, must establish a written safety program that is consistent with the principles of the Policy on Environment, Health and Safety and that is designed to maintain a safe and healthy work environment for employees.

To the extent necessary or appropriate, the safety program shall address the following topics:

- Hazard Identification/Communication
- EHS Training
- Accident Investigation, Reporting, Root Cause Analysis and Correction
- Safety Performance Reporting
- Medical Care and First Aid
- Chemical Process Safety
- Micro Biological Safety
- Confined Space Entry
- Contractor Safety
- Combustible Dusts
- Ergonomics-(Human Factors Engineering)
- Fall Prevention
- Respiratory Protection
- Hearing Conservation
- Guarding and Interlocking of Equipment
- Lockout Procedures
- Personal Protective Clothing and Equipment
- Reactive Chemicals
- Control of Hazardous Energy (lockout)
- Safe Operation of Motor Vehicles and Motorized Handling Equipment
- Hot Work Procedures - (Cutting and Welding)
- Hazard Communication Program
- Industrial Hygiene Program
- Transportation and Handling of Hazardous Materials
- Potential Materials (engineering and protective equipment)
- Laboratory Safety

2. Emergency Management Planning

Each location shall develop and maintain a local site emergency plan to mitigate disruption of ongoing business in the event of an emergency or disaster.

- The site emergency plan shall encompass the prevention and mitigation of risks related to, and prepare appropriate responses to the potential consequences of emergencies such as fire/explosion, hazardous materials incident, evacuation, flood, severe weather, bomb threat, utility emergency, civil disturbance, and terrorism.

APPENDIX B

Environmental Stewardship Requirement

Each location shall foster and promote sound environmental stewardship and compliance with applicable laws and regulations and Perrigo's internal requirements aimed at protecting the environment. The stewardship program shall address, as appropriate, the following topics:

- Establishment and Maintenance of Environmental Permits
- Waste Management (i.e. storage, disposal and treatment)
- Leak and Spill Control/Containment
- Recycling Programs
- Monitoring and Controlling Air Emissions
- Community Involvement

APPENDIX C

Property Protection Requirements

Each location shall protect its facilities and contents and, to the extent necessary or appropriate, adopt protective measures regarding the following:

- Appropriate insurance coverage
- Fire prevention systems
- Flammable gases, liquids and aerosols
- Maintenance of potentially hazardous vessels, piping and equipment
- Security
- Site specific hazards