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MALLINCKRODT IS A global specialty pharmaceutical company focused on our mission: Managing Complexity. Improving Lives. We provide medicines to address unmet patient needs, stemming from 150 years of using our unique strengths, experience and expertise to help improve people's lives.

I&D: A Constant Amid a Transforming Company

Inclusion and diversity (I&D) are at the core of Mallinckrodt's identity and are critical as we execute our strategy and vision as an innovation-driven specialty pharmaceutical company focused on improving outcomes for patients with severe and critical conditions. I&D is a constant commitment for our company, even as we have continued to transform since becoming an independent company in 2013.

Mallinckrodt's strategic vision is an innovation-driven specialty pharmaceutical growth company focused on improving outcomes for patients with severe and critical conditions. This serves as our

roadmap for success and brings into sharper focus the real meaning of what we do every day — working together to improve the lives of patients. We are guided by a set of four values: patient-centric, integrity, innovative and collaborative. These values are the foundation of our company and empower us to achieve our mission and vision.

Our commitment to a strong culture of I&D is indispensable to being a high-performing organization, one of our core strategies. We have better ideas for how to serve our customers, patients and other diverse stakeholders because we empower a broad array of employees from different backgrounds and respect the unique contributions we all bring to the organization. The diversity of employees at Mallinckrodt is also a catalyst for our culture. We value the strength that our organization derives from the varied experiences, cultures and views of our employees.

Advancing Inclusive Policies, Practices and Benefits

We continue to support the right of every

employee to work in a safe and welcoming environment that promotes individual dignity and respect, as evidenced by the company's inclusive policies, practices and benefits.

The company was recently named one of the "Best Places to Work for LGBTQ Equality" on the Human Rights Campaign Foundation's 2017 Corporate Equality Index. We have enhanced our employee benefits program by adding transgender-inclusive coverage to medical and pharmacy plans. Mallinckrodt was also a vocal opponent of LGBTQ discriminatory state legislation and is an active sponsor of national and local organizations that advocate for LGBT equality. The company's campuses have been retrofitted with gender-neutral bathrooms, and Mallinckrodt has established a gender transition policy and guidelines supporting employees.

A tangible example of our commitment is the pride we take in being visible and dynamic supporters of Pride Month events in communities where our employees work and live — specifically New Jersey and St. Louis — in which we unite more than 150 employees, as well as their family and friends, to show support for and solidarity with the lesbian, gay, bisexual and transgender (LGBTQ) community.

Engaged Business Resource Groups

Through the engagement of our business resource groups or BRGs, we also work to cultivate and inspire an inclusive and diverse workplace. Ten BRGs exist within our I&D program, as well as a council of senior Mallinckrodt leaders supporting broader efforts. Our BRGs provide employees resources for professional development,

personal growth, community engagement, wellness, camaraderie and networking. Each BRG is sponsored by a Mallinckrodt executive or senior leader. These BRGs help foster connectivity and enhance culture across multiple global sites, including our newly established presence in Bedminster, N.J.

The company's BRGs have engaged more than 70% of the target employee population, up from 15% just three years ago. The dedication and engagement of our BRGs helped earn the company the No. 2 spot (up from the No. 6 spot in 2016) out of more than 1,300 applicants in the U.S. for I&D, as recognized by Prism International's 2017 Employee Resource Group (ERG) & Council Honors Award.

Supplier Diversity

Mallinckrodt's purchasing organization is also committed to establishing diverse, dynamic supplier relationships that also help us continually deliver value to the healthcare market. The goal of the supplier diversity program is to provide equitable purchasing opportunities to diverse businesses, including those that are: certified minority-owned, woman-owned, veteran-owned, small and/or disadvantaged, and/or part of the HUBZone program.

Our sourcing organization and others involved in the procurement process are expected to adhere to our diversity policy by integrating supplier diversity into their business strategies, making good faith efforts to include diverse suppliers in sourcing events where applicable and continually striving to increase our spend with diverse suppliers. Mallinckrodt is a member of the

Women's Business Enterprise National Council (WBENC) and the National LGBT Chamber of Commerce (NGLCC), supporting our supplier diversity initiative and goals.

Supplier Diversity

As our company continues to evolve, we are more deeply integrating I&D into how we develop and execute our business strategies, how I&D supports our corporate values, and how we cultivate leadership within our organization.

We view I&D as integral to our role as a good corporate citizen. At Mallinckrodt, this means advocating for patient health and access

to medicines, building stronger and safer communities, and employing sustainable business practices.

Patients remain at the heart of everything we do, and we know how vital our commitment and focus on I&D is to ensuring we can best reflect and meet the needs of the diverse and dynamic communities of those we serve, both today and as we look to the future.

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