



Our Commitment to Diversity, Equity, Inclusion and Belonging (“DEIB”)

At Purdue and its subsidiaries, we are driven by our purpose: **Compassion for patients and excellence for science inspire our pursuit of new medicines.**

Diversity, Equity, Inclusion and Belonging (“DEIB”) are important to our business and are articulated in our People and Culture strategy, as well as our work. As we build an exciting path forward, we strive to create an environment where everyone can bring their best and true self to work each day. Embracing different backgrounds, ideas, and viewpoints are valued and encouraged. We believe that **Respect** grounds in our Values: **Integrity** and **Courage**, underpinned by **Innovation**, and always in **Collaboration** with each other. Together we make an impact on our growth, our culture, and most importantly, patients.

Diversity, Equity, Inclusion and Belonging Policy

Purdue Pharma L.P. and its subsidiaries are committed to fostering, cultivating and preserving a culture of Diversity, Equity, Inclusion and Belonging.

To do great work; we need great people, and we recognize and celebrate the contribution that each individual brings to our workplace. We embrace our colleagues’ differences in race, gender, gender identity or expression, veteran or military statuses, genetics, sexual orientation, physical or mental disability, national origin, ancestry, religion, creed, color, marital status, age, or any other group protected by law.

We strive to ensure that our practices, policies, procedures and behaviors promote diversity, equity, inclusion and belonging. Our commitment extends to all aspects of the employee experience including recruitment, onboarding, engagement, retention and offboarding. To achieve a diverse and inclusive workplace, we encourage and expect the following of our colleagues:

- Treat others with dignity and respect at all times.
- Create an inclusive work environment free from discrimination, harassment and retaliation.
- Exhibit conduct that reflects inclusion during work, at work functions on or off the work site (including social media), and all other company-sponsored events.
- Foster teamwork and collaboration among all groups and employee perspectives.
- Demonstrate awareness of potential unconscious and conscious bias and the impact it can have on inclusivity.
- Support and encourage our colleagues in reaching their full potential.
- Hold self and our colleagues accountable for DEIB across the organization.

Our approach to diversity and inclusion is supported by a range of policies that further encourage inclusive business practices, including but not limited to:



- Equal Employment Opportunities
- Affirmative Action Program and Policy Statements
- Discrimination, Harassment and Retaliation Prevention Policy
- Reasonable Accommodation and Interactive Dialogue Policy
- Code of Ethics

Purdue strongly urges the reporting of all incidents of discrimination, harassment, or retaliation regardless of the offender's identity or position. Individuals who believe they have experienced conduct that they believe is contrary to any of Purdue's policies or who have concerns about such matters should discuss their complaints with their immediate supervisor, Department Head, Vice President, Human Resources, any Human Resources Business Partner, Law Department or the Ethics & Compliance Department by email: corpcompl@pharma.com or telephone: 1-877-PURDUE1 (1-877-787-3831).

It is each colleagues' responsibility to maintain an environment that reflects our values and expectations regarding Diversity, Equity, Inclusion and Belonging. Any incident of discrimination, harassment, or retaliation which does not comply with our values or expectations will be given immediate and effective attention. Responsive action may include training, coaching, referral to counseling, monitoring of the offender and/or disciplinary action up to and including termination, as the Company believes appropriate under the circumstances.

Definitions- Our Common Understanding and Language

Diversity: The individual characteristics employees have that make them unique. These characteristics can race, gender, gender identity or expression, veteran or military statuses, genetics, sexual orientation, physical or mental disability, national origin, ancestry, religion, creed, color, marital status, age, or any other group protected by law.

Equity: The fair treatment in access, opportunity and advancement for all individuals. In the workplace this includes identifying and working to eliminate barriers to fair treatment for everyone based on individual needs.

Inclusion: The extent to which each person in the organization is welcomed and valued, treated fairly and respectfully, has equal access to opportunities and resources, and is able to contribute fully to the organization's success.

Belonging: An individual's feeling of security, safety and support. When there is belonging in the workplace there is a sense of acceptance, inclusion, and identity for members of a group or place.