

## Equal Employment Opportunity and Affirmative Action Policy Statement

It is the policy of all Ferring Pharmaceuticals (“Ferring”) that we will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, veteran status, and disability, or other legally protected status, and we will ensure that all employment decisions are based only on valid job requirements.

Ferring is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended (VEVRAA) and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). Ferring is committed to equal employment opportunity, and it is Ferring’s policy to take affirmative action to employ and advance in employment minorities, females, protected veterans and individuals with disabilities.

As President of Ferring US, I support our company’s affirmative action program.

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 evaluation, hearing, or any other activity related to the administration of any Federal, State or local law requiring equal employment opportunity; (3) opposing any act of practice made unlawful by any Federal, State or local law requiring equal employment opportunity; or (4) exercising any other right protected by Federal, State, or local law requiring equal employment opportunity.

Our affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had the opportunity to participate in company-sponsored activities, measure our compliance with the program’s specific obligations, and document actions taken to comply with these obligations.

I have delegated responsibility for implementing our affirmative action program to VP, Human Resources, Ferring US.

Ferring employees and applicants may review the non-confidential portions of the affirmative action plans during regular business hours. Please contact VP, Human Resources at 100 Interpace Parkway, Parsippany, New Jersey 07054, during normal business hours to review the affirmative action plan. This is also a reminder that employees may update their disability status at any time by contacting VP, Human Resources as indicated above.



Brent Ragans  
President of Ferring US