



Mallinckrodt Earns Top Marks in Human Rights Campaign's 2021 Corporate Equality Index

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Company earns 100 on the Human Rights Campaign Foundation's annual assessment of LGBTQ workplace equality

DUBLIN – January 29, 2021 – Mallinckrodt plc, a global biopharmaceutical company, today announced that it received a score of 100 on the Human Rights Campaign Foundation's 2021 Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. Mallinckrodt joins the ranks of 767 major U.S. businesses that also earned top marks this year.

"We are honored to once again be recognized by the HRC Foundation. For the fifth year in a row, we achieved a perfect score and this is a result of our employees' contributions and dedication to inclusion and diversity," said **Mark Trudeau, President and Chief Executive Officer, Mallinckrodt**. "We will continue to foster an inclusive culture that embraces and empowers all people. Our strength is truly based on the collective power of our individual experiences, perspectives and contributions, and it is demonstrated by our passion for creating new drugs and therapies that help patients worldwide who are facing severe and critical conditions."

"From the previously unimaginable impact of the COVID-19 pandemic, to a long overdue reckoning with racial injustice, 2020 was an unprecedented year. Yet, many businesses across the nation stepped up and continued to prioritize and champion LGBTQ equality," said **Alphonso David, Human Rights Campaign President**. "This year has shown us that tools like the CEI are crucial in the work to increase equity and inclusion in the workplace, but also that companies must breathe life into these policies and practices in real and tangible ways. Thank you to the companies that understand protecting their LGBTQ employees and consumers from discrimination is not just the right thing to do—but the best business decision."

The results of the 2021 CEI showcase how 1,142 U.S.-based companies are not only promoting LGBTQ-friendly workplace policies in the U.S., but also for the 57% of CEI-rated companies with global operations who are helping advance the cause of LGBTQ inclusion in workplaces abroad. Mallinckrodt's efforts in satisfying all of the CEI's criteria earned a 100 percent ranking and the designation as one of the Best Places to Work for LGBTQ Equality.

The CEI rates employers providing these crucial protections to over 18 million U.S. workers and an additional 17 million abroad. Companies rated in the CEI include Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to large-sized businesses.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

The full report is available online at www.hrc.org/cei.

About The Human Rights Campaign

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community.

About Mallinckrodt

Mallinckrodt is a global business consisting of multiple wholly owned subsidiaries that develop, manufacture, market and distribute specialty pharmaceutical products and therapies. The company's Specialty Brands reportable segment's areas of focus include autoimmune and rare diseases in specialty areas like neurology, rheumatology, nephrology, pulmonology and ophthalmology; immunotherapy and neonatal respiratory critical care therapies; analgesics and gastrointestinal products. Its Specialty Generics reportable segment includes specialty generic drugs and active pharmaceutical ingredients. To learn more about Mallinckrodt, visit www.mallinckrodt.com.

CONTACT

Media Inquiries

Jamie Tinsley
H+K Strategies
jamie.tinsley@hkstrategies.com M: +1 713 301 4874

Ron Bartlett
H+K Strategies
ron.bartlett@hkstrategies.com M: +1 813 545 2399