



BAUSCH+ Health

Corporate Social Responsibility Report

September 2018

Table of Contents

Letter from Our Chairman and CEO	3
Who We Are	4
• Our Vision, Our Mission, Our Values	
• Company Overview	
» Eye Health – About Bausch + Lomb	
» Gastrointestinal Diseases – About Salix Pharmaceuticals	
» Dermatology – About Ortho Dermatologics	
Our Approach to Corporate Social Responsibility (CSR)	9
• Our CSR Commitments	
Operate with Integrity	10
• Corporate Governance Policies	
• Patient Access and Pricing Committee	
• Commitment to Diversity	
Respect the Environment	13
• Our EHS+S Global Management Structure	
• Establishing EHS+S Global Sustainability Commitments	
• FEWW Initiatives and Outcomes	
• EHS+S Awards and Recognition	
Advance Global Health and Patient Care	22
• Patient Safety and Health Advocacy	
• The Bausch Foundation	
• Initiatives, Outcomes and Success Stories	
Improve Our Communities	27
• Community Enrichment	
• Educational Support	
• Natural Disaster Assistance	
Support Employee Growth and Well-Being	31
Closing	33

Front cover image: Bausch Health's Michelle Nilsson volunteering in Kenya.



BAUSCH+ Health

Letter from Our Chairman and CEO

We are at the beginning of an exciting new chapter for our company, as we recently changed our name to Bausch Health Companies Inc. (Bausch Health), an important step in our transformation toward becoming an innovative company dedicated to advancing global health.

Along with our name change and the many other positive changes occurring within Bausch Health, one aspect of our company that remains unchanged is our mission of improving people's lives with our health care products. We take this commitment seriously and, in many ways, it extends far beyond health care as we always look to:

- Operate with integrity and honesty
- Protect the environment
- Maintain a safe and healthy workplace
- Make our communities better places to live and work
- Ensure affordable access to our products

Our achievements are outlined in this report, showcasing our latest progress as we work to fulfill our mission responsibly, ethically and in a sustainable manner. We've made great strides in improving the energy efficiency and overall sustainability of our operations; setting new safety milestones; and ensuring we operate with the highest standards of ethical behavior. Additionally, in 2017, we established the Bausch Foundation, which furthers our commitment to help people around the world live longer, healthier and more productive lives through financial and medical donations.

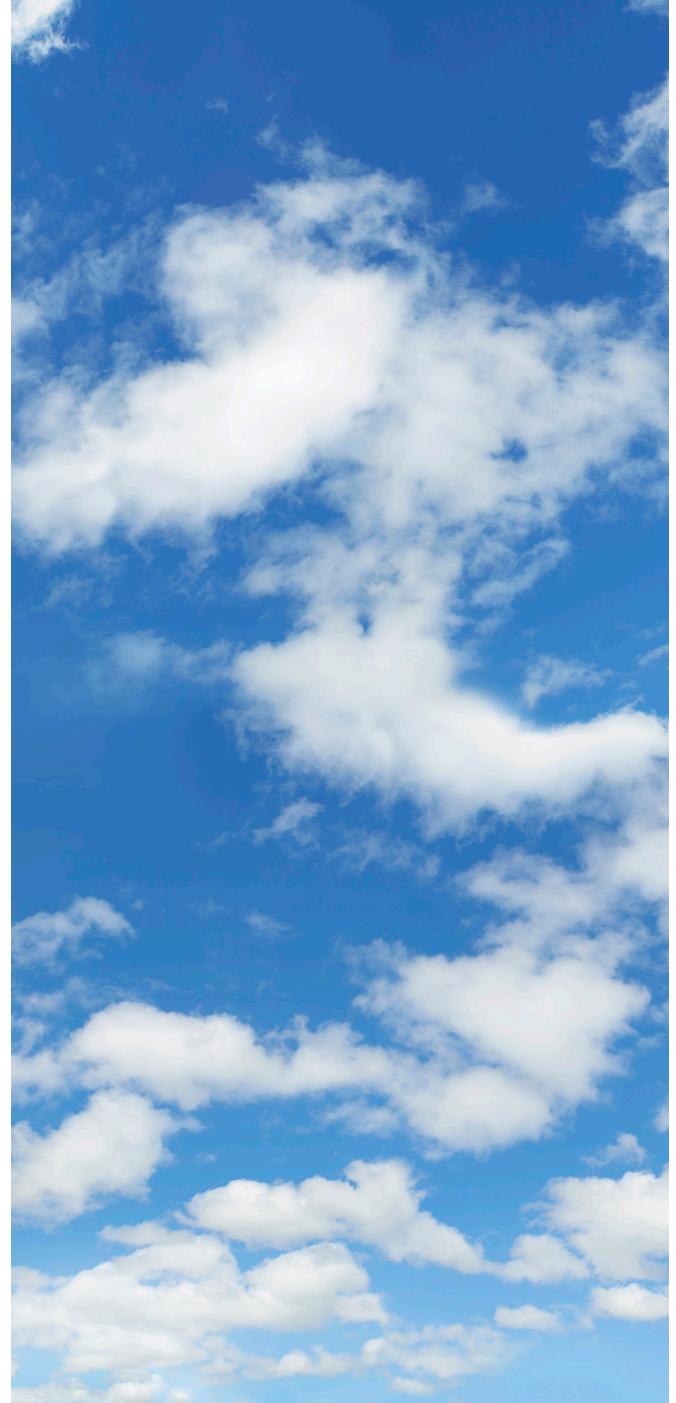
Our employees are inspired to add value everywhere we live and work, and their hard work and passion is at the heart of our organization. On their behalf, I invite you to review our company's many accomplishments within the pages of this inaugural Corporate Social Responsibility Report.

Best regards,



A handwritten signature in black ink, appearing to read "Joseph C. Papa".

Joseph C. Papa
Chairman and Chief Executive Officer
Bausch Health



Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

Who We Are

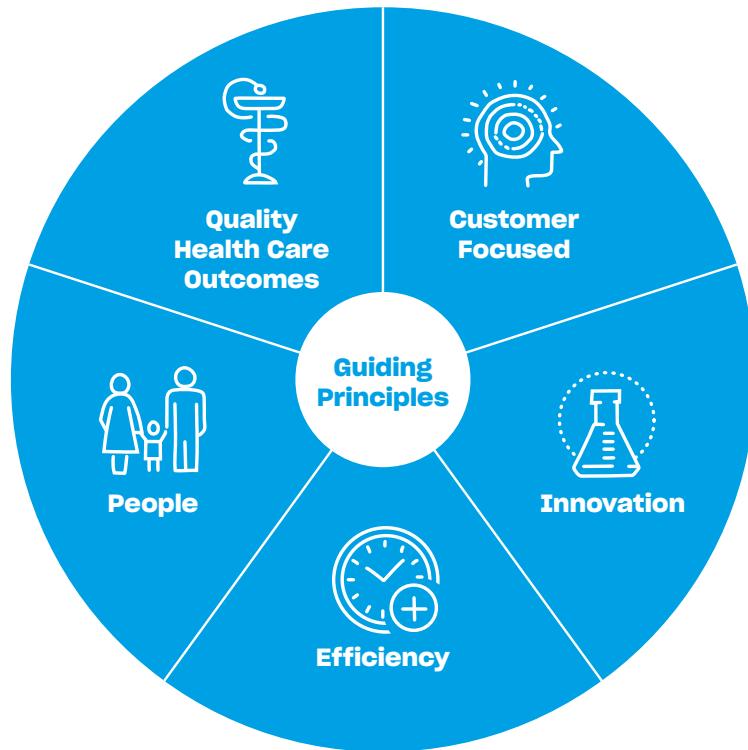
OUR VISION

To be your trusted health care provider

OUR MISSION

Improving people's lives with our health care products

Bausch Health's mission is supported by five guiding principles that are foundational to our success and future growth. They provide overall direction for the company and the tools necessary to rise to any challenge:



Click anywhere on the graphic to learn more.

OUR VALUES

Our core values define what we stand for, how we conduct ourselves and how we interact with colleagues, customers, vendors, shareholders and others:

- **Accountability** – Accepting personal responsibility for our actions and focusing on finding solutions and delivering results. We keep our promises and commitments.
- **Agility** – Responding rapidly to changes in the internal and external environment without losing momentum or vision.
- **Courage** – Acting decisively and leading boldly, imagining and pursuing new possibilities for our future. We stand up for what is right and support others who do so.
- **Integrity** – Conducting business with the highest standards of professional behavior and ethics. We are transparent, honest, ethical and fair in all of our interactions; people trust us to adhere to our word.
- **Teamwork** – Achieving common goals through open and honest communication. We show concern for one another and are supportive of each other's efforts.
- **Results Orientation** – Consistently delivering required business results, meeting deadlines and complying with quality, productivity and performance standards.

COMPANY OVERVIEW

Bausch Health is a global company with approximately 21,000 employees united in our mission to improve people's lives with our health care products. We have a diversified portfolio of products, with a core focus in eye health (Bausch + Lomb), gastrointestinal diseases (Salix Pharmaceuticals) and dermatology (Ortho Dermatologics). We develop, manufacture and market – directly or indirectly – a broad range of branded and generic pharmaceuticals, over-the-counter products and medical devices in approximately 100 countries. These products are relied on each day by up to 150 million people around the world. We are proudly delivering on our commitments to patients, stakeholders and society, as we build an innovative company dedicated to advancing global health.



Click the logos to visit company websites.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

Eye Health – About Bausch + Lomb

Bausch + Lomb became part of Bausch Health in August 2013 and is one of the oldest continually operating companies in the U.S. today. Bausch + Lomb traces its roots to 1853, when John Jacob Bausch, a German immigrant, set up a tiny optical goods shop in Rochester, NY. When he needed more money to keep the business going, Bausch borrowed \$60 from his good friend, Henry Lomb. Bausch promised that if the business grew, Lomb would be made a full partner. The business did grow, and the partnership was formed.

In the early years, Bausch + Lomb manufactured revolutionary rubber eyeglass frames, as well as a variety of optical products that required a high degree of manufacturing precision. By 1903, the firm had been issued patents for microscopes, binoculars and even a camera shutter based on the eye's reaction to light.

In the 1900s, Bausch + Lomb continued to demonstrate its place at the forefront of technological innovation for optical products. Bausch + Lomb produced the first optical quality glass made in America, developed ground-breaking sunglasses for the military in World War I and created the lenses used on the cameras that took the first satellite pictures of the moon. In 1971, Bausch + Lomb introduced the first soft contact lenses. Bausch + Lomb remains the largest global provider of eye care products today, which include contact lenses, intraocular lenses, ophthalmic surgical equipment and aesthetics devices.

Although products and times have changed, Bausch + Lomb continues to proudly adhere to the legacy of innovation, quality and craftsmanship established by John Jacob Bausch and Henry Lomb.

Learn more at www.bausch.com.



Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

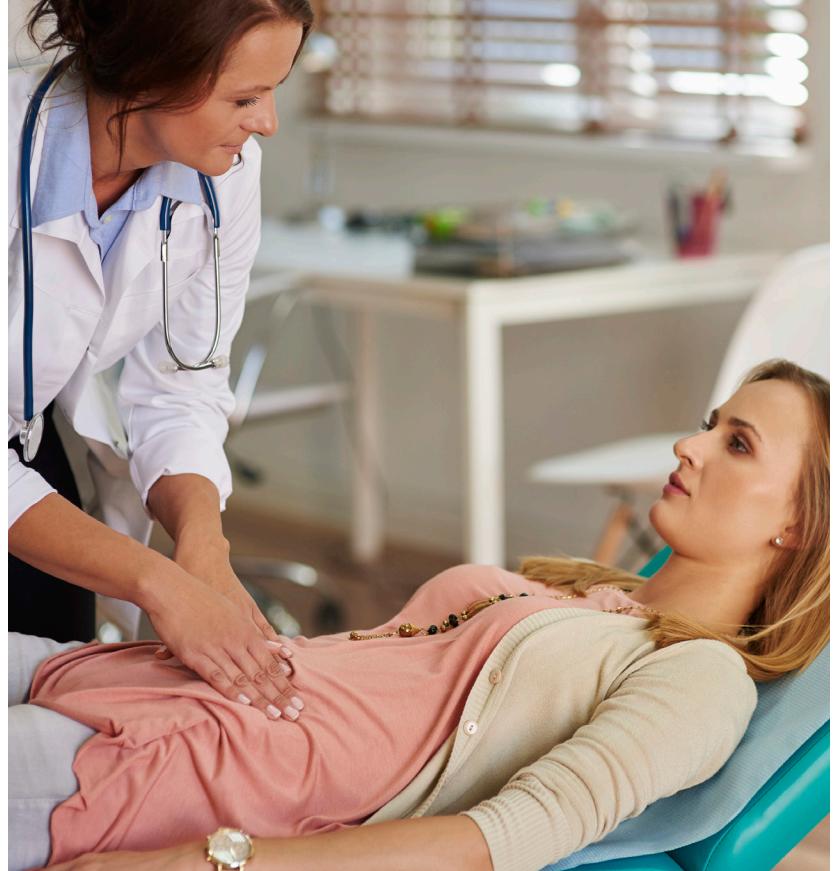
Gastrointestinal Diseases – About Salix Pharmaceuticals

Salix Pharmaceuticals is one of the largest specialty pharmaceutical companies in the world committed to the prevention and treatment of gastrointestinal diseases. Through Salix, we offer effective solutions and strive to be the first to discover what patients need next.

Salix works side-by-side with patients, health care providers and peers in the ongoing pursuit of better gastrointestinal health care. We gain a deeper understanding of the gastrointestinal conditions our products treat by connecting with the patients who use them and the health care providers who prescribe them. Our therapeutic areas of expertise include management of conditions, such as hepatic encephalopathy, irritable bowel syndrome with diarrhea, opioid-induced constipation and ulcerative colitis. We are also expanding into new areas of therapeutic expertise, including pharmaceutical pain management innovations.

We improve upon existing treatments, uncover new breakthroughs and deliver comprehensive practice support to help health care providers provide best-in-class care. The landscape of health care will continue to change, and patients will continue to present with new needs.

Learn more at www.salix.com.



Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

Dermatology – About Ortho Dermatologics

Ortho Dermatologics is one of the largest prescription dermatology companies in the world dedicated to helping patients in the treatment of a range of therapeutic areas, including psoriasis, actinic keratosis, acne, atopic dermatitis, cold sores, athlete's foot, nail fungus and other dermatoses. Ortho Dermatologics is committed to becoming the most trusted source in the dermatology field by building on our values-driven heritage of helping dermatology professionals improve patients' lives.

Through Ortho Dermatologics, we offer a robust and ever-expanding product portfolio, which includes several leading acne, anti-fungal and anti-infective products. We are committed to continuous product innovation and regularly conduct pivotal studies and research in psoriasis and acne treatments.

We are passionate about serving the dermatology community, including patients whose skin conditions are managed by our treatments and the health care providers who are on the front lines of care.

Beyond treatment, we strive to build meaningful connections with the dermatology community by supporting charitable programs that serve providers and patients.

Learn more at www.ortho-dermatologics.com.



Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

Our Approach to Corporate Social Responsibility

As a global company dedicated to improving people's lives with our health care products, we take our commitment to Corporate Social Responsibility (CSR) seriously. Every day – somewhere in the world – up to 150 million people use a Bausch Health product, while our more than 21,000 employees live and work in more than 100 countries around the world. This means we have a big opportunity – and an even bigger responsibility – to make a positive difference.

OUR CSR COMMITMENTS

At Bausch Health, we have framed our CSR work around five key commitment areas:

Operate with Integrity



Respect the Environment



Advance Global Health and Patient Care



Improve Our Communities



Support Employee Growth and Well-Being



This inaugural Bausch Health CSR report provides an introduction to our foundational work in each of these areas, featuring highlights of success stories from our operations around the globe. In future years, we'll be establishing and reporting consistently on Key Performance Measures within and across each of these areas.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------



Operate with Integrity

Our vision to be a trusted health care partner is built on a promise to our stakeholders that we will operate with the highest standards of ethics and integrity – every employee, every day. We believe that *how* we do things at Bausch Health is just as important as *what* we do. In that spirit, we have equipped our more than 21,000 employees around the world with the tools, information, training and support to always do the right things, the right way.

CORPORATE GOVERNANCE POLICIES

Our strong system of internal controls enables the management team to comply with corporate policies and applicable laws and regulations. For many years, we have conducted annual corporate governance training in the U.S. and Canada to ensure our employees stay informed, up-to-date and in compliance with our Corporate Governance policies, which include our:

- **Standards of Business Conduct**
- **Business Ethics Reporting Policy**
- **Insider Trading Policy**
- **Black Out Policy**

These policies apply to all Bausch Health employees, officers and directors, their spouses, other family members and any other person over whose securities trading decisions the officer, director or employee exercises substantial control.

Conducting annual training with employees helps them take ownership and accountability for doing their part to create a culture of compliance marked by an unwavering commitment to adhere to the highest standards of ethics and integrity in all of our interactions with patients, health care providers, customers, fellow colleagues and other key stakeholders.

Click on policies listed above to review.

BOARD OF DIRECTORS

Our company's **Board of Directors** provides independent leadership in carrying out its responsibilities – nearly all directors on our Board are independent of the company and have no consulting or other business relationship with Bausch Health. The Board has adopted, and reviews on an ongoing basis, corporate governance guidelines for the company, which further strengthen Bausch Health's platform. In addition, the Board periodically rotates committee members and chairpersons.

Bausch Health has implemented an active governance platform that includes such steps as the selection of a lead director, the ability of directors to schedule executive sessions without management attendance, and formal evaluations of the Chairman and the Chief Executive Officer.

Bausch Health in Greece is the first pharmaceutical company in Europe to be certified with the latest international integrity standards

In 2017, Bausch Health in Greece was named the first pharmaceutical company in Europe to be certified and awarded with the newly established ISO 37001 Anti-Bribery Management System.

ISO 37001 is a new international standard designed to help organizations implement an anti-bribery management system, specifying a series of measures companies can implement to help prevent, detect and address instances of bribery.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------



PATIENT ACCESS AND PRICING COMMITTEE

In 2016, Bausch Health established a cross-functional Patient Access and Pricing Committee (PAPC) in the U.S. The committee's guiding principle is to ensure patients have ready access to our products and that the cost to them is consistent with their ability to pay. We achieve this through responsible pricing practices and innovative contracting and patient access programs.

The PAPC includes members from a wide range of company functions, including Medical Affairs, Market Access, Corporate Communications, Finance, Legal and representatives from each business unit.

In reviewing product pricing, the committee considers overall market dynamics, along with the impact of any pricing decision on patients, doctors, our health care industry partners and society. The PAPC is designed to ensure that Bausch Health's pricing, contracting, compliance and reimbursement strategies and decisions are consistent and adhere to all relevant laws, regulations and guidance, as well as our company position on patient affordable access to our medicines.

PAPC principles guiding patient access solutions and product pricing

- We will ensure patients have access to our products. Their level of copay will be based on their ability to pay for our medicines.
- We will make it easy for patients to navigate Bausch Health's patient access solutions. This includes a clear and transparent process for gaining access to the medicines they need.
- The Bausch Foundation will govern all of our patient assistance programs and investments in external foundations and patient advocacy groups. See story on [page 22](#).

We have pledged that the average annual price increase for our branded prescription products will be set at no greater than single digits. Additionally, in August 2018, we announced that the company will not increase prices on our U.S. branded prescription drugs for the remainder of 2018.

This commitment to affordable pricing was reflected in the 2017 decision to launch Siliq™ (brodalumab) for the treatment of moderate-to-severe psoriasis with a list price lower than all other injectable psoriasis treatments currently on the market. The decision was driven by our commitment to ensure the best possible access for patients who need our therapies.

Each day, how we do things is as important as what we do. Given our mission of improving people's lives with our health care products, it is critical that we continue to keep our patients, and their ability to get the important medications they need, at the center of all we do.



Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

COMMITMENT TO DIVERSITY

A key component of our commitment to operate with integrity is to value and promote diversity and inclusion – in our workplace and in our world. Two examples of how we demonstrate this commitment are found within our Supply Chain and Dermatology business.

Supplier Diversity Program fosters inclusion

Bausch Health believes that the company, and the communities in which it operates, benefit from sourcing practices that capitalize on the unique skills, knowledge, creativity and talent offered by a diverse supply base. To encourage the inclusion of minority-owned and women-owned vendors into the company's sourcing decisions, we recently adopted the formal Supplier Diversity Program initially created by Bausch + Lomb nearly 15 years ago. Along with minority-owned and women-owned businesses, the program also includes businesses owned by veterans; service-disabled veterans; gay people, bisexuals and transgenders; those with disabilities; and the socially and economically disadvantaged, among others.

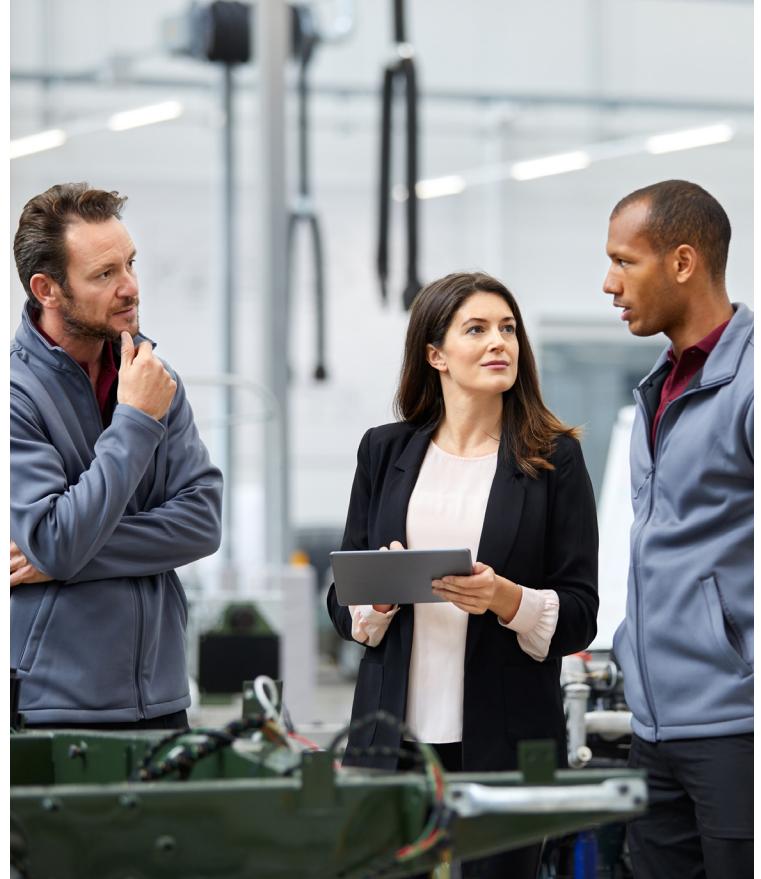
The program seeks the most capable suppliers in terms of quality, service, cost and technology on a global basis to become registered in our Supplier Diversity database. We then encourage our employees to utilize the database to identify potential small and diverse-owned businesses to include in purchasing opportunities. To ensure success, we have also developed a process for establishing supplier diversity targets and goals, tracking supplier diversity spend and process-awareness training.



Click above to view award-winning Solta commercial.

Solta Medical lends support for LGBTQ community

In 2016, in honor of Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) History Month, our Solta Medical aesthetics business made a contribution to the Zebra Coalition, an LGBTQ youth organization that provided a member with medical assistance for a full year. We also executed a progressive marketing campaign for the Clear + Brilliant péló hair-removal system featuring members of LGBTQ community, which won the Silver Award for the Best Multicultural Campaign at the 2016 Medical Marketing & Media Awards.



Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------



Respect the Environment

Bausch Health is committed to protecting our employees and communities, and preserving the natural environment for current and future generations. To do so, we are working daily to become a more environmentally sustainable company by reducing our consumption of fuel, energy, water and natural resources, minimizing our generation of waste, and providing a safe work environment for our employees. We fulfill this commitment through our global Environment, Health, Safety + Sustainability organization (EHS+S).

Our EHS+S principles are embedded in all of our global operating plans, enabling widespread impact at both the corporate level and throughout our regional locations. Additionally, regional leadership across our company sites is empowered to develop customized EHS+S initiatives that address the specific needs and opportunities within their local operations and community. This approach has resulted in substantial reductions in our environmental impact, millions of dollars of bottom-line cost savings and a significant improvement in Bausch Health's community capital.

Bausch Health EHS+S principles:

- Support achievements of our business objectives
- Meet the needs of patients, customers, consumers, health care providers, regulators and other stakeholders
- Protect and sustain our employees, the community, our environment and natural resources

Our EHS+S achievements are evolving as we seek new and better ways to reduce waste, conserve energy and water, globalize our safety reporting and encourage community outreach by promoting employee volunteerism. Across the globe, our businesses are implementing practices, processes and technologies that help us exceed regionally mandated environmental regulations. Our employees place considerable focus on these initiatives and work diligently to identify areas in which further improvements can be made.

This report marks the start of a new, concerted effort to globalize our environmental and safety management commitments and ensure their long-term viability across the company. Today, we are building from a rich history of EHS+S best practices and leadership brought to us through Bausch + Lomb. This foundation of excellence allows us to broaden our sustainability work consistently across the entire Bausch Health supply and value chain. As we work to improve people's lives with our health care products, we see continuous progress on sustainability as a vital measure of our success.



Bausch + Lomb's contact lens manufacturing plant in Waterford, Ireland.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

OUR EHS+S GLOBAL MANAGEMENT STRUCTURE

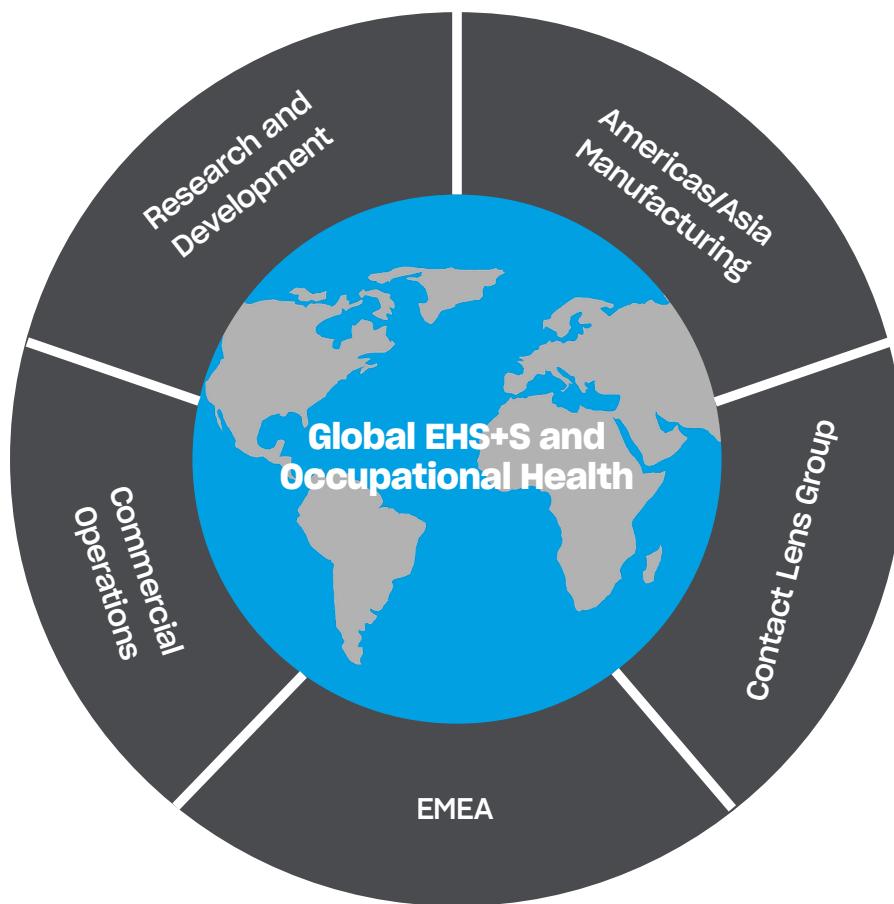
Bausch Health's global EHS+S initiatives span across the entirety of our organizational activities, including internal operations, logistics, supply chain, commercial operations, administrative activities and governance, and research and development.

The global EHS+S organization sits within Bausch Health's Global Manufacturing and Supply Chain function and is organized into five functional working groups, including Americas/Asia Manufacturing,

Contact Lens Group, Europe/Middle East/Africa (EMEA), Commercial Operations and Research and Development. Each working group consists of a management team that identifies and implements EHS+S opportunities and initiatives.

Bausch Health has 45 manufacturing and distribution sites around the world with EHS+S resources embedded onsite. The number of resources per facility is based on size, risk, shift schedule, complexity and number of employees.

Global Manufacturing and Supply Chain



Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------



ESTABLISHING EHS+S GLOBAL SUSTAINABILITY COMMITMENTS

Bausch Health is building from a robust framework of environmental policies to develop a global platform of collective Bausch Health EHS+S commitments that will be adopted and measured consistently across our entire organization. As a first step, in 2017, our global EHS+S function began reporting metrics as a single, integrated organization. With input from our global leadership team, we are actively working to refine and finalize our corporate sustainability commitments and associated goals.

Environment, Health, Safety and Industrial Hygiene

– We conduct our business throughout the world in a way that protects the environment and provides a safe and healthy workplace for our employees. These responsibilities are integral to sound business practices and are derived from the company's commitment to employees, patients, health care providers, customers and other stakeholders. We strive to comply with both the spirit and letter of applicable laws, regulations and company requirements, and we will proactively manage environmental, safety, industrial hygiene and employee health risks arising from past, present and future operations. The company strives to continuously improve our management systems and our performance in each of these areas, and encourages the same from our suppliers.

Bausch Health ends 2017 on a safe note

With an added focus in 2017 on injury and illness reduction within our North and Latin America operations, the region put in a powerful performance, beating its established three-year historical goal by more than 80%, with a Days Away Rate (DAR) of less than 7.0 overall. The Americas had only 39 total reported Days Away cases, of which 31 had fewer than 10 days lost each.

From an overall company perspective, the pre-established goal of 19.45 DAR was far exceeded, as the company came in with a DAR under 10.0. Industry standards average well over 50.0 DAR, so we are setting gold standards and assuring that our employees go home to their loved ones.

Sustainable Business – We conduct business in a way that meets the needs of patients, health care providers, customers, consumers and stakeholders today, while preserving, protecting and sustaining the community, the environment and natural resources so they are available for future generations.

Sustainable Purchasing – We give purchasing preference to environmentally sustainable products and services that are comparable to their standard counterparts in quality, price and performance. Where environmentally sustainable products are unavailable or

impractical, secondary considerations include the environmental management practices of suppliers and producers. The purchase of environmentally sustainable products is a core component of our long-term commitment to sustainability. We communicate this commitment to our suppliers to promote and support wider adoption of environmentally sustainable purchasing practices.



Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

Sustainable Building Management – New building planning and construction, as well as capital improvement projects for existing buildings, are evaluated for feasibility to achieve a sustainable building management certification, such as the U.S. Green Building Council Leadership in Energy and Environmental Design (LEED) system, U.S. Environmental Protection Agency Energy Star, equivalent international certification or an equivalent internal management system. This helps to ensure we are incorporating into our facilities the most advanced sustainability practices, such as recycling and reuse of natural resources and production materials, and use of state-of-the-art energy and water technologies to maximize building efficiency.

The new manufacturing areas of Bausch + Lomb's recently expanded contact lens manufacturing facility in Waterford, Ireland were designed to LEED certification standards – one of only two such facilities in Ireland built to these standards.



Sustainable Packaging – We recognize that product packaging plays a unique role in shaping the way our products are presented to patients, customers, consumers and communities. In addition to understanding our necessary role in protecting the quality, safety and efficacy of our products, we also recognize our responsibility to optimize the use of packaging materials, reduce waste and continually improve our processes. We are committed to developing packaging that:

- Optimizes packaging design to use the fewest materials necessary
- Promotes the use of packaging materials that can be recycled
- Minimizes post-industrial waste
- Avoids known negative impacts on the environment
- Supports fuel, energy, water and waste efficiency across the product life cycle

Design for the Environment – We recognize that the design of our products and manufacturing processes have an impact on the environment throughout the life cycle of each of our products. Our products and manufacturing processes are developed, not only to meet customer and consumer needs for performance, quality and efficacy, but also to emphasize efficiency and minimization throughout the product life cycle.

Top environmental design considerations:

- Avoid hazardous and/or toxic materials
- Reduce air, water and land emissions
- Minimize generation of waste
- Maximize ability to recycle and/or dispose of material in an environmentally responsible manner
- Use natural resources responsibly



The combined co-heat and power plant (CHP) in Waterford, Ireland has improved energy efficiency and environmental impact.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

FEWW INITIATIVES AND OUTCOMES

Our Bausch + Lomb sites measure Fuel, Energy, Water and Waste (FEWW) throughout our global operations, and we are expanding this requirement to other sites. Many sites that have earned ISO 14001 / OHSAS 18001 environmental and safety management system certifications have identified FEWW metrics as significant contributors to achieving these certifications. Following are a few highlights of recent FEWW progress across our global sites.

Each Bausch + Lomb site within our Global Manufacturing and Supply Chain function is committed to improving at least one FEWW metric by 10% each year and incorporating this goal into local key performance measures.

Global Fuel and Energy Highlights – Bausch + Lomb



Investments in energy-efficient lighting technology at sites in Rochester, NY, Greenville, SC and Clearwater, FL use a fraction of the electricity of standard light fixtures.



Electric vehicle charging stations have been installed for employee use at most of our U.S. manufacturing sites.



Carbon output reductions: In 2008, the carbon dioxide (CO₂) output for each contact lens manufactured at the Waterford, Ireland facility was 0.3 lbs. As a result of facility-wide initiatives to reduce manufacturing emissions, by 2017 Waterford reduced carbon output per lens to .05 lbs. of CO₂ – an 85% improvement.

Environmental initiatives by the Contact Lens Group in Waterford, Ireland have achieved an **85% improvement in carbon output over the past 10 years**.



New technologies are used to conserve energy and water for heating, ventilation and air-conditioning systems at existing facilities and within all new buildings and construction in Rochester, NY.



LED installations in Waterford, Ireland facilities are estimated to save 1.356 kWh and 624 tons of CO₂ per year.



Installation of a combined co-heat and power plant (CHP) at the contact lens manufacturing facility in Waterford, Ireland has dramatically improved energy efficiency and environmental impact.



Installation of a 1.1 MW ground-mounted solar production farm in 2014 with 3,667 solar modules at our manufacturing facility in Rochester, NY. This landmark facility produces approximately 1.385 GWh of clean energy per year, which is the equivalent power consumption of 175 residential homes. To date, the solar farm has offset approximately **2,500 tons of CO₂ emissions** and powers 8% of the facility.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

Global Fuel and Energy Success Stories

Bausch + Lomb Waterford, Ireland plant expansion utilizes advanced technologies to dramatically improve energy efficiency and environmental impact

In 2016, our facility in Waterford, Ireland embarked on a dual-purpose journey to both expand the facility in response to strong demand for the Biotrue® contact lens products manufactured there, and to dramatically improve energy efficiency and environmental impact.

The plant extension increased its manufacturing footprint to 500,000 square feet on a 45-acre site, enabling the campus to continue to produce new products over the long term. And, the new manufacturing areas were designed to LEED (Leadership in Energy and Environmental Design) certification standards – making the plant one of only two such facilities in Ireland.

Additionally, as part of the expansion, the site installed a combined heat and power energy generation system (CHP). The CHP system simultaneously produces electricity and heat from a single-fuel source and allows for the capture and utilization of excess steam for use throughout the facility; thereby displacing diesel-powered boiler systems. Because its engine is one of the most advanced and energy efficient gas-reciprocating engines available, the CHP is a highly effective and clean approach to generating power and thermal energy from a single source. In turn, this results in enhanced energy efficiency, reduced greenhouse gas emissions and energy costs and improved energy reliability, which enable the site to spend less on energy.

Today, the system produces more than 70% of the facility's electricity requirements and 80% of its thermal energy demand. It saves more than 27 million kilowatt hours of electricity and 25 million kilowatt hours of thermal energy, and reduces carbon emissions by 6,500 tons annually. Because energy is being generated and used locally, there is less energy lost in the community's transmission and distribution networks. In addition to the CO₂ savings and economic benefits, we also gained the advantage of a highly secure energy supply. We anticipate the full return on investment to be realized in 2018 – less than two years after installation. The benefits will then go on indefinitely.

Impact of CHP installation at our Waterford, Ireland site

- Produces **72% of the facility's electricity requirements** and saves more than **27 million kilowatt hours of electricity** each year
- Supports **80% of plant's thermal energy demand** and saves more than **25 million kilowatt hours of thermal energy** annually
- Reduces **6,500 tons of carbon emissions** from entering the atmosphere each year
- **Full return on investment expected to be realized by end of 2018**, with efficiency and environmental benefits continuing on indefinitely

Bausch + Lomb Jelenia Gora, Poland installs a cleaner, more efficient power source

In late 2017, we removed inefficient coal-powered steam boilers at our manufacturing site in Jelenia Gora, Poland and replaced them with a cleaner, more efficient gas boiler system. The new system provides the site with ecologically generated heat, steam and hot water. Three modern multi-tube design steam boilers were installed that have the capacity to each generate 15 tons of steam hourly. The boilers are equipped with innovative heat-recovery systems that have increased efficiency by more than 95%. The new heat source allows optimal management of the site's thermal needs and significantly reduces air emissions. We expect dust emissions will be reduced by 93% per year and CO₂ emissions will be reduced by 50%.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------



Water Management Highlights

- Water conservation programs implemented in Tampa and Clearwater, FL now enable more than 92,000 gallons of water to be conserved annually.
- Cooling tower blow-down and rainwater runoff is captured for gray-water (clean waste water) use at our sites in Florida. Additionally, water used for the cooling tower processes is now recycled rather than discharged.

Waste Management Highlights

- Recycling and reuse programs across U.S. and Ireland facilities are minimizing waste production and diverting waste from landfills.

Waste reduction initiatives lowered waste per lens manufactured from .02 lbs/lens in 2007 to .008 lbs/lens in 2017.



Bausch + Lomb's contact lens manufacturing plant in Waterford, Ireland.

Global Waste Success Stories

More than two million used contact lens materials recycled through ONE by ONE Program



In 2016, our Bausch + Lomb business launched its exclusive ONE by ONE Recycling program in the U.S. – the first contact lens recycling program of its kind – aimed at collecting and recycling traditionally difficult-to-recycle contact lenses, blister packs and top foils. The program is made possible through a collaboration with TerraCycle®, a world leader in the collection and repurposing of hard-to-recycle post-consumer waste.



How it Works: Eye care professionals who are registered with the ONE by ONE Recycling Program are provided custom recycling bins for collection in the office. Patients can bring in their contact lens materials from home, and the practice can collect lenses used within the office. Or, patients can send used lenses and blister packs directly to TerraCycle for proper recycling using a free shipping label supplied by the company. The shipping label

can be printed [here](#). In addition to the recycling component, for every pound of waste accepted, a \$1 donation is made to Optometry Giving Sight, the only global fundraising initiative that specifically targets the prevention of blindness and impaired vision by providing eye exams and glasses to those in need.

The Results: To date, the program has **recycled more than 4 million** used contact lenses, blister packs and top foils, **diverting more than 25,000 pounds of waste** from landfills, which is approximately the weight of a small aircraft. Additionally, the program has **raised more than \$14,000** for the Optometry Giving Sight initiative. The ONE by ONE program is now being expanded globally with launches planned and in progress for Australia and the Netherlands.

Waterford, Ireland site achieves zero waste to landfill goal

In 2013, our Waterford, Ireland facility set a goal of zero waste to landfill. Our Waterford team tracked waste per unit of production and then implemented several improvement projects to ensure proper segregation of waste, and to educate the 1,100 employees at the facility about sustainability and waste management. In 2017, the site achieved a **99.82% recyclable and reuse success level**. The site achieved **zero waste to landfill for the past three years** and the 6.12 tons of general waste, which is very minimal for a large industrial site, has gone to a waste-to-energy facility. Additionally, in 2017, the site achieved an all-time low of 2.9 grams of plastic waste per unit of production, which comes close to maximum efficiency in its use of plastic.



Tony Power, Waterford's environmental, health and safety manager, holds a sample of plastic waste now being recycled.

EHS+S GLOBAL AWARDS AND RECOGNITION

Mexico site granted Certificate of Clean Industry for 9th straight year

In 2017, our business in Mexico was granted its ninth Certificate of Clean Industry in Mexico. The certificate is presented by the National Environmental Audit Program whose objectives are to effectively enforce national environmental legislation in Mexico, as well as improve the efficiency of manufacturing processes, environmental performance and competitiveness there.

Additionally, our manufacturing plant in San Juan del Rio, Mexico was also recognized for its environmental achievements.

Waterford, Ireland site was named a finalist in several national sustainability awards

For the past three years in a row, our Waterford, Ireland site was selected as a finalist for the title of “Green Manufacturer” in Ireland’s, Green Awards, competing against leading green companies, such as Coca Cola Ireland and Xerox Europe.

The Waterford, Ireland facility also reached the finals of two prestigious sustainable energy awards – nationally, the Sustainable Energy Authority of Ireland’s best large-business energy project and internationally, the “Visionary Award Project” of the Association of Decentralised Energy. Reaching the final stage of both awards recognizes the facility’s success in implementing a wide range of energy-saving and environment-friendly projects over a number of years, culminating in the installation of a gas-fired Combined Heat and Power (CHP) Plant. See story on [page 18](#).



Bausch + Lomb's solar array located in Rochester, NY.

“We look forward to providing you with meaningful progress reports in the coming years as we further strengthen and expand our EHS+S commitments, activities, metrics and outcomes to ensure both the long-term success of our company and the long-term health and vibrancy of the communities and world in which we live and work.”



Amy R. Butler
Vice President
Global Environment, Health,
Safety + Sustainability

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------



Advance Global Health and Patient Care

Our mission of improving people's lives with our health care products goes far beyond our business pursuits. It also serves as the driving force behind our social responsibility commitments. We firmly believe it is our duty to:

- Provide affordable access to our health care products to all those in need
- Do our part to make life better for those underserved throughout the world

We fulfill this responsibility through our expanding commitment to patient safety and health advocacy, philanthropy and humanitarian work. Following are a few recent highlights of this commitment in action.

THE BAUSCH FOUNDATION

The Bausch Foundation was established in 2017 to improve the lives of patients globally by providing access to safe, effective medicines and by financially supporting health care education and causes around the world. The Bausch Foundation is a charitable foundation that oversees and directs all of Bausch Health's charitable giving globally.

The Bausch Foundation supports initiatives aimed at disease prevention, improving patient outcomes and lives, and education related to our core businesses. Additionally, it supports disaster-recovery efforts and those who need help in the communities in which we live and work. Our goal is to direct efforts toward contributions that can be repeatable, gather critical mass and make important benefits within our therapeutic communities.

Since its inception, the Bausch Foundation has contributed millions of dollars' worth of financial and product donations to global charitable health organizations, including:



OPTOMETRYGIVING SIGHT
Transforming lives through the gift of vision

Vitamin K donation helps battle epidemic

In 2018, The Bausch Foundation donated nearly 800,000 tablets of mephyton (vitamin K) to the Illinois Department of Public Health (IDPH) to help battle a recent epidemic of people in Illinois suffering severe internal bleeding after using synthetic cannabinoids laced with rat poison. High doses of vitamin K taken over several months can help restore the blood's ability to clot. The donation allowed every individual who experiences severe bleeding to receive lifesaving treatment free of charge.

Learn more at www.bauschfoundation.org.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

EDUCATIONAL AND MEDICAL GRANTS

Bausch Health understands that professional schools and residency programs are the beginning of a health care provider's training. For the rest of their careers, health care providers rely on continuing medical education to help them improve their practice and deliver high-quality, safe, effective patient care. Educational grants cover the full range of topics important to health care – from the latest breakthroughs in research to how to communicate with families.

Bausch Health provides millions of dollars in educational and research grants each year. Continuing medical education grants contribute to the improvement of patient care and advances in the use of health care products. Bausch + Lomb, for example, funds grand rounds, lectures, symposiums and workshops to educate medical students, university faculty physicians, nurse practitioners, optometrists, ophthalmologists, allied health professionals, optical research scientists and others regarding improvements and new information for ocular health.

INVESTIGATOR-INITIATED STUDIES

Bausch Health recognizes that investigator-initiated studies (IIS) enable research that has the potential to improve the treatment of disease, patient outcomes and the quality of health care. Support is awarded based on the scientific merit of each submitted proposal. The IIS program is offered to all academic and community-based scientists who are interested in conducting their own research.

In general, investigator-initiated studies are smaller in scale than Phase IV trials and are “proof of concept” or “exploratory” in nature. Bausch Health may provide funding and other forms of support, such as clinical trial materials, to support studies initiated and sponsored by outside researchers.



INITIATIVES, OUTCOMES AND SUCCESS STORIES

Dermatology

Aspire Higher Scholarship Program – Each year, Ortho Dermatologics awards up to nine scholarships, valued at up to \$10,000, to deserving students with dermatological conditions. The awards are available to undergraduate students, graduate students and students who are mothers pursuing either undergraduate or graduate degrees. Since 2013, the Aspire Higher scholarship program has awarded 32 scholarships, which gave students a total of more than \$450,000 toward their higher education across the U.S.

Learn more at www.aspirehigherscholarships.com.

Passion to HealSM – In many regions, specialized care isn't easily accessible. Without expertise in dermatology, it's difficult for local doctors to treat and diagnose skin conditions. Ortho Dermatologics has worked for many years with Passion to HealSM, an organization that sends dermatologists to such places as India and Kenya to provide free treatment to community members and education to local providers.

Camp Discovery and Camp Wonder – Ortho Dermatologics has provided significant financial support to American Academy of Dermatology's Camp Discovery and Camp Wonder, camps for children who have chronic skin conditions. The camps are designed to empower children to believe their disease does not define them.

Learn more at www.ortho-dermatologics.com/philanthropy.

Gastrointestinal

Salix Pharmaceuticals supports a range of educational programs, charitable grants and sponsorships aimed at improving gastrointestinal health and supporting those with gastrointestinal diseases.

Colon Cancer Alliance Sponsorship – Salix is committed to advocating for patients with colon cancer. As a sponsor of the Colon Cancer Alliance (CCA), Salix employees actively participate in many activities and fundraisers to support colon care and those impacted by colorectal cancer.

Examples include:

- Dress in Blue Day** – A CCA-led initiative where supporters wear blue any day in the month of March to honor those impacted by colorectal cancer.
- Undy RunWalk** – The Undy RunWalks are 5k family-friendly run/walk events put on by CCA honoring those impacted by the disease.

Below are just a few of the organizations Salix supports.



Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

Eye Health

Participation and support for medical mission trips around the globe – Each year our company donates millions of dollars' worth of products to medical mission trips to developing countries and other remote areas, donations that help disadvantaged people see better and live better. Following are a few inspirational stories of health care providers and employee volunteers who generously donated their time and talents to help:

- **Employee volunteers establish an international surgical items donation program** – Employees at the European Surgical Distribution Center in Amsterdam volunteered to establish and run an international donation program to provide surgical items to approved charity organizations that conduct free eye surgeries in third-world countries.
- **An Ohio-based eye physician enhances his ability to provide care during medical mission trips with a boost from Bausch + Lomb** – The physician takes regular week-long medical mission trips to Peru and Ecuador. At his request, Bausch + Lomb has provided Alaway® dry-eye drops for approximately 700 patients.
- **Saving sight in Haiti** – In August 2017, Bausch Health volunteers participated in an eye care medical mission to Gonaives, Haiti to assist with free eye exams and treatments for patients. Currently there are only 50 ophthalmologists in Haiti – with most practicing in the island's capital city to treat the more than nine million people who reside there. The trip was organized by Volunteer Optometric Services to Humanity, a leading non-profit organization committed to preserving eyesight and correcting visual impairment. The employees were joined by Pennsylvania-based optometrists, ophthalmologists from Italy and other volunteers. In addition, our company donated a wide range of eye care products. The surgeons performed nearly 50 sight-saving operations and examined more than 2,000 patients. Hundreds of adults and children received eyeglass prescriptions and were treated for ocular infections, as well as for glaucoma and cataracts, both of which are prevalent conditions among residents of Haiti.

Product donations and employee volunteers have helped contribute to many successful medical mission trips around the world.



Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

Advancing Work of Optometry Giving Sight – Since 2016, Bausch + Lomb has long supported Optometry Giving Sight, a global fundraising organization that specifically targets the prevention of unnecessary blindness and impaired vision due to Uncorrected Refractive Error. For three consecutive years, the company has held fundraising opportunities in support of a coalition led by Optometry Giving Sight in support of World Sight Day in October. The company also donates \$1 to the organization for every pound of accepted packaging that is recycled through its ONE by ONE Recycling Program. See story on [page 20](#).

Supporting Eye Bank of America's Run for Vision – For more than 30 years, we have supported the Run for Vision, a 5k benefit run/walk that takes place during the American Academy of Ophthalmology annual meeting. The event raises awareness and support for eye tissue donation on behalf of the Eye Bank Association of America.

Raising awareness and donations for AMD – Since 2014 in partnership with Prevent Blindness®, the nation's oldest volunteer eye health and safety organization dedicated to fighting blindness and saving sight, we have helped educate people to fight for their sight during AMD (Age-Related Macular Degeneration) Awareness Month in February. In recognition of AMD Awareness Month in 2018, Bausch + Lomb launched a public service announcement and docu-series to showcase deeply powerful stories of people living with AMD, while encouraging others to understand the risk factors for AMD and how they can help reduce the risk of progression of the disease. The company also held a social media campaign where \$1 was donated for every "share" or "like" of a Bausch + Lomb Facebook post that promoted AMD Awareness Month to Prevent Blindness – raising a total of \$50,000 during the month-long campaign.



[Click](#) to learn more about AMD.



[Click](#) to meet Geri, a patient living with AMD.



[Click](#) to meet Gig, a patient living with AMD.





Improve Our Communities

Our company and our people are deeply committed to improving the health and well-being of the communities where we live and work. Bausch Health's long-term success is linked directly to our ability to make a positive difference – and we do so in many ways, including community enrichment activities, such as volunteering in our neighborhoods and donations to local charities; educational support through business relationships with academic institutions and investments in student work programs and internships; and natural disaster relief efforts. Following are just a few examples of the many ways we have worked to improve our communities throughout the world.

COMMUNITY ENRICHMENT

Bausch + Lomb raises \$57,000 for the United Way of Rochester

United Way of Rochester – At nearly 50%, Rochester, NY has one of the highest child poverty rates in the nation. The company took a leadership role in the 2017 United Way campaign by matching employee contributions, dollar-for-dollar, raising approximately \$57,000.

U.S. employees rally to make a big impact during United Way Day of Caring

United Way Day of Caring – Each year, hundreds of Bausch Health employees at many of our U.S. sites join thousands of other community members to plant, paint and give back during the United Way's annual Day of Caring in May. Activities range from cleaning up local hospitals, health care and senior facilities to restoration projects at local landmark buildings and fundraising for charitable organizations, such as Meals on Wheels, Ronald McDonald House, Feed My People and KidSmart.

Support for Grow It Yourself (GIY) promotes healthy eating

GIY is a global movement headquartered in Waterford, Ireland involving more than 50,000 people who grow their own food. Our Waterford facility

helps to sponsor GIY, and our employees benefit from a food-growing program provided at the facility by GIY experts.

Tampa, FL site supports eye health through Lions Eye fundraising

Lions Eye fundraising – Bausch Health employees volunteer to support an annual 5k event and auctions, which raise money for the Lions Eye Institute Foundation's Transplant and Research Program.

At-risk children and families in Tampa, FL benefit from Bausch Health support

Our Tampa, FL site actively supports the University Area Community Development Corporation, which provides local programming and services focused on at-risk children and family development, crime prevention and commerce growth. The site also provides free immunization and booster shots and physical exams each year for more than 150 underprivileged children from local communities.

Waterford, Ireland site enriches community through Employee Charities Committee

Employees at our Waterford, Ireland site give generously each week to deserving

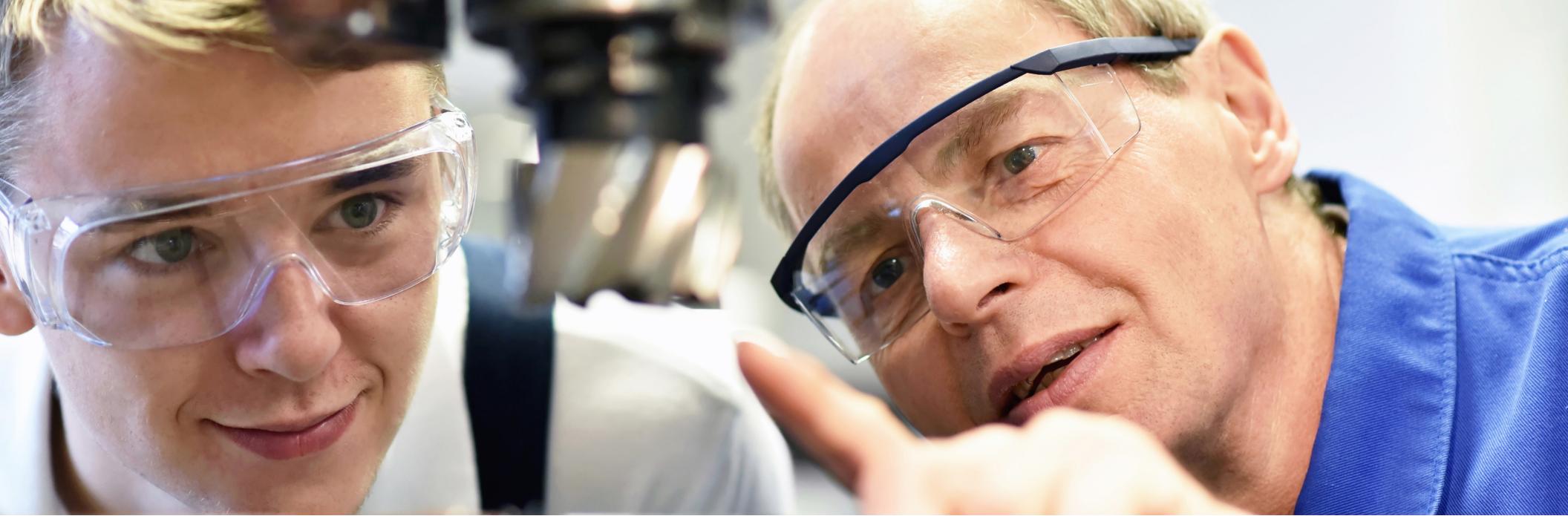
charities through the site's Employee Charities Committee. These donations form a vital part of the support structures for many local, voluntary charitable organizations.

Employees in Greece help bring smiles to local children

In December 2017, several employees in Greece participated in an event to assist children in The Smile of the Child program, which supports more than 1.3 million disadvantaged children worldwide. The event focused on the 27 children who reside at a home in Melissia, Athens sponsored by The Smile of the Child. As part of the day's events, an optometrist performed a full pediatric optometric check and eye exam on each of the children, from ages 20 months to 17 years old. Within the home, employees renovated a living room with new furniture and wall stickers. Outside, volunteers cleared a garden and planted winter flowers, and the children were given professional instruction on how to care for the plants.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------





EDUCATIONAL SUPPORT

Bausch Health sites provide valuable experiential learning opportunities for students

Canada – The Laval and Steinbach facilities in Canada regularly host students and educational institutions, such as Gérald Godin College and the University of Québec at Montreal. These visits provide insight into the operations of the company and highlight the value that manufacturing and the pharmaceutical industry bring to patients and the economy. They also encourage higher education collaboration with Bausch Health and the Canadian pharmaceutical industry.

Germany – Employees at our site in Berlin, Germany regularly partner with local schools and universities to offer on-campus lectures and application trainings, as well as field trips to the Berlin facility with guided tours through production areas. Second-level students are also provided onsite work placement opportunities to gain real-world experience working in a high technology, health care manufacturing environment.

Additionally, the site supports gender balance and diversity in the local community. An example is its annual participation in “Girl’s Day,” which gives girls ages 12 to 16 the opportunity to spend the day onsite to learn about available supply chain jobs and consider a future career in the field.

Ireland – The Waterford, Ireland site partners with the Waterford Institute of Technology (WIT) and other higher educational institutions to develop courses and offer internships that prepare students for jobs in technology. Recently, the site supported WIT’s inaugural “Women in Technology” event, which aims to remove barriers, perceived or otherwise, from women entering the technological world. The site also offers a scholarship program with WIT that provides financial support and mentoring for children of our employees.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

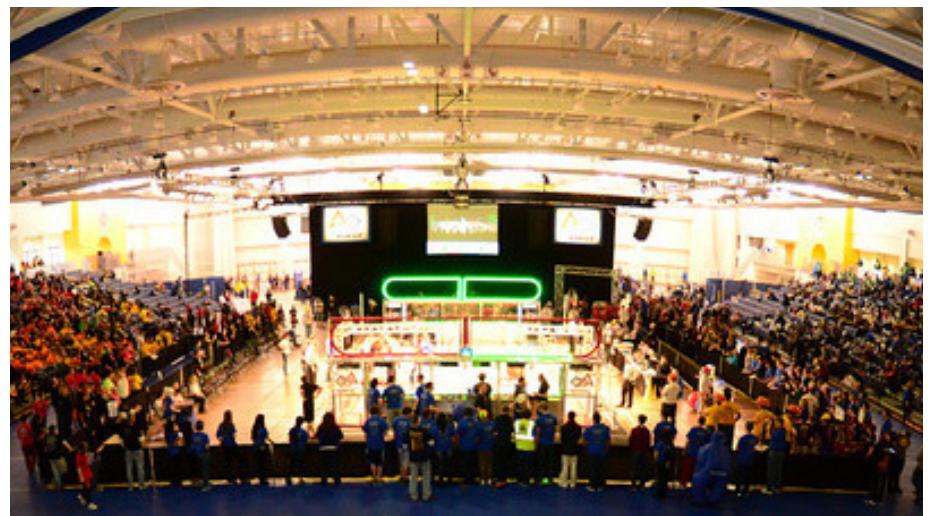
For decades the site has provided resources and financial support for the Junior Achievement program, which introduces second-level students to the working world. It also hosts many school visits to the plant each year and supports the annual Junior Achievement Young Scientist and Technology event.

Netherlands – Our European Distribution Center in Amsterdam, Netherlands is a member of the European Supply Chain Forum/Development Program Professional Doctorate in Engineering program through a partnership with Technical University Eindhoven, Netherlands. The program is a post-master education program for students who do their final thesis on European, Middle Eastern or Asian supply chain projects. Our membership provides students with real-world benchmarking and academic knowledge-sharing in areas such as supply chain modeling, planning, environmental developments and information technology. The site also provides high school and university students with work placement opportunities.

Poland – In Poland, we partner with local universities, including Rzeszów University of Technology and the University of Rzeszów, to offer student internships and support research projects. Our Poland site provides free access to equipment, chemicals and reagents for research, and cofinances scientific publications in the field of chemical sciences. Each year, approximately 50 students participate in internships at the site, gaining professional and diploma credentials, as well as materials for master's theses. The site also offers onsite training for high school students, giving them hands-on work experience in a manufacturing environment.

United Arab Emirates (UAE) – In collaboration with the University of Sharjah, employees in UAE organize visits for students to our manufacturing plant for students, which provide an opportunity for the students to better understand scientific concepts and processes covered during their courses and learn more about pharmaceutical manufacturing processes.

U.S. – Each year, our Rochester, NY site sponsors several student teams competing in the local FIRST (For Inspiration and Recognition of Science and Technology) Robotics Competition. The teams of high school students compete to build robots geared to accomplish a simple, predetermined task. The teams must also raise funds, design a team “brand,” hone teamwork skills and perform community outreach. Participants are eligible to apply for more than \$25 million in college scholarships. In addition to funding provided by the company, our employees volunteer their time and talents to work with the teams throughout the six-week process.



The FIRST Robotics Competition is held in the Rochester Institute of Technology field house.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------

NATURAL DISASTER ASSISTANCE

Bausch Health donations help the American Red Cross – In 2017, Bausch Health presented the American Red Cross with a check for \$208,464 covering donations made from late August to October by Bausch Health employees – and matched by the Bausch Foundation – to assist in the relief efforts following Hurricanes Maria, Irma and Harvey. Bausch Health was also presented with the 2018 William W. Augustine Award by the American Red Cross, New Jersey region. The honor recognizes our commitment to the mission of the Red Cross.



In late 2017, Bausch Health employees and the Bausch Foundation donated more than \$200,000 to the American Red Cross following a series of devastating hurricanes.

Bausch Health employees go above and beyond following Mexico earthquake

Mexico earthquake – On September 19, 2017, our Mexico City manufacturing location was affected by an earthquake, sustaining minor non-structural damage. In the wake of the earthquake, several employees in Mexico came together to ensure their coworkers were safe and that the facility could safely return to normal operations – far exceeding the expectations of their responsibilities. Additionally, many other employees generously donated needed first aid products to help others in the community affected by the earthquake.

Bausch Health partners with Americares to respond to disasters and humanitarian crises

disasters and humanitarian crises – For 12 years, Bausch Health has been a key partner in Americares' responses to disasters and humanitarian crises by providing vital medicine to help restore health services for survivors. Our long-standing partnership with Americares enables us to get our medicines and health care products to people in dire need. To date, Bausch Health has donated \$145 million in medicine to Americares global health programs, responding rapidly to targeted requests for products when there is an urgent need.

The 2017 Atlantic hurricane season was record-setting, with three powerful storms making landfall in the U.S. Bausch Health partnered with Americares to respond with health programs and shipments of critical medicine and supplies for survivors of all three hurricanes. Donations included antibiotics, antivirals and chronic disease medicines, which were valued at \$44 million. Bausch Health's support allowed Americares to also meet the health needs of survivors, outfit mobile medical teams in Puerto Rico and resupply health centers running critically low on medications in Florida, Texas and the U.S. Virgin Islands.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------



Support Employee Growth and Well-Being

At Bausch Health we are committed to creating a dynamic and inclusive workplace that fosters a healthy, highly engaged and skilled workforce where everyone can excel. We want all of our employees at each of our more than 100 sites worldwide to feel proud to be a part of our company and excited to be their best and do their best each and every day – at work, at home and in their local communities. We are dedicated to ensuring all individuals who work for us and with us feel welcomed, supported and valued for their talents and contributions.

Total rewards philosophy aims to bring out the best in our people and our company

We believe our employees' physical, financial and emotional well-being is the foundation for their success, and it also plays a vital role in the company's success. To build and sustain a high-performing and highly engaged global workforce, we offer a comprehensive and integrated employee support system built around a total rewards philosophy. This support system consists of competitive health and welfare benefits, robust learning and development programs, and meaningful reward and recognition opportunities. Together, these programs and resources help to foster our employees' total well-being – physically, financially and emotionally – enabling them to grow as people and professionals, while feeling fulfilled and valued in the many roles they play at work and at home.

Global and regional initiatives build a dynamic and inclusive workplace

We are committed to continually improving our workplace and team culture both across the company and within each of our regions. To do so, we regularly seek feedback from our employees. Following our most recent global employee engagement survey, we established short- and long-term overall and regional initiatives to address specific improvement areas and reinforce areas of strength, as identified by our employees.

Following are a few major examples of initiatives, some of which are a direct result of employee feedback:

- **We strengthened our U.S. performance management process: Develop – Perform – Reward (DPR)** – DPR was built on the idea that employees and the organization benefit from an environment that encourages both individual development and high performance. DPR provides rewards when performance goals are met or exceeded, and offers opportunities for personal and professional growth based on individual development needs.
- **We enhanced our employee recognition and development programs** – To ensure our employees continue to grow in their professional endeavors and are recognized for their successes, we introduced new ways to develop and celebrate high-performance.
- **Our regional sites expanded and strengthened employee communication channels** – New communication methods were introduced to improve alignment and consistency of messaging across departments and functions, and to increase employee awareness of company-related news and events. More frequent management communications, town hall meetings, information boards in manufacturing areas and new employee intranet sites are just a few of the ways communications have been enhanced throughout the company.

Additionally, we are firmly committed to creating a safe and inclusive workplace for all those who work with and for us. Learn more about these commitments on [page 15](#).

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------



Innovative learning and development programs enrich our people and our performance

We seek to equip and empower our employees with the skills, talents and support to maximize their performance and achieve their career objectives as they contribute to the company's business goals and live our values. Within each of our regions, customized development and training programs exist to help our employees continually grow and excel. In 2018, the company's Leadership & Organizational Development team built a suite of standardized programs and scalable employee development tools, such as:

- Manager and Director Development Programs
- Coaching Model for Sales Leaders
- Emerging Leaders Development Program focused on hiring the best candidate, based on abilities and fit with the company culture

Rewards and recognition programs spotlight employee excellence

Regularly expressing our appreciation for the exceptional talents and contributions of our employees is a top priority. Our employees work hard, strive for excellence in all they do and often go above and beyond to achieve ambitious performance goals, and their efforts deserve celebration and recognition. Bausch Health offers many opportunities for our people to feel valued, appreciated and respected, including:

- **CEO Awards** – These awards are the company's highest honor. They recognize individual employees and teams who have made significant contributions to the company and who serve as role models by consistently demonstrating behaviors that align with our guiding principles (Quality Health Care Outcomes, Customer Focus, Innovation, Efficiency and People) and core values (Accountability, Agility, Courage, Integrity, Teamwork and Results Orientation).

In 2017, more than 50 employees globally, including three individuals and three teams, received inaugural CEO Awards, with each receiving a financial bonus and engraved crystal memento.

- **Shining Stars and Above and Beyond awards** – Each quarter, the *Shining Stars* program recognizes employees whose efforts exceed their usual responsibilities, and the *Above and Beyond* program recognizes employees who demonstrate exemplary individual achievement. These or similar programs exist across the globe and provide peers, managers and colleagues the opportunity to recognize exceptional work, done in the right ways.
- **Quality Excellence Awards** – Employees who demonstrate exceptional performance in our manufacturing plants are recognized with the Quality Excellence Award.



Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
----------------------------------	------------	---------------------	------------------------	-------------------------	--	-------------------------	--	---------



Closing

Thank you for taking the opportunity to review this inaugural edition of the Bausch Health Corporate Social Responsibility (CSR) Report. We hope it has provided an informative and engaging introduction to our key CSR commitment areas, as well as our most recent CSR activities and achievements across the globe.

We look forward to providing you with meaningful progress reports in the coming years, as we further strengthen and expand our CSR commitments and initiatives in support of our mission to improve people's lives with our health care products.

Letter from Our Chairman and CEO	Who We Are	Our Approach to CSR	Operate with Integrity	Respect the Environment	Advance Global Health and Patient Care	Improve Our Communities	Support Employee Growth and Well-Being	Closing
33								