

Allergan Occupational Injury and Illness Prevention Program

Over the past 10 years Allergan has been able to achieve and sustain an occupational injury and illness rate less than one-half of the benchmark pharmaceutical industry rate as reported by the U.S. Bureau of Labor Statistics. It is the goal of Allergan that no employee suffers any physical or health impairment as a result of any work-related activity performed. To reflect this desired outcome, Allergan has established injury rate performance metrics with appropriate accountabilities and goals for every facility as well as for the corporation. The effectiveness of our injury prevention activities are judged against these goals and are reflected in all employees performance appraisals. Since 2003, the rate of injuries and illnesses within Allergan has declined by an average of over 8% per year (from 1.4 injuries per 100 employees in 2003 to 0.7 injuries per 100 employees during the first half of 2009).

This very low rate of occupational injuries and illnesses is achieved through the diligent efforts of all employees, lead by each facility's EHS team members and the senior management teams. The following proactive programs have helped to drive the injury prevention activities at each facility:

- Focus on Behavior Base Safety through use of SafeStart™ and related observation processes.
- Hazard identification through inspection, risk assessment, self-audit and mitigation activities.
- Ergonomics awareness through training, self-evaluation, identification of higher-risk activities and formal job and work station evaluation programs.
- Employee and management participation in Safety Committee inspections and leadership.
- Chemical safety and industrial hygiene programs directed toward hazardous chemicals containment and exposure minimization, confirmed by exposure assessment requirements.
- Use of "Prevention Through Design" concepts as structured within Allergan's EHS Product and Process Development requirement as well as through robust EHS participation in Change Management requirements at each facility.