

Global Reporting Initiative (GRI) G3 Allergan Index

<u>GRI Category # and Requirement</u>	
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2. Organizational Profile	
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2.2 Major Brands, Products and Services	Products 2008 Annual Report pages 21 - 24
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2.5 Countries in which Organizations Main Operations are Located	Global Locations – Manufacturing and R&D are located in USA, Ireland, France, Switzerland, Brazil, Costa Rica
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3.3 Reporting Cycle	2008 Annual Report Allergan reports on a calendar year annual cycle Sustainability Performance Report Allergan reports sustainability performance on a semiannual cycle
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3.11 Changes in the Scope and Limitations of the Report or in the Measurement Methods Applied	2008 Annual Report Responsibility - EHS Sustainability Performance Report
3.12 Index According GRI with Links	This document represents Allergan's in accordance statement with the GRI Index G3
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5. Performance Indicators	
Economics	

Management Approach	Allergan Overview EHS Allergan Foundation Compliance Careers Research and Development Product Safety and Animal Testing
EC1. Direct economic value generated and distributed including revenues, operating costs, employee compensation, donations, other community investments, retained earnings and payments to capital providers and governments.	Client/Shareholder Earnings Client/Shareholder Financials
EC2. Financial implications and other risks and opportunities for the organization’s activities due to climate change.	Carbon Disclosure Project – Results Carbon Disclosure Project - Response
EC3. Coverage of the organization’s defined benefit plan obligations.	Client/Shareholder Earnings Client/Shareholder Financials
EC4. Significant financial assistance received from government.	Client/Shareholder Earnings Client/Shareholder Financials
EC5. Range of ratios of standard entry-level wage compared to local minimum wage at significant locations of operation.	Client/Shareholder Earnings Client/Shareholder Financials
EC6. Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation.	Client/Shareholder Earnings Client/Shareholder Financials
EC7. Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Client/Shareholder Earnings Client/Shareholder Financials
EC8. Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement.	Client/Shareholder Earnings Client/Shareholder Financials Allergan Foundation
EC9. Understanding and describing significant indirect economic impacts, and including the extent of impacts.	Client/Shareholder Earnings Client/Shareholder Financials
Ecology	
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EN1. Materials Used By Weight or Volume.	EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table

<p>EN2. Percentage Of Materials Used That Are Recycled Input Materials.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN3. Direct energy consumption by primary energy source.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN4. Indirect energy consumption by primary source.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN5. Energy saved due to conservation and efficiency improvements.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN6. Initiatives to provide energy efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN7. Initiatives to reduce indirect energy consumption and results achieved.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN8. Total water withdrawal by source.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN9. Water sources significantly affected by water withdrawal.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN10. Percentage and total volume of water recycled and reused.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN11. Location And Size Of Land Owned, Leased, Or Managed In Biodiversity-Rich Habitats</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table EHS Biodiversity</p>
<p>EN12. Description of the significant activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.</p>	<p>EHS Responsibility - EHS EHS Biodiversity</p>
<p>EN13. Habitats protected or restored.</p>	<p>EHS Responsibility - EHS EHS Biodiversity</p>
<p>EN14. Strategies, current actions and future plans for managing impacts on biodiversity.</p>	<p>EHS Responsibility - EHS EHS Biodiversity</p>

<p>EN15. Number of ICUN Red List species and National Conservation List species with habitats in areas affected by operations, by level of extinction risk.</p>	<p>EHS Responsibility - EHS EHS Biodiversity</p>
<p>EN16. Total direct and indirect greenhouse gas emissions by weight.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN17. Other relevant greenhouse gas emissions by weight.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN18. Initiatives to reduce greenhouse gas emissions and results achieved.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table Emissions Reductions</p>
<p>EN19. Emissions of ozone-depleting substances by weight.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN20. NO, SO, and other significant air emissions by type and weight.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN21. Total water discharged by quality and destination.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN22. Total weight of waste by type and disposal method.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN23. Total number and volume of significant spills</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN24. Weight of transported imported, exported or treated waste deemed to be hazardous under terms of the Basel Convention annex I, II, III, & VIII, and percentage of waste transported internationally.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN25. Identity, size, protected status, and biodiversity value for water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>

<p>EN26. Initiatives to mitigate environmental impacts of products and services, and extent of impact of mitigation.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table Initiatives</p>
<p>EN27. Percentage of products sold and their packaging materials that are reclaimed by category.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN28. Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN29. Significant environmental impacts of transporting products and other materials and goods used for the organization's operations, and transporting members of the workforce.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table</p>
<p>EN30. Total environmental protection expenditures and investments by type.</p>	<p>EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table Environmental Costs Health and Safety Costs</p>
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<p>Management Approach</p>	<p>Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports Research and Development Product Safety and Animal Testing</p>
<p>LA1. Total workforce by employment type, employment contract and region.</p>	<p>Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports Sustainability Performance Report Performance Summary Table</p>
<p>LA2. Total number and rate of employee turnover by age group, gender and region.</p>	<p>Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports Sustainability Performance Report Performance Summary Table</p>
<p>LA3. Benefits provided to full-time employees not provided to part-time or temporary employees, by major operations.</p>	<p>Allergan Overview Corporate Responsibilities Careers Corporate Governance</p>

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LA4. Percentage of employees covered by collective bargaining agreements.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
LA5. Minimum notice periods regarding operational changes, including whether it is specified in collective agreements.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
LA6. Percentage of workforce represented in formal management-employee health and safety committees that help monitor and advise on occupational health and safety programs.	EHS Responsibility - EHS
LA7. Rates of injury, occupational diseases, lost days, absenteeism, and number of work-related fatalities by region.	EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table
LA8. Education, training, counseling, prevention, and risk control programs in place to assist workforce members, their families, and community members regarding serious diseases.	EHS Responsibility - EHS Sustainability Performance Report Performance Summary Table
LA9. Health and safety topics included in formal agreements with trade unions.	EHS Responsibility - EHS
LA10. Average hours of training per year per employee by employee category.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports Sustainability Performance Report Performance Summary Table
LA11. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports Sustainability Performance Report Performance Summary Table
LA12. Percentage of employees receiving regular performance and career development reviews.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
LA13. Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and	Allergan Overview Corporate Responsibilities Careers

other indicators of diversity.	Corporate Governance Financial Reports Sustainability Performance Report Performance Summary Table
LA14. Ratio of basic salary of men to women by employment category.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports Sustainability Performance Report Performance Summary Table
Human Rights Indicators	
HR1. Percentage and total of significant investment agreements that include human rights clauses or have undergone human rights screening.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
HR2. Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
HR4. Total number of incidents of discrimination and actions taken.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
HR5. Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
HR6. Operations identified for having significant risk of child labor, and measures taken to contribute to the elimination of child labor.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
HR7. Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced and compulsory labor.	Allergan Overview Corporate Responsibilities Careers Corporate Governance

	Financial Reports
HR8. Percentage of security trained in the organization's policies and procedures concerning aspects of human rights that are relevant to operations.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
HR9. Total number of incidents of violations involving rights of indigenous people and actions taken.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
Societal Indicators	
SO1. Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
SO2. Percentage and total number of business units analyzed for risks related to corruption.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
SO3. Percentage of employees trained in the organization's anti-corruption policies and procedures.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
SO4. Actions taken in response to corruption.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
SO5. Public policy positions and participation in public policy development and lobbying.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
SO6. Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
SO7. Total number of legal actions for anticompetitive behavior, antitrust, and monopoly practices and their outcomes.	Allergan Overview Corporate Responsibilities Careers Corporate Governance

	Financial Reports
SO8. Monetary value of significant fines and total number of non-monetary penalties for non-compliance with laws and regulations.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
Product Stewardship	
Management Approach	Allergan Investors EHS Allergan Foundation Compliance Careers Research and Development Product Safety and Animal Testing
PR1. Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and service categories subject to such procedures.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
PR2. Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
PR3. Type of product and service information required by procedures, and percentage of products and services subject to such information requirements.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
PR4. Total number of incidents of non-compliance with regulatory and voluntary codes concerning product and service information and labeling, by types of outcomes.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
PR5. Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
PR6. Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
PR7. Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing	Allergan Overview Corporate Responsibilities

communications, including advertising, promotion, and sponsorship by type of outcome.	Careers Corporate Governance Financial Reports
PR8. Total number of substantiated complaints regarding breaches of customer privacy and loss of customer data.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports
PR9. Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Allergan Overview Corporate Responsibilities Careers Corporate Governance Financial Reports

GRI Application Level:	Not Applicable	C	C+	B	B+	A	A+
Self Evaluation						√	
Reviewed by Third Party External Organizations	√						
Reviewed by GRI	√						