

CONCORDIA INTERNATIONAL CORP.

DIVERSITY POLICY

1. OVERVIEW

Workplace diversity refers to the diverse thinking, skills, experience and working styles of men and women from different backgrounds. Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

The board of directors (the “**Board**”) of Concordia International Corp. (the “**Corporation**”) recognizes that a diverse workforce will promote an inclusive work culture, enhance innovation, increase productivity, and that a diverse workforce is crucial to achieving the Corporation’s vision of becoming a growing and successful healthcare business. The Corporation is therefore committed to promoting an environment that embraces diversity and reflects the Corporation’s core values of respect, integrity, teamwork, innovation, action and accountability.

This diversity policy (the “**Policy**”) sets out the Corporation’s approach to promoting diversity.

2. COMMITMENT

The Corporation is committed to achieving the following through this Policy:

- elimination of all forms of unlawful discrimination by taking action against inappropriate workplace behaviour including harassment, bullying, victimisation and vilification;
- upholding a merit-based appointment process by accessing a broad pool of diverse candidates;
- establishment of measurable diversity objectives on an annual basis;
- recruitment and retention of a diverse workforce by promotion of programs that assist in the development of a broader pool of skilled and experienced employees; and
- promotion of flexible work arrangements in recognition that employees at all levels of the Corporation may have domestic responsibilities.

3. IMPLEMENTATION

The Corporation will undertake the following to promote diversity:

- take a merit-based approach to the selection of employees, senior management and the Board with an emphasis on promoting diversity at all levels of the Corporation, and use external experts where necessary, including to identify women directors for potential nomination to the Board and/or for appointment to senior management;

- on an annual basis, recommend to the Board for adoption measurable objectives (including, if appropriate, target levels of representation) to achieving gender and ethnic diversity, and track the progress of how the Company is achieving these objectives;
- assess gender pay equity on an annual basis;
- develop and promote flexible work arrangements; and
- annually review and report to the Board on the proportion of women and ethnic minorities at all levels of the Corporation, and benchmark this data against relevant industry standards where possible.

4. REVIEW PROCEDURE

The Nominating and Corporate Governance Committee (the “**Committee**”) will review this Policy on a periodic basis and report to the Board on the effectiveness of the Policy.

5. COMPLIANCE

This Policy applies to all employees and directors. Anyone found in breach of this Policy may be subject to disciplinary action, including termination.

6. DISCLOSURE

The Corporation will report on the measurable objectives and the progress in achieving these objectives in its annual report or corporate governance statement in its annual management information circular. The Corporation will also comply with the disclosure requirements set out in National Instrument 58-101 - *Disclosure of Corporate Governance Practices*.

Approved by the board of directors of the Corporation effective February 10, 2015.