

AbbVie Ltd
Modern Slavery Act Transparency Statement
for the year ended 31 December 2017

AbbVie believes in the inherent dignity of every human being and respects individual rights as set out in the Universal Declaration of Human Rights. We reflect these principles in our company's core values and in our mission to address the world's toughest health challenges.

AbbVie supports the Universal Declaration of Human Rights and key tenets of the United Nations Guiding Principles on Business and Human Rights. While governments have a key role to respect, protect, promote and fulfil the human rights of their citizens, we recognise that companies share this responsibility to respect human rights within their own operations and business relationships.

AbbVie applauds the passage of the UK Modern Slavery Act 2015.

Our Organisation

AbbVie Ltd is a subsidiary of AbbVie Inc., a global, research-based biopharmaceutical company formed in 2013 following separation from Abbott Laboratories. AbbVie is committed to developing and delivering a consistent stream of innovative new medicines for some of the world's most complex conditions. In more than 75 countries, approximately 30,000 AbbVie employees are working every day to tackle the toughest health care challenges in the pursuit of better health outcomes for people around the world. For further information on AbbVie Ltd, please visit www.abbvie.co.uk.

Commitment and Policies

AbbVie's [commitment to human rights](#) is supported by our policies on employment and compliance with laws and regulations wherever we have operations. We are committed to ensuring that slavery and human trafficking do not enter our product supply chains or any part of our business. We have [corporate policies](#) addressing the need for a safe and fair working environment where the rights of those who work for and with us are respected.

AbbVie's [Code of Business Conduct](#) applies to all AbbVie employees and sets forth our commitment to conduct business with the highest ethical standards and to comply with all applicable laws and regulations. It states that AbbVie is committed to maintaining a work environment free from intimidation, violence or threats of violence. Our employees worldwide certify their adherence to AbbVie's Code of Business Conduct annually. In 2017, 28,906 employees trained on our code. Further, our employees and contractors are required to promptly report any known or suspected breach of AbbVie's Code of Business Conduct or other illegal or unethical behaviour. We offer a number of resources such as our confidential [Ethics and Compliance Helpline](#), a telephone and web-based hotline maintained by a third party for the purpose of gathering information regarding compliance and ethics concerns. Therefore, if there are any concerns relating to a breach of AbbVie's Code of Business Conduct, these can be raised in confidence and without fear of retaliation.

To further our understanding of human rights and modern slavery topics, AbbVie is a member of the Pharmaceutical Supply Chain Initiative and Business for Social Responsibility's Human Rights Working Group.

Expectations of Suppliers

Our suppliers are integral to the success of our company. While we cannot control all actions of our suppliers, we expect suppliers to treat their employees with dignity and respect and to comply with all legal and regulatory requirements pertaining to the fair and equitable treatment of employees.



All suppliers are expected to understand and comply with AbbVie's [Supplier Code of Conduct](#) and our expectation that suppliers:

- Commit to fair treatment of their employees.
- Shall not use forced, bonded or indentured labour, involuntary labour or human trafficking.
- Shall not use child labour.
- Shall maintain employee files with adequate data to verify ages of employees.
- Shall pay workers according to applicable wage laws, including minimum wage, overtime hours and mandated benefits as per custom of the country of employment.

Our key supplier network is required to certify compliance with AbbVie's Supplier Code of Conduct and the above requirements. Additionally, in contractual agreements, we oblige our suppliers to comply with all applicable laws and regulations.

In addition, we are a member of [Pharmaceutical Supply Chain Initiative](#) (PSCI), an international membership organisation of pharmaceutical and health care companies that formalize, implement and champion responsible supply chain practices. We support PSCI's [Principles for Responsible Supply Chain Management](#) and have implemented PSCI [Audit standards](#) in supplier audits globally. These standards outline that suppliers uphold the human rights of workers and shall not use forced, bonded, indentured, involuntary prison or child labour.

Due Diligence

Annually we conduct internal surveys to monitor the awareness of human rights issues in our workplaces. For the year ending 31 December 2017 there were no human rights issues reported. AbbVie Ltd also verifies and ensures all U.K.-based employees and contractors have the right to work in the U.K.

We engage in the verification of our product supply chains which includes evaluating the risk of human trafficking and slavery. As part of our Global Supplier Sustainability programme, AbbVie surveys and measures our most critical suppliers on their environmental and social practices. Specifically, suppliers attest to human slavery and trafficking criteria including whether they have a written policy against human trafficking and slavery, minimum hiring age and wages in accordance with local/national laws. The survey also assesses whether these suppliers have any human trafficking violations. This may be verified via an additional audit by PSCI. AbbVie uses this information to evaluate, measure and report progress in enhancing our sustainable global supply chain.

Accountability

Any employee or contractor discovered to be involved in inappropriate conduct or in violation of our Code of Business Conduct, our policies, our procedures and/or applicable laws or regulations, is subject to corrective action, up to and including termination of employment. Additionally, if AbbVie becomes aware of any actions or conditions not in compliance with our Supplier Code of Conduct, we may seek corrective action.



Jerome Bouyer

General Manager of AbbVie Ltd