

**AbbVie Ltd**  
**Modern Slavery Act Transparency Statement**  
**for the year ended 31 December 2016**

AbbVie believes in every human being's right to dignity, and respects individual rights as set out in the Universal Declaration of Human Rights. These principles are reflected in our company's mission and core values. While governments have a key role to respect, protect, promote and fulfil the human rights of their citizens, we recognise that companies have a shared responsibility in promoting human rights within their spheres of influence and applaud 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. The company's mission is to use its expertise, dedicated people and unique approach to innovation to develop and market advanced therapies that address some of the world's most complex and serious diseases. Together with its wholly-owned subsidiary, Pharmacyclics, AbbVie employs approximately 29,000 people worldwide and markets medicines in more than 170 countries. For further information on AbbVie Ltd, please visit [www.abbvie.co.uk](http://www.abbvie.co.uk).

**Commitment and Policies**

AbbVie contributes to the fulfilment of human rights through compliance with laws and regulations wherever we have operations, as well as through our policies and programs. 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. In addition, we are a member of the international Pharmaceutical Supply Chain Initiative (PSCI) which works to promote responsible practices in labour, health, safety and environmental sustainability in supply chains.

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. 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. 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.

**Expectations of Suppliers**

AbbVie's [Supplier Code of Conduct](#) sets out the standards that we require our suppliers to understand and comply with in the areas of ethics, compliance, fair practices, integrity, safety and quality. Specifically, it states 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.

### **Due Diligence**

Annually we conduct internal surveys to monitor the awareness of human rights issues in our workplaces. For the year ending 31 December 2016 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.

A handwritten signature in black ink that reads "Matt Regan". The signature is written in a cursive, slightly slanted style.

Matt Regan  
Director and General Manager of AbbVie Ltd