



OUR COMMITMENT TO HUMAN RIGHTS

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 precepts in our company's fundamental principles and in our mission to address serious 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 fulfill the human rights of their citizens, we recognize that companies share this responsibility to respect human rights within their own operations and through business relationships. AbbVie is committed to preventing, mitigating and remedying any adverse human rights impacts across our value chain.

AbbVie does not tolerate human rights abuses. We expect all AbbVie employees, contractors, subsidiaries, suppliers and business partners to abide by this commitment. AbbVie contributes to the realization of human rights through compliance with laws and regulations wherever we have operations, and through our policies, practices and programs.

Our commitment to human rights is supported by our policies on employment, ethics and procurement. These policies are designed to ensure that neither we, nor our suppliers or partners, engage in human rights abuses. Four aspects of our business and operations as a biopharmaceutical company are particularly relevant: workplace, access to health care, clinical trials and supply chain.

Workplace

AbbVie is committed to human rights in the workforce and complies with all applicable employment laws of the countries in which we operate. As defined in our [Code of Business Conduct](#) and in our policies, we are committed to:

- Providing a healthy and safe workplace free from intimidation, violence or threats of violence
- Promoting equal employment opportunities
- Providing a workplace free from discrimination on the basis of race, religion, color, national origin, age, sex (including pregnancy), physical or mental disability, medical condition, genetic information, gender identity or expression, sexual orientation, marital status, protected veteran status, or any other legally protected status
- Promoting a harassment-free workplace where employees are treated with respect and dignity
- Protecting employees' personal information
- Encouraging open communication between managers and employees
- Complying with laws and practices that prohibit child labor, forced, bonded or indentured labor, involuntary prison labor, human trafficking and unfair wages and benefits

We have policies, procedures and practices in place to evaluate and address workplace concerns raised by employees and to ensure compliance with applicable laws. We also verify that all employees have the right to work in the country in which they work. We provide training to employees on anti-harassment and anti-discrimination policies and practices. AbbVie's anti-harassment/discrimination policy applies to all employees, applicants, vendors, customers, clients or any third party engaged in business with AbbVie.

Employees should promptly report any known or suspected breach of our policies or illegal or unethical behavior. 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. Employees may also contact our Office of Ethics and Compliance or the Chief Ethics and Compliance Officer directly. AbbVie does not tolerate retaliation against individuals making a good faith report. Any employee found 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.

Access to Healthcare

We believe patients need access to quality and affordable medicines. Using our expertise to improve health is one of AbbVie's corporate responsibility commitments and is integral to our core business strategy. As detailed in Our Commitment to Access to Medicines, we use a variety of strategies to support patients and enhance access to healthcare. AbbVie is committed to the highest quality products for patients who use them.

AbbVie works to increase access to healthcare services and to our medicines. We do this by: collaborating with local stakeholders to provide tailored solutions that meet specific needs for pricing and access; partnering with stakeholders on interventions to help build healthcare capacity; and advancing patient and provider education globally.

Clinical Trials

Our clinical trials policies, programs and management systems are designed to respect the human rights of clinical trial participants. To ensure these studies are conducted in accordance with the highest standards of protection for individual participants, AbbVie strictly follows important rules governing clinical research. These include the World Medical Association's Declaration of Helsinki, the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use and all applicable local rules and regulatory requirements. The rights, safety and well-being of trial subjects are protected, consistent with global ethical standards and regulatory requirements. We register all clinical trials on publicly accessible clinical trial registries in the United States and in the European Union. Regardless of outcome, we publicly disclose the results of our clinical trials.

Supply Chain

Our suppliers are integral to the success of our company. Each day, AbbVie and its suppliers make decisions that impact AbbVie's ability to provide quality health care products to its

customers. While we cannot control all of the 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 AbbVie suppliers are expected to understand and comply with the AbbVie Supplier Code of Conduct, including:

- Be committed to the fair treatment of their employees
- Not use forced, bonded or indentured labor, involuntary labor or human trafficking
- Not use child labor
- Maintain employee files with adequate data to verify ages of employees
- Pay workers according to applicable wage laws, including minimum wage, overtime hours and mandated benefits as per custom of the country of employment

Additionally, we are a member of the Pharmaceutical Supply Chain Initiative (PSCI) and support its Pharmaceutical Industry Principles for Responsible Supply Chain Management.

As part of our Global Supplier Sustainability Program AbbVie surveys and measures our most critical suppliers on their environmental and social practices, including criteria related to human rights and safety. AbbVie uses this information to evaluate, measure and publicly report progress in enhancing our sustainable global supply chain. All new suppliers for finished goods must be evaluated to ensure compliance with applicable regulations and standards.

Suppliers are strongly encouraged to contact AbbVie whenever there are questions relating to the appropriateness of any activity. Suspected supplier misconduct may be reported to AbbVie Purchasing and Supplier Management or to our Office of Ethics and Compliance, either directly or via the Ethics and Compliance Helpline. Anyone discovered to be involved in inappropriate conduct or in violation of our Code, our policies, our procedure and/or applicable laws or regulations, is subject to corrective action, up to and including termination of business with the supplier.