

# Allergan Aesthetics

an AbbVie company

## Modern Slavery Statement For the year ended 31 December 2020

### Reporting entity and reporting period

This statement is made by Allergan Australia Pty Ltd ('Allergan Australia') pursuant to obligations under section 13 of the *Modern Slavery Act 2018* (Cth). Allergan Australia has no subsidiaries.

#### 1. Our business and supply chain

Being a pharmaceutical company, the nature of our business operations and products places us at low risk of our business or supply chain involving exploitive practices. We operate in a highly regulated environment, and both our supply chain inputs and our own manufacturing processes require high levels of technical skills and qualifications as well as conformity with defined quality standards.

#### 2. Our commitment

Allergan believes in leading with integrity. Our philosophy of responsible interaction, as set out in our Code of Conduct, underpins our commitment to conducting business adhering to the highest ethical standards and in compliance with laws and regulations including the *Modern Slavery Act 2018* (Cth) and equivalent legislation in other jurisdictions. We are committed to working only with suppliers who share these values and comply with similar standards. Allergan support the principles contained in the Universal Declaration of Human Rights and is committed to respecting human rights in our own business and at every level of our supply chain.

#### 3. Supply chain controls

Allergan is committed to responsibly sourcing our inputs and complying with laws that require disclosure of their use. We expect our suppliers to comply with the highest ethical standards in conducting their business.

Prior to engagement Allergan evaluates its suppliers through a risk-based assessment process. Such assessments may include supplier questionnaires, audits of supplier facilities, verification of licences and permits etc. We keep these procedures under review, and we have further developed our risk assessment and third-party due diligence processes during 2020.

Allergan's supplier contracts and terms and conditions require a supplier to comply with all laws and regulations in relation to the supply of a service, material or product in question. Once onboarded, suppliers are subject to ongoing periodic due diligence, including audits (including of manufacturing sites) by the Internal Audit team, inspections and interviews to confirm compliance with supplier performance and quality standards. Allergan's audits have to date not identified risks or concerns of modern slavery or exploitive labour practices.

#### 4. Code of Conduct

In 2020 Allergan adopted the AbbVie Code of Conduct for its employees which set out the commitment to comply with all applicable laws, rules and regulations, including those related to human trafficking and modern slavery.

In addition, the Allergan Business Partner Code of Conduct is a streamlined resource for third parties (suppliers, distributors, service providers, consultants, contingent workers, agents and vendors) who conduct business with Allergan or on Allergan's behalf, so that they can understand the ethical standards by which Allergan conducts business and its expectations of business partners.

Allergan's business partners are required to acknowledge and comply with the Code and conform to Allergan's standards of conduct.

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## 5. Policies and Procedures

There is strong evidence to suggest a correlation between corruption and modern slavery, human trafficking and bad working conditions, so Allergan is focussed on approaching its compliance policies as a whole. Allergan has in place a number of policies that address modern slavery and related issues. Allergan keeps its policies under continuous review. The Business Partner Code of Conduct gives clear guidance on anti-bribery and anti-corruption, anti-harassment and anti-discrimination, Equal Employment Opportunity, Humans Rights including Modern Slavery.

## 6. Training and Communication

The importance and spirit of the Modern Slavery Act as an explicit part of AbbVie's Code of Conduct and Allergan's Business Partner Code of Conduct is communicated to each employee and business partner through Allergan's public website, as part of the induction of new starters, employees' periodic training, through the onboarding process for new suppliers and through mandatory contractual terms with our business partners.

All Allergan employees participate in mandatory training on the Code of Conduct, applicable policies and standard operating procedures to ensure the compliance with defined requirements. This forms part of Allergan's compliance program that is based on the ethical decision making and top-level commitment to compliance.

## 7. Monitoring and Review

Allergan maintains an Independent Integrity Action Line that allows its employees and suppliers to raise concerns of unethical conduct, including those related to supply chain. The hotline is available globally 24/7 via telephone and web-site options that are managed by an independent vendor. Where permitted by the law, concerns may be raised anonymously to protect the reporter.

No complaints of modern slavery or human trafficking have been reported to the independent Allergan Integrity Action Line in the 2020 financial year.

Allergan conducts regular Internal Audits, Compliance Reviews and other monitoring activities in relation to compliance. No allegations, signs or concerns of modern slavery or human trafficking have been identified.

## 8. Approval

This Modern Slavery Statement is made in accordance with section 13 of the *Modern Slavery Act 2018* (Cth).

This Statement was approved by the Board of Directors of Allergan Australia Pty Ltd on 5 July 2021.

Signed for and on behalf of Allergan Australia Pty Ltd

Nathalie McNeil  
Company Director

Mohomed Shamil Ishak Miskin

Company Director

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