



abbvie

Modern Slavery Statement

For the year ended 31 December 2024

AbbVie Pty Ltd

People. Passion. Possibilities.®

AbbVie's values and mission

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 pressing 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 have a responsibility to respect human rights within their own operations and business relationships, and to also take steps to identify and eliminate modern slavery in their business operations and supply chains. AbbVie is committed to these objectives and fully supports the *Modern Slavery Act 2018* (Cth).

Our core principles: transforming lives; acting with integrity; driving innovation; embracing diversity and inclusion; and serving the community, are at the core of everything we do and how we work. We embrace the responsibility of making a remarkable impact on people's lives, driving by our compassion for people, commitment to innovation and inclusion, service to the community and uncompromising integrity.

AbbVie prides itself on its strong relationships with supply partners, and our shared focus on ethics, compliance, fair practices, integrity, safety and quality. Our commitment to abolishing modern slavery is reflected by our ethos to fulfil our social and corporate responsibilities, and extension of this ethos to our suppliers.

AbbVie is committed to developing and delivering a consistent stream of innovative new medicines for some of the world's most complex conditions. AbbVie's mission is to discover and deliver innovative medicines that solve serious health issues today and address the medical challenges of tomorrow. We strive to have a remarkable impact on people's lives across several key therapeutic areas: immunology, oncology, neuroscience, eye care, virology and aesthetics.



Reporting entity and reporting period

The entity for this Modern Slavery Statement is AbbVie Pty Ltd (ACN 156 384 262) ("AbbVie Australia").

This Statement covers AbbVie Australia's reporting period of 1 January 2024 to 31 December 2024 and provides an update on the progress AbbVie Australia has made during the year ending 31 December 2024 from previous reporting periods.

AbbVie Australia is a subsidiary of AbbVie Inc, a global, research-based biopharmaceutical company formed in 2013 following its separation from Abbott Laboratories. References in this Statement to "AbbVie" are references to AbbVie Inc, but, where the context permits, the relevant statements apply equally to AbbVie Australia.



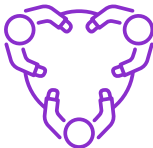
Our structure, operations and supply chains

AbbVie Inc., is a multinational healthcare company that operates worldwide. AbbVie Australia is the Australian affiliate of the AbbVie Group, importing distributing and marketing various healthcare products such as pharmaceuticals and medical devices in Australia.



~55,000

employees in more than 70 countries



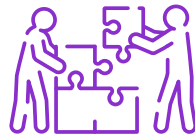
3 subsidiaries

AbbVie Holdings Pty Ltd, Allergan Australia Pty Ltd and Elastagen Pty Ltd.



500

employees across Australia



Supply chains

Like-minded partners who mirror similar values

In May 2020, AbbVie Inc. announced that it had completed an acquisition of Allergan plc. The global acquisition was subsequently executed across the world through integration of various AbbVie and Allergan legal entities within each country over a three-year period. In more than 70 countries, approximately 55,000 AbbVie and Allergan employees are working every day in the pursuit of better health outcomes for people around the world.

On 1 January 2023, AbbVie Australia formed a consolidated group with three subsidiaries being: AbbVie Holdings Pty Ltd, Allergan Australia Pty Ltd and Elastagen Pty Ltd. AbbVie Holdings Pty Ltd, Allergan Australia Pty Ltd and Elastagen Pty Ltd are non-trading entities with no retained employees.

AbbVie Australia has more than 500 employees across the country, with its head office in Sydney and aesthetics business located at North Sydney.

AbbVie Australia’s operations consist of importation of finished goods from manufacturing facilities in Europe and the United States owned and operated by entities within the AbbVie Group. AbbVie Australia does not have local manufacturing activities in Australia. AbbVie Australia uses a third-party logistics supplier to warehouse and ship its products to customers throughout Australia.

When it comes to relationships with downstream supply partners, AbbVie has diverse supply chains. Our focus is to identify like-minded partners who mirror similar values to ours and will drive value for our organisation. With patient outcomes as our number one priority, we work with leading edge organisations across the media, warehousing and logistics, creative agency, meeting and events, support programs and social media platforms.

Risks of modern slavery practices in our operations and supply chains

To assess modern slavery risks, AbbVie Australia has considered external data sources and consulted with external experts.

When considering its operations and internal supply chains, AbbVie Australia's principal tier 1 suppliers are entities within the AbbVie global network. Given these entities are AbbVie entities over which we have a high degree of visibility and control; regardless of their locations, we consider the risk of modern slavery within our operations and in these internal supply chains to be low. However, AbbVie understands that the pharmaceutical industry generally relies on high-risk industries such as mining, agriculture and manufacturing that are associated with high-risk geographical locations, and that this risk applies to AbbVie further down in its global supply chains.

Our external 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. In relation to AbbVie Australia's external supply chains, AbbVie Australia relies on suppliers from industries including logistics, security, cleaning, advertising and communications, catering contractors, as well as other suppliers performing facilities management services. Individuals undertaking this type of work commonly come from migrant, low socioeconomic or culturally and linguistically diverse backgrounds which AbbVie Australia acknowledges elevates the risk of modern slavery practices.



Actions taken to assess and address the risks of modern slavery occurring in our operations and supply chains



Commitment and policies

AbbVie's Commitment to Human Rights document outlines the human rights issues that are most salient for our business. In it, we explicitly commit to, among other things, complying with laws and practices that prohibit child labour, forced, bonded or indentured labour, involuntary prison labour, human trafficking and unfair wages and benefits. This commitment and other workplace commitments are supported by our employment policies. As part of our commitment to preventing, mitigating and remedying any adverse human rights impacts across our supply chains, we seek to ensure that modern slavery and human trafficking do not enter our product supply chains or any part of our business operations. We have implemented a range of corporate policies, guidelines and codes which address the need for a safe and fair working environment where the rights of those who work for and with us are respected and protected.



AbbVie's Code of Conduct

The foundation of our uncompromising integrity is AbbVie's Code of Business Conduct, on which all employees must be trained and with which they agree to comply on an annual basis. AbbVie's Code of Business Conduct applies to all employees globally and is available in 21 languages and sets out our commitment to conduct business with the highest ethical standards and to comply with all applicable laws and regulations. Complementing the Code of Business Conduct are global policies and requirements, business-level policies, procedures and training that address a variety of compliance-related topics, such as anti-bribery and corruption. It states that AbbVie is committed to maintaining a work environment free from intimidation, violence or threats of violence. It further confirms our respect for human rights and our prohibition of labour practices that constitute modern slavery. In 2024, over 485 AbbVie Australia employees certified to our code.





AbbVie's Supplier Code of Conduct

All suppliers are expected to understand and comply with AbbVie's Supplier Code of Conduct and our expectation is 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 require our suppliers to comply with all applicable laws and regulations.



Supplier Sustainability

AbbVie's Supplier Sustainability team partnered with EcoVadis to enhance our Annual Supplier Sustainability Survey. The EcoVadis platform was used to launch our third annual survey in September 2024, which went to over 100 critical AbbVie suppliers, many of whom have also partnered with EcoVadis. We were able to achieve a 91% Response Rate, a substantial increase over previous years. The results allow us to better understand our suppliers' sustainability efforts, specifically on topics such as their environmental sustainability programs and metrics, reducing impacts (greenhouse gases (GHGs), waste and water), restricted substances, labor practices and policies and ethical conduct practices.

Building on the results, we can proactively work with our suppliers to establish higher standards or to discuss specific topics of interest and/or need. Additionally, the findings are used to ensure alignment with the requirements of our Supplier Sustainability program.





Human Rights in our Supply Chain

AbbVie participates in the Pharmaceutical Supply Chain Initiative (PSCI) to promote responsible practices in labor, health, safety and environmental sustainability in supply chains, and evaluate our suppliers to ensure alignment with our Supplier Code of Conduct. Specifically, suppliers answer labour-related questions including whether they have a written policy against human trafficking and modern slavery, minimum hiring age and wages in accordance with local/national laws. The survey also assesses whether these suppliers have any human trafficking violations.



AbbVie Australia practices and procedures

In AbbVie Australia, our Human Resources function verifies work eligibility during the hiring process. We also conduct audits to ensure that we are in compliance with minimum wage and age requirements. AbbVie Australia also verifies and ensures all Australian based employees and contractors have the right to work in Australia.

AbbVie Australia recognises the complexities of modern slavery and has identified a need for ongoing education among employees, and operation and supply chain partners. By building advocacy from within, employees are equipped with the right information and resources to engage with operation and supply chain partners who may be at the early stages of their respective modern slavery journeys.

Other general awareness initiatives are shared with employees through internal newsletters and dedicated modern slavery pages on the company

intranet. Articles of interest and other relevant materials are also shared through these internal communication channels to help keep employees engaged and informed throughout the year. A mandatory training module was redesigned with more recent information and issued as a refresher for existing employees and included as part of an onboarding process for new employees. These initiatives help ensure employees develop an understanding of AbbVie’s modern slavery efforts.

AbbVie Australia also liaises with and obtains guidance from AbbVie and other AbbVie affiliates around the world to better understand the progress made and lessons learned from experiences in their jurisdictions with relevant legislation, including with the United Kingdom Modern Slavery Act, the German Supply Chain Due Diligence Act, and the European Corporate Sustainability Due Diligence Directive.





Due diligence of operations partners

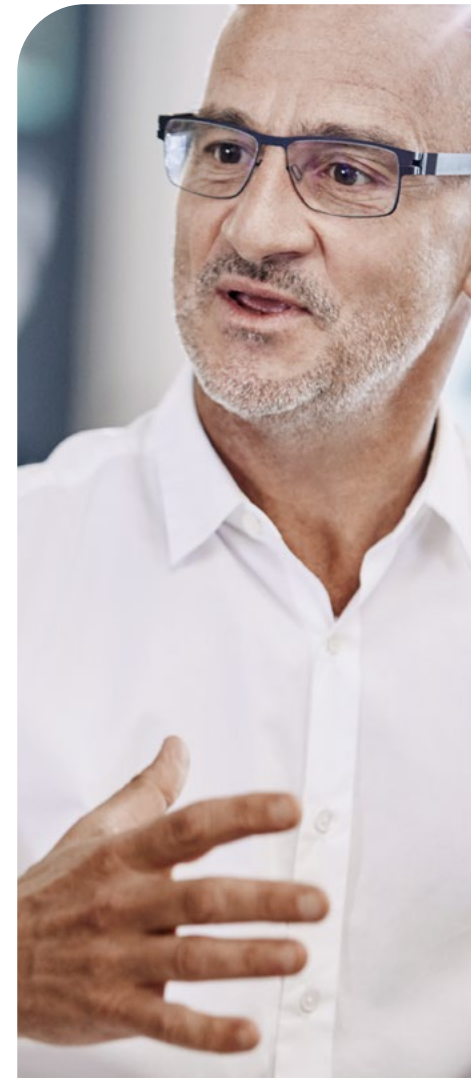
AbbVie Australia engages an external partner, Informed 365, to support education, communications and facilitate online management of due diligence assessments relating to modern slavery in suppliers' operations and supply chains. Informed 365 has a web-based application where AbbVie Australia captures supplier information, remits questionnaires and manages responses. In addition, Informed 365 captures global modern slavery risks and events to support education and actions by their clients. Responses are evaluated against these risk indexes: country, industry and survey responses.

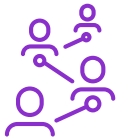
Informed 365 provides AbbVie Australia with an integrated web-based solution with dashboards that highlight industry standards and risks, and deliver assessment and reporting capability. The reporting dashboard notifies AbbVie in real time of any supplier whose risk assessment may be high and requires further review and/or action. In 2024, no new suppliers triggered the high risk assessment criteria.

Since the introduction of the *Modern Slavery Act 2018* (Cth), AbbVie Australia has two streams of approach to due diligence assessments:

- For new suppliers, we utilise a questionnaire as part of our onboarding process to ensure that the requirement is understood and met by supply partners. New supply partners cannot be engaged by AbbVie without this requirement being met. Any new supplier who triggers a high risk assessment is then evaluated further to determine if the risk is acceptable or not. AbbVie Australia will actively work with supply partners to remediate risks where possible. Suppliers who fail to satisfy the assessment are not onboarded.
- For suppliers who were engaged prior to the legislation being enacted, AbbVie Australia issued a questionnaire for completion and return. While some suppliers completed the questionnaire, a number of suppliers were, and continue to be, unaware of or misunderstand how the modern slavery legislation applies to their business. To address this gap and drive completion of the remaining questionnaires, AbbVie Australia continued to provide educational materials that help support learning around what the modern slavery legislation aims to address and AbbVie Australia's responsibilities.

AbbVie Australia continued to send monthly reminders to suppliers seeking completion of the questionnaire, and quarterly education packs, but a group of suppliers continued to fail to action the questionnaire. Predominately, we saw these suppliers to be sole traders who do not employ teams / additional staff, failed to understand the requirement. In 2024, AbbVie Australia took a risk based approach to this supply base and established a self-evaluation protocol whereby the AbbVie Australia Procurement Lead, who has a strong knowledge of the supplier base, individually assessed each of the non-responding sole traders. This group of suppliers is now identified as "self assessed". This activity means that we have no suppliers within our indirect supply chain who have not been assessed, either by completion of the questionnaire or self-assessed by AbbVie Australia. For clarity, these self-assessed suppliers are all suppliers who have held a relationship with AbbVie Australia prior to the enactment of the legislation. All new suppliers onboarded since the introduction of the legislation are required to complete the questionnaire or they are not onboarded.





External consultation

AbbVie Australia has sought third party specialist advice regarding modern slavery by engaging external lawyers Baker McKenzie as well as Informed 365.

In addition, to learn about the latest trends and challenges with modern slavery within the pharmaceutical industry, members of AbbVie Australia’s internal modern slavery committee engaged with like-minded third-party stakeholders. This includes the pharmaceutical industry body Medicines Australia and its Chief Financial Officer Network. Member company representatives, including AbbVie Australia, meet in this forum throughout the year to discuss topical issues such as modern slavery legislation and reporting obligations. Deep dive discussions continued with other member companies seeking to understand how to approach their modern slavery obligations within their business.

More broadly, we continuously scan the landscape for signals of potential human rights risk, by monitoring media reports and other sources of information in countries where we have operations or suppliers.



Grievance Mechanisms

AbbVie supports a culture where employees can raise questions and concerns, helping us advance our commitment to ethical behavior. We have established systems and processes for anyone within or outside the company to ask questions and report suspected or actual violations of our Code, policies and procedures, or the law.

AbbVie offers various reporting opportunities to employees and others, such as AbbVie’s global Ethics Helpline, a 24/7 telephone and web-based helpline that can be used anonymously, where permitted by law. AbbVie offers country-specific telephone numbers on its website to contact the Ethics Helpline and a link to the Global Helpline Portal is provided in AbbVie Supplier Code of Conduct. Employees may also contact the Chief Ethics and Compliance Officer directly. All reports are promptly reviewed and, if appropriate, investigated. If we find that violations have occurred, we take corrective and/or disciplinary action as appropriate, up to and including terminating employment or ending supplier relationships. We

do not tolerate retaliation against anyone who makes a good faith report. Beyond our Code, our comprehensive policies, procedures and training programs help our employees and contingent workers comply with applicable laws, regulations and industry codes, as well as our internal standards and expectations for responsible conduct. We comply with current regulations and scan the horizon globally for pending regulations, so that we can comply in a timely fashion.

The requirement to report known or suspected non-compliances and our Helpline is supported by AbbVie Australia’s Whistleblower Policy which facilitates reports anonymously (if so chosen). Therefore, if there are any reported instances of modern slavery or other concerns relating to a breach of AbbVie’s policies, these can be raised in confidence and without fear of retaliation. In line with our values, we confirm that we would take all appropriate steps to rectify any confirmed incidences of modern slavery in our operations or supply chains.



The effectiveness of actions being taken to assess and address modern slavery risks

In order to assess the effectiveness of the actions being taken by AbbVie Australia, AbbVie's internal committee involving members of senior management meet on a monthly basis. This committee provides an opportunity for engagement and feedback between key areas of the business, allows regular checks of AbbVie's risk assessment processes, and maps the future actions AbbVie Australia will take to assess and address modern slavery risks. Additionally, we check and discuss any relevant news stories or legislation updates to ensure understanding and risks are assessed.

AbbVie also periodically reviews all its processes, procedures and policies to ensure they remain up to date and to align as closely to best practice as we can reasonably achieve.

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 or engagement. Additionally, if AbbVie becomes aware of any actions or conditions not in compliance with our Supplier Code of Conduct, we may seek corrective action. In the 2024 period, AbbVie Australia was not required to work with a supplier regarding corrective action.

In 2024, PSCI audited 12 of AbbVie's third-party manufacturers (TPMs). These audits focus on topics including ethical standards, human rights policies and assessments, fair labor practices, environmental sustainability, health and safety topics, risk management processes and more. Remediation plans are developed for audit findings and corrective actions are verified within an agreed upon timeline either remotely or during a follow-up visit with the supplier.

During the 2024 reporting period, AbbVie Australia:

- Undertook a review of our supplier base, removal of dormant suppliers, reduction in the size of the supplier base and self-assessment of any mature supplier relationships that had failed to return the questionnaire. In addition, we introduced the modern slavery requirements into our supplier tender packs, (Request for Information / Request for Price) for new potential partners to confirm compliance prior to being considered a new partner to AbbVie.
- Provided suppliers with updated educational content to increase their knowledge on modern slavery.
- Undertook an audit with Informed 365 to ensure data integrity, and sought to utilise the Informed 365 expertise to share best industry practices that we should consider within our internal Committee.
- Continued to educate our staff through educational updates at our all employee meetings, updated information on our internal sharepoint sites. Specific activities included:
 - June 2024: Internal all staff presentation
 - July 2024: Article in the internal newsletter
 - Throughout 2024: Rollout of mandatory training to all new staff



Consultation

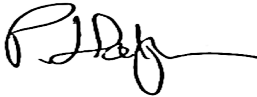
As outlined above, AbbVie Australia has established a committee tasked with facilitating engagement and feedback on key areas/issues of the business including AbbVie Australia’s modern slavery risk assessment processes and future actions in the modern slavery space. This committee met monthly over the reporting period covered by this Statement. The committee members include directors of AbbVie Australia and directors of each of AbbVie Australia’s subsidiaries. By way of this committee, AbbVie Australia engaged in consultation with each of its subsidiaries regarding the preparation of this Statement and AbbVie Australia’s approach to modern slavery generally.

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 AbbVie Pty Ltd on 30th June 2025.

Signed for and on behalf of AbbVie Pty Ltd

A handwritten signature in black ink, appearing to read 'P. Hodgkinson', is centered within a light yellow rectangular box.

Paul Hodgkinson
Director of AbbVie Pty Ltd