

## MODERN SLAVERY STATEMENT FOR THE PERIOD FROM 1 JANUARY 2024 TO 31 DECEMBER 2024

### Introduction

This modern slavery statement is made pursuant to Part 2, section 16 of the *Modern Slavery Act 2018* (Cth) (Act) and is a joint statement submitted by the following reporting entities:

1. Abbott Australasia Pty Ltd [ABN 95 000 180 389];
2. Abbott Medical Australia Pty Ltd [ABN 73 080 212 746]; and
3. Abbott Rapid Diagnostics Pty Ltd [ABN 19 010 728 220].

The entities listed above are companies established under the laws of Australia. Together, these entities are referred to as “**Abbott Australia**” or “**we**”.

Abbott is committed to upholding the fundamental principles of human rights, labour, and environmental protection to ensure long-term business success for Abbott, and to improve lives around the world. Our Position Statement on Human Rights sets out our commitment to human rights and is supported by our Code of Conduct and Supplier Guidelines as it relates to our operations and supply chain, respectively.<sup>1</sup> As set out in our Position Statement on Human Rights, Abbott believes in the dignity of every human being and respects individual rights as set forth in the United Nations' Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights (UNGPs).

Abbott recognises that companies play a supporting role in promoting human rights within their spheres of influence. We contribute to the fulfilment of human rights through compliance with laws and regulations wherever we operate, as well as through our policies and programs. The principles referenced in Abbott's Position Statement on Human Rights are reflected in our employment, ethics, and procurement policies, which are designed to promote, protect, and respect human rights within Abbott and with our suppliers.

### Our Structure

#### **Structure and Business**

Abbott Laboratories (“Abbott”), headquartered in Abbott Park, Illinois USA, is the ultimate parent company of each of the entities comprising Abbott Australia. Abbott is a globally diversified healthcare company with a central purpose of helping people live their healthiest possible lives, through our broad portfolio of products and technologies. The Abbott global business is organised into four main divisions: Medical Devices, Diagnostics, Nutrition, and Medicines. We do not sell medicines in Australia.

As of the date of this Statement, we have approximately 114,000 employees worldwide and operate in over 160 countries.

Abbott's approach to human rights, forced labour, and modern slavery risks (which includes the identification of and ways to address these issues) is directed and guided by Abbott. This is aimed at ensuring a consistent approach across Abbott companies.

Abbott Australia operates nationally and is headquartered in Sydney, New South Wales with offices in Melbourne, Brisbane, Adelaide, and Perth.

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<sup>1</sup> Supplier Guidelines: [www.abbott.com/partners/suppliers.html](http://www.abbott.com/partners/suppliers.html); Position Statement on Human Rights: <http://www.abbott.com/policies/other-disclosures.html>

Abbott Australia's direct workforce consists of approximately 600 employees, of which more than 90% are engaged on a permanent, full-time basis.

Abbott Australia is primarily a marketer and distributor of medical devices, diagnostic and nutrition products. Abbott Australia distributes and sells products to customers through the below operating models:

1. In-house logistics responsible for warehousing and distribution;
2. Third-party logistics providers (3PL) responsible for warehousing and distribution;
3. Fourth-party logistics providers (4PL) responsible for warehousing, distribution, and customer service functions.

All medical products that Abbott Australia sells must be approved by the Therapeutic Goods Association (TGA). Our nutritional products are regulated and approved by Food Standards Australia New Zealand (FSANZ). The products that Abbott Australia distributes are well known brands within the healthcare and life sciences sector.

In Australia, the Business Advisory Council (BAC) is responsible for implementing Abbott strategies and bringing our life-changing products to the Australian consumer. This leadership team includes representatives from all business units and key roles from Finance, Human Resources, Legal, Compliance and Government Affairs.

## **Supply Chain**

Abbott is a multinational business which procures goods and services from approximately 59,000 suppliers in over 150 countries. With a global footprint, we have an opportunity to leverage our supply chain for positive social change.

We maintain a governance structure that provides oversight of supply chain-related activities, including sustainability, reporting up through Abbott's Executive Vice President, Finance and Chief Financial Officer, who reports to our Chairman and CEO. We have established global policies that guide our efforts across the supplier life cycle, including supplier selection, performance, and relationship management. Each business is responsible for their respective supply chain, with enterprise efforts coordinated through Abbott's Global Operations Council (GOC).

The GOC collaborates across the enterprise to set the framework for our supply chain, encompassing manufacturing, procurement, and logistics. Several additional groups assist the GOC in our efforts to improve supply chain adaptability, resilience, and flexibility.

The Abbott Australia supply chain is categorised into two groups: (1) suppliers who provide products for distribution in Australia (Product Sourcing), and (2) the goods and services that contribute to our business functions within Australia (Business Operations).

### **Product Sourcing**

Abbott Australia sells finished goods sourced from Abbott related parties who are predominantly located in Ireland, United States, New Zealand, Costa Rica, Germany, United Kingdom, Malaysia, Netherlands, Japan and Canada. As in 2023, more than 80% of Abbott Australia's annual supplier spend in 2024 related to Product Sourcing.

## Business Operations

The remainder of Abbott Australia's annual supplier spend relates to Business Operations. Our suppliers comprise a mix of local Australian companies and multinational organisations.

## Identifying Modern Slavery Risks in Our Operations and Supply Chain

### **Policies**

Our approach to identifying, assessing, addressing, and managing human rights and modern slavery risk is guided by company-wide policies and processes. These policies and processes are embedded across our business (including Abbott Australia) and, in relation to our supply chains, are overseen by the GOC. This helps to ensure a consistent approach towards mitigating modern slavery risk. Our policies and processes which are in place to assess and address modern slavery risk in our operations and supply chains are listed below.

Abbott Australia, as a member of Abbott's global supply chain, relies on intra-group processes to assess and address its modern slavery risk. The policies and processes which are listed below detail the actions in place to assess and address risk on suppliers of the products which are traded by Abbott globally. More detailed descriptions of our activities in this area are also available in our most recent Global Sustainability Report.<sup>2</sup>

Policies and Practices Concerning Modern Slavery	
Code of Business Conduct	<a href="https://www.abbott.com/investors/governance/code-of-business-conduct.html">https://www.abbott.com/investors/governance/code-of-business-conduct.html</a>
Position Statement on Human Rights	<a href="http://www.abbott.com/policies/other-disclosures.html">www.abbott.com/policies/other-disclosures.html</a>
Supplier Guidelines	<a href="http://www.abbott.com/partners/suppliers.html">www.abbott.com/partners/suppliers.html</a>
Diversity and Inclusion	<a href="http://www.abbott.com/careers/diversity-and-inclusion.html">www.abbott.com/careers/diversity-and-inclusion.html</a>
Incident Reporting and Investigations	<a href="http://speakup.abbott.com">http://speakup.abbott.com</a>

Unless otherwise stated, these policies and processes are applied across Abbott's global supply chain, including the entities covered by this Statement. Our policies are publicly available on Abbott's global website.

### **Employee Training**

Every Abbott employee is expected to adhere to all applicable laws and Abbott's policies, procedures, principles, and standards. Abbott employees are obliged to comply with Abbott's Code of Business Conduct and must certify compliance with the Code of Business Conduct on an annual basis. Our Code

<sup>2</sup> Abbott's latest Global Sustainability Report is available at: <https://www.abbott.com/responsibility/sustainability/sustainability-reporting/current-reports.html>

of Business Conduct prohibits illegal and inappropriate labour conditions, and cruel or inhumane treatment.

Certain procurement professionals and other internal stakeholders also undergo mandatory training on modern slavery, forced labour, child labour, and human rights.

Employees must also complete global anti-corruption training annually to help ensure we continue to conduct business the right way.

### **Identification of Risk in Abbott Australia's Operations**

Abbott, including Abbott Australia, has processes, procedures, and policies to help identify modern slavery risk in our operations. These processes help ensure that employees are compensated according to applicable legal and regulatory standards. Specifically, Abbott Australia has implemented processes, procedures, and policies to help ensure compliance with applicable workplace laws as determined under the Fair Work Act 2009 and the National Employment Standards (NES).

Based on the geographical location of Abbott Australia's operations and the nature of its workforce, there could be a risk of sham contracting activities in our own operations. Abbott Australia has implemented specific controls, managed by Human Resources and Finance, which seek to protect our business from high-risk labour practices such as sham contracting activities. These controls include working with specialist labour hire companies in addition to our internal processes.

Most Abbott Australia employees are employed on a permanent full-time basis. Any temporary labour that may be required for a short-term assignment is hired through a labour hire agency which has underwent and passed an internal process comprised of talent acquisition, human resources, payroll, and subsequently procurement to ensure it meets applicable requirements in relation to employment conditions, taxation, superannuation, safe labour conditions, and insurance. Using a third-party provider, Abbott Australia also undertakes national police checks and working rights checks for all new hires.

### **Identification of Risk in Abbott Australia's Supply Chain**

Using industry-recognised human rights and labour indices, our third-party due diligence tool indicates that certain geographies and industries (chemicals, finished drugs, food and beverage, packaging) where Abbott operates globally may contain a possible risk of human rights and labour issues. Abbott sources products from many different industries, categories, and geographies, and given the breadth and complexity of our global supply chain, risks may change over time.

In our Abbott Australia supply chain, we identified that indirect suppliers from the following industries may contain a possible risk of human rights and labour issues: transport, logistics, labour hire agencies, and medical supplies.

### **Actions Taken to Assess and Address Risk**

#### **Due Diligence Process**

Our due diligence and risk assessment processes not only aim to identify modern slavery risk, but they also assist us in assessing and addressing this risk, taking into account the likelihood of modern slavery, and the potential negative impact. These processes evaluate suppliers for potential sustainability issues, including those related to human rights and labour, health and safety, environment, and management systems.

When selecting suppliers, we consider applicable environmental, social and governance factors alongside business capabilities and capacities, quality management systems, financial health, and alignment with our vision.

Our Supply Chain Sustainability Due Diligence program takes a risk-based approach to screening, assessment, and monitoring, considering supplier size, industry, and sourcing location(s).

Insights collected through our Supply Chain Sustainability Due Diligence program support better supplier engagement and inform sustainability initiative development at the supplier, sourcing, and/or business levels. Our supply chain initiatives prioritise topics such as human rights and labour and the environment to drive collective action at the enterprise, category, business, and regional levels. This is achieved through issue specific initiatives to address targeted topics and sourcing-specific initiatives to address multiple risks and opportunities in high-sustainability-risk areas.

We continue to proactively identify and mitigate potential human rights impacts across our operations and supply chain, including those associated with the previously identified risk areas, as well as risks of discrimination and unequal pay, unsafe working conditions, human trafficking, child labour, and forced or bonded labour. As detailed further below, Abbott conducts periodic reviews of our risk exposure, including annual risk assessments.

We engage with our suppliers of potentially high sustainability risk to encourage compliance with our Supplier Guidelines. Desktop assessments, conducted by a third party, are tailored to the nature of the supplier's operations, location, and size. Assessments cover the topics of forced labour, child labour, human rights, environment, and sustainable procurement. On-site audits are conducted by an external auditor using the Workplace Conditions Assessment (WCA) or other globally recognised sustainability audit standards to assess social and labour conditions, and health and safety, environment, and business practices.

We also address human rights risk in our other business relationships, including through our Third-Party Compliance Process, which requires Abbott businesses, subsidiaries, and affiliates engaging business partners outside the U.S. to complete due diligence before engaging third-party companies. This includes screening companies, identifying high-risk partners, and monitoring and mitigating potential risks.

For the 2024 Supply Chain Sustainability Due Diligence program, Abbott's (which includes Abbott Australia) commitment actions are listed below:

1. Supply Chain Sustainability Due Diligence Program clauses are included in Supplier Contract templates. Continuing our activities from 2023, we continue to embed clauses in applicable procurement contracts detailing our values and expectation that suppliers comply with our Supplier Guidelines and remediate identified issues.
2. Abbott's procurement organisations have purchasing controls to ensure that only certain individuals within the company have the authority to engage with an external supplier and perform purchasing activities. This Purchasing Authority is governed by corporate policies and is subject to annual training and internal audit review.
3. Abbott (including Abbott Australia) continues to provide educational training to employees to raise their awareness of modern slavery risk.
4. Abbott completed inherent sustainability risk screening of strategic global and Australia-specific suppliers utilising a third-party supply chain sustainability risk screening technology to assign sustainability risk intensity factors based on a supplier's industry and region. Through this screening we evaluate suppliers for potential sustainability issues, including those related to

ethics, human rights and labour (including modern slavery), health and safety, environment, and management systems. Results of this preliminary screening drive prioritisation and supplier engagements each year.

5. Abbott evaluated potentially high-sustainability-risk suppliers through desktop assessments and, where necessary, completed onsite audits of high-sustainability-risk suppliers.
6. We continued partnering with suppliers from key sourcing categories on sustainability risks and opportunities.

### **Assessing The Effectiveness of Our Actions**

We continue to refine and improve our approach to assessing effectiveness. For the 2024 Supply Chain Sustainability Due Diligence programming, Abbott (which includes Abbott Australia) assessed the effectiveness of its actions in the following ways:

- (1) Abbott completed inherent sustainability risk screening of strategic suppliers utilising a third-party supply chain sustainability risk screening technology to assign sustainability risk intensity factors based on a supplier's industry and region. Through this exercise, Abbott screened more than 90% of spend affiliated with raw materials, components and services that are directly traceable to Abbott's final finished products. Results of this preliminary screening drive prioritisation and supplier engagements.
- (2) Abbott Australia also completed detailed analysis and categorisation of domestic spend, finding that more than 80% was paid to Abbott-related parties and the balance of payments was made to suppliers in support of business operations. These suppliers are varied with the majority of spend coming from human resources, logistics and medical supplies industries.
- (3) In 2024, Abbott's due diligence program evaluated more than 500 potentially high-sustainability-risk suppliers through due diligence activities and, where necessary, completed onsite audits of high-sustainability-risk suppliers. Abbott also engaged with select suppliers to address worker health and safety, environment, and supply chain management issues.
- (4) Abbott also continued partnering with suppliers from key sourcing categories, engaging over 3800 suppliers on sustainability risks and opportunities.
- (5) Abbott Australia continues to provide educational training to employees to raise their awareness of modern slavery risk. For the Financial Year 2024, Abbott Australia employees undertook mandatory training on the following Abbott courses: Code of Business Conduct, Global Anti-Corruption, Confidential Information, and Conflicts of Interest.

### **Reporting Mechanism**

Internal and external parties can confidentially and anonymously raise concerns of potential modern slavery issues by using Abbott's Speak Up tool. Speak Up is available in 16 languages and can be accessed by telephone, email, or internet 24 hours a day, seven days a week. Speak Up can be found here: <http://speakup.abbott.com>.

### **Consultation And Board Approval**

This Statement has been approved by the Board of Directors of Abbott Australasia Pty Ltd and on behalf of its subsidiaries, Abbott Medical Australia Pty and Abbott Rapid Diagnostics Pty. The reporting entities were consulted during the process of preparing this Statement.

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Ira Winter  
Director  
Abbott Australasia Pty Ltd

**References:**

**Abbott's Position Statement on Human Rights**

[Position Statement on Human Rights \(abbott.com\)](#)

**Abbott's Third-Party Guidelines**

[Third-Party Guidelines | Abbott U.S.](#)

**Abbott's Supplier Guidelines**

[Suppliers | Products and Services | Abbott U.S.](#)

**Abbott's Environmental Policies**

[Environmental Policy | Abbott U.S.](#)

**Abbott's Position Statement on Conflict Minerals**

[Conflict Minerals | Abbott U.S.](#)

**Abbott's Code of Business Conduct**

[Code of Business Conduct | Governance | Investors \(abbott.com\)](#)