

AbbVie Corporation

Forced Labour in Canadian Supply Chains

For year ending December 31, 2023

This Report is produced by AbbVie Corporation (“AbbVie Canada”) for the financial year ending December 31, 2023 (the “Reporting Period”) and sets out the steps taken and measures that were in place during the Reporting Period that prevent and reduce the risk that forced labour or child labour is used at any step of the production and distribution of goods in Canada or elsewhere or of goods imported into Canada by AbbVie Canada.

AbbVie Canada is a subsidiary of AbbVie Inc., a global Chicago-based biopharmaceutical company. References in this report to “AbbVie” or “our” or “we” are references to AbbVie Inc., but the relevant statements apply equally to AbbVie Canada. AbbVie Canada does not have any subsidiaries.

This Report constitutes the first report prepared by AbbVie Canada pursuant to Canada’s new Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”).

Organization, Supply Chains and Risk of Forced Labour

AbbVie’s mission is to discover and deliver innovative medicines and solutions 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, and eye care – and products and services in our Allergan Aesthetics portfolio.

On January 2, 2013, AbbVie was established as an independent biopharmaceutical company, spun-off from Abbott Laboratories. In Canada, in just 10 years, we went from a pharmaceutical industry ranking of #14 to ranking #3, and currently employ over 1,100 employees from coast to coast. Since the creation of AbbVie in Canada we have launched 44 new medications or indications.

For more information about AbbVie, please visit us at www.abbvie.ca.

AbbVie Canada’s operations consist of importation, sale and distribution of finished goods from manufacturing facilities generally located in North America, Europe and Japan, the majority of which are owned and operated by entities within AbbVie, under tight quality and operational controls. AbbVie Canada uses a third-party logistics supplier to warehouse and ship its products to customers within Canada. As such, AbbVie Canada considers the risk of forced labor and child labor in its supply chains to be low.

Commitment, policies, and due diligence processes

We believe in the inherent dignity of every human being. We uphold and respect individual rights as set out in the Universal Declaration of Human Rights.

The AbbVie [Commitment to Human Rights](#), [Supplier Code of Conduct](#) and the [Code of Business Conduct](#) describe the ways in which we ensure respect for all people, including our employees, contractors, suppliers and patients.

We do not tolerate human rights abuses. AbbVie expects all AbbVie employees, contractors, subsidiaries, suppliers and business partners to abide by this commitment.

AbbVie Code of Business Conduct

AbbVie's Code of Business Conduct applies to all AbbVie employees and sets out 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. It further confirms our respect for human rights and the fact that AbbVie does not tolerate human rights abuses and its commitment to comply with laws and practices that prohibit forced labor and child labor. Our employees worldwide are annually required to complete interactive online training on the Code of Business Conduct and certify their adherence to it.

We offer a Global Ethics Helpline, to ask questions, raise concerns and report suspected or actual violations of our Code of Business Conduct, policies and standards, or laws and regulations, without fear of retaliation, 24 hours a day, 7 days a week.

AbbVie Supplier Code of Conduct - Expectations of Suppliers

We expect our suppliers to maintain fair labor practices, foster worker safety, actively assess and manage risks and maintain environmentally responsible manufacturing processes. We outline our expectations and requirements to our suppliers through our Supplier Code of Conduct, including that suppliers:

- Be committed to fair treatment of their employees.
- Not use forced, bonded or indentured labour, involuntary labor or human trafficking.
- Not use child labour.
- 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.

Our Supplier Code of Conduct offers a Global Ethics Helpline to ask questions, raise concerns and report suspected or actual violations of our Supplier Code of Conduct, without fear of retaliation, 24 hours a day, 7 days a week.

In addition, AbbVie is a member of Pharmaceutical Supply Chain Initiative (PSCI), an international membership organisation of pharmaceutical and health care companies that formalise, implement and champion responsible supply chain practices.

Remediation Measures, Training and Assessing Effectiveness

AbbVie Canada has not identified any instances of forced labour or child labour in its supply chain, nor have we identified the loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains. Therefore, no measures to remediate were required.

As described above, our employees are annually required to complete interactive online training on the Code of Business Conduct and certify their adherence to it. This training does not address forced labour or child labour at length but helps ensure our employees are aware of our respect for human rights and our zero tolerance of labour practices that constitute forced labor or child labour.

AbbVie reviews its codes and policies mentioned herein on a regular basis.

Approval and Attestation

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of AbbVie Corporation.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind AbbVie Corporation.



Rami Fayed
Vice-President and General Manager, AbbVie Corporation
May 1, 2024