

## **Modern Slavery Act 2015 for the year ended 31 December 2021**

This statement is made pursuant to Part 6, Section 54 of the Modern Slavery Act 2015 (Transparency in Supply Chains) and applies to the following legal entities:

Abbott Laboratories Limited  
Abbott Diabetes Care Limited  
Abbott Medical U.K. Limited  
Abbott Rapid Diagnostics Limited

(Collectively, “**Abbott UK**”)

### **Our Structure and Business and Supply Chains**

Abbott Laboratories (“**Abbott**”), headquartered in Abbott Park, Illinois USA, is the ultimate parent company of each of the entities comprising Abbott UK. 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. Abbott’s global business is organised into four main divisions: Established Pharmaceuticals, Medical Devices, Diagnostics and Nutrition. We have approximately 113,000 employees worldwide and operate in over 160 countries.

Abbott is a multinational business which procures goods and services from approximately 76,000 suppliers in 154 countries. In 2021, Abbott spent \$20.3 billion with these suppliers. With a global footprint, we have an opportunity to leverage our supply chain for positive social (human rights and labour) and environmental change. We maintain a robust, multi-layered governance structure that provides oversight of supply chain-related activities, helping minimize risks and maximize opportunities to address shared impacts. Our management approach places particular importance on supply chain sustainability and resilience. 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. The evolution and execution of our global supply chain strategy is overseen by the Supply Chain Council (SCC), which meets quarterly and reports regularly to the GOC. The SCC consists of senior leaders with responsibility for the supply chain of each Abbott business. These leaders report to the Head of Operations for their respective businesses. Several additional groups assist the SCC in our efforts to improve supply chain adaptability, resilience and flexibility.

### **Policies and Training**

Our processes for managing human rights risks are embedded across our business, encompassing our workforce policies, ethics and compliance program, supply chain management approach, and more.

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 we reinforce this expectation by carrying out training and requiring our employees to certify to our Code on an annual basis. Abbott’s Code of Business Conduct can be found here: <https://www.abbott.com/investors/governance/code-of-business-conduct.html>. In addition to Code of

Conduct training, annually all employees must also complete global anti-corruption training to ensure we continue to conduct business the right way.

We are committed to upholding the fundamental principles of human rights, labour, environmental protection and anti-corruption to ensure long-term business success for Abbott and our suppliers, and to improve lives around the world. Our Supplier Guidelines establish our expectations of any supplier we enter a business relationship with. The Guidelines align with the Ten Principles of the UN Global Compact and the Pharmaceutical Supply Chain Initiative (PSCI) Principles for Responsible Supply Chain Management. Through the Guidelines, we detail minimum conditions to help ensure that our suppliers conduct their business in an ethical manner, with integrity and in compliance with all relevant legal requirements and industry codes. The Supplier Guidelines require that all our suppliers (as well as their subcontractors) are committed to protect and uphold human rights of workers, to treat workers with dignity and respect, to make sure that they are not complicit in human rights abuses, to address potential human rights risks, including human trafficking and slavery (child labour, forced or bonded labour), and to comply with legal and regulatory requirements pertaining to human rights and labour practices. Abbott's Supplier Guidelines are made available in multiple languages and can be found here: <https://www.abbott.com/partners/suppliers.html>.

Suppliers must be able to demonstrate compliance with our Guidelines at the request and to the satisfaction of Abbott through our Supplier Social Responsibility program. It is Abbott's expectation that our suppliers fully support the Guidelines and drive sustainability principles across their own supply chains, systems and employee benefits. This helps ensure materials and services from Tier 2 suppliers also meet our requirements.

We also embed a social responsibility clause in our direct material procurement contracts. The clause details Abbott's values and sets the expectation that vendors will comply with the focus areas of our Supplier Guidelines. It enables assessment of this compliance and requires our vendors to remediate any issues identified.

Our Position Statement on Human Rights can be found here: [https://dam.abbott.com/en-us/documents/pdfs/transparency/Position\\_Statement\\_on\\_Human\\_Rights\\_FINAL\\_v2.pdf](https://dam.abbott.com/en-us/documents/pdfs/transparency/Position_Statement_on_Human_Rights_FINAL_v2.pdf)

### **Due Diligence and Risk Assessment/Management**

We have global policies and procedures for evaluating suppliers for potential sustainability issues, including those related to ethics, human rights and labour, health and safety, environment and management systems. We use supplier classification models to identify the levels of risk and shared sustainability impacts involved in supplier relationships. Once selected, suppliers are required to maintain documentation necessary to demonstrate conformance with the Supplier Guidelines and compliance with applicable laws, regulations, rules, ordinances, permits, licenses, approvals and orders.

Our supplier assessment programs take a risk-based approach to determine assessment, monitoring and audit requirements. They consider supplier size, maturity, industry, sourcing regions, ESG (Environmental Social Governance) performance and Abbott spend. This is particularly relevant to our critical suppliers, but we also assess non-critical suppliers that operate in high sustainability risk industries or regions with potential risk exposure.

Abbott utilizes a third-party risk monitoring tool to perform real-time analysis of critical supplier sourcing locations, tracking potential geopolitical, security, sustainability, environmental and infrastructure risks.

Sustainability risk scores consider performance in employee autonomy, workers' rights, child labour and environmental factors. We also use the tool to monitor supply chain disruptions and to identify suppliers and locations that pose potential business continuity risk. These insights then inform our sourcing strategy and contingency plans.

Abbott's Supplier Sustainability Survey and Audit Program is an ongoing effort that enables global supply chain assessment and engagement on a broad range of sustainability topics.

- Our global supply base is assessed, considering overall sustainability impacts, as well as topic-specific impacts such as human rights and labour, EHS (Environmental Health & Safety) risk, waste diversion opportunities, climate impacts and carbon management. Then 150–300 suppliers are identified by our Procurement and Business teams for participation in Abbott's annual Supplier Sustainability Survey. The Survey helps us understand supplier sustainability maturity and opportunities to improve supply chain sustainability and resilience, covering: (1) management systems, (2) compliance and reporting, (3) ethics, (4) human rights and labour practices, (5) health and safety, (6) environmental performance, and (7) supply chain management. Suppliers are determined to be "high sustainability risk" when responses are not aligned with the expectations outlined in our Supplier Guidelines.
- Where major issues are noted, suppliers must submit corrective and preventive action (CAPA) plans within 30–60 days of receiving audit results. Abbott's supplier relationship manager and subject matter experts will then monitor the supplier's CAPA implementation and determine if a reaudit or other action, such as contract termination, is required. We also encourage suppliers to report concerns via our "Speak Up" programme described in *Governance* below.
- In addition to our Supplier Sustainability Survey and Audit program, we maintain category- and region- specific supplier assessment and audit programs where specific sustainability risks have been identified.

## **Accountability**

We require our suppliers to comply with all applicable legal requirements and industry codes to do business with Abbott.

When acting on behalf of Abbott, we expect our suppliers to act in an open and honest manner with third parties. Business decisions must not be improperly influenced by personal interests or relationships, including personal or non-Abbott business relationships with Abbott employees. Our Guidelines provide that any "concern a supplier has regarding unethical conduct or a potential conflict of interest be reported through Abbott's Office of Ethics & Compliance at <http://speakup.abbott.com>.

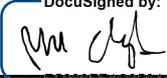
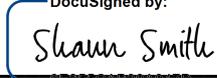
## **Governance**

Abbott offers several channels where questions can be asked and concerns can be raised, including via our "Speak Up" programme. Our Ethics and Compliance Helpline is multilingual and available globally 24/7 where there are concerns of a potential violation of Abbott's values and standards of conduct.

## **Board Approval**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Abbott's slavery and human trafficking statement for the financial year ending 31 December 2021.

This statement was approved by the Board of each reporting entity comprising Abbott UK on 21 June 2022.

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