



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. While governments have the primary responsibility for respecting, protecting, promoting and fulfilling the human rights of their citizens, Abbott recognizes that companies play a supporting role in promoting human rights within their spheres of influence. We contribute to the fulfillment of human rights through compliance with laws and regulations wherever we operate, as well as through our policies and programs.

Abbott's position on human rights is reinforced in our employment, ethics and procurement policies, which are designed to promote, protect and respect human rights within Abbott and our suppliers.

Our guidelines include:

- Providing a healthy and safe working environment.
- Complying with child labor laws and laws prohibiting any form of forced, bonded or indentured labor or involuntary prison labor.
- Promoting workforce diversity and not discriminating against any employee for reasons such as race, religion, color, age, gender, ethnicity, disability, marital status and sexual orientation in addition to any other status protected by local law.
- Not tolerating harassment or harsh or inhumane treatment in the workplace.
- Protecting individual privacy.
- Providing compensation and benefits that are competitive and comply with applicable laws for minimum wages, overtime hours and mandated benefits.
- Encouraging open communication between management and employees.