

Modern Slavery Act Statement for the period from 1 January 2022 to 31 December 2022

Introduction

This Modern Slavery Act Statement ("**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**")

Abbott Laboratories ("**Abbott**") is committed to upholding the fundamental principles of human rights, labour, environmental protection, and anti-corruption 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 the mitigation of modern slavery, and is supported by our Code of Conduct and Supplier Guidelines as it relates to our operations and supply chain, respectively.¹ As set out in our Position Statement, 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**). 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.pdf>

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. Abbott's Position Statement is reinforced 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 and Business and Supply Chains

Structure and Business

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.

The Abbott global business is organised into four main divisions: Medical Devices, Diagnostics, Nutrition and Established Pharmaceuticals.

As of the date of this Statement, we have approximately 115,000 employees worldwide and operate in over 160 countries.

¹ Supplier Guidelines: [Supplier-Guidelines-FINAL-ENGLISH.pdf \(abbott.com\)](#)

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

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

Supply Chain

Abbott is a multinational business which procures goods and services from approximately 88,000 suppliers in 163 countries. In 2022, Abbott spent \$22.9 billion with these suppliers. With a global footprint, we have an opportunity to leverage our supply chain for positive social change.

Our management approach places particular importance on supply chain sustainability and resilience. We maintain a robust, multi-layered governance structure that provides oversight of supply chain-related activities, helping minimise risks and maximise opportunities to address shared impacts. 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.

Policies and Training

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 UK) and, in relation to our supply chains, are overseen by the GOC. This ensures 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 UK, 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, available at: www.abbott.com/responsibility/sustainability/sustainability-reporting/current-reports.html.

Policies and Practices that support our efforts on Sustainability	
Code of Business Conduct	www.abbott.com/investors/governance/code-of-business-conduct.html
Position Statement on Human Rights	www.abbott.com/policies/other-disclosures.html
Supplier Guidelines	www.abbott.com/partners/suppliers.html
Diversity and Inclusion	www.abbott.com/careers/diversity-and-inclusion.html
Discrimination, Bullying, Harassment and Grievance	www.abbott.com/corpnewsroom/strategy-and-strength/abbott-statement-on-racial-inequality.html
Incident Reporting and Investigations	http://speakup.abbott.com

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

Every Abbott employee is expected to adhere to all laws and Abbott's policies, procedures, principles, and standards. Abbott employees are obliged to comply with the Abbott's Code of Business Conduct. Our Code of Business Conduct includes prohibitions on illegal and inappropriate labour conditions, and cruel or inhumane treatment.

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

Our Supplier Guidelines establish expectations for suppliers we work with, aligning with internationally recognised and industry accepted guidelines such as the Pharmaceutical Supply Chain Initiative (PSCI) Principles for Responsible Supply Chain Management. Our Guidelines focus on the following priorities:

- Management systems
- Human rights and labour
- Health and safety
- Ethics
- Environmental management and compliance
- Supply chain management

Through the Guidelines, we detail minimum conditions to encourage suppliers to conduct business in compliance with relevant legal requirements and industry codes. When asked, suppliers are expected to demonstrate compliance at the request and to the satisfaction of Abbott through our Supplier Responsibility program. We expect suppliers to fully support the Guidelines, driving sustainability principles into their own supply chains, systems, and employee practices. Our Tier 1 suppliers are expected to cascade the values represented in our Supplier Guidelines into their own supply chains and drive responsible sourcing practices to Abbott's Tier 2 suppliers and beyond.

We monitor compliance with the Guidelines through our Supplier Responsibility Program and contracting process, and we work with suppliers to improve their performance, where required, through both global and strategic programming. 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.

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.

Due Diligence and Risk Assessment/Management

Due Diligence and Risk Assessment

Our due diligence and risk assessment processes not only aim to identify modern slavery risk, but they also assist us to assess and address this risk. These processes evaluate suppliers for potential sustainability issues, including those related to ethics, human rights and labour, health and safety, environment, and management systems.

When selecting suppliers, we consider applicable environmental, social and governance (ESG) factors alongside business capabilities and capacities, financial health, and alignment with our vision.

Our supplier assessment programs take a risk-based approach to screening, assessment, and monitoring, considering supplier size, industry, sourcing location(s), ESG performance and Abbott spend. This is particularly relevant to our critical suppliers, but we also assess non-critical suppliers flagged for potential sustainability risk.

Insights collected through our 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 the environment and human rights and labour, and drive collective action in two ways:

- (1) Issue-specific initiatives: Cover the whole supply chain and address targeted topics, such as supplier diversity and emissions, water, and inbound materials management, and
- (2) Sourcing category, business, and region-specific initiatives cover 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 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 high-level risk assessments of our global supply base.

Sustainability Risk Screening

During 2022, we took several steps to enhance our process. This includes adopting additional third-party supply chain sustainability risk-mapping technology to assess and provide a more detailed understanding of our direct supplier's sustainability risks.

These tools assign sustainability risk intensity factors based upon a suppliers' industry and region through referencing a variety of public and non-profit sustainability, geopolitical, security, and infrastructure indices and sources.

We engage with our suppliers of potentially high sustainability risk to explore 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 labour and human rights, environment, and sustainable procurement. On-site audits are conducted by an external auditor using a Workplace Condition Report or other globally recognised sustainability audit standards to assess social and labour conditions, and health and safety, environment, and business practices at the site.

Additional risk-specific analyses are performed for strategic sourcing categories and regions when potential risks are identified. Insights from these programs then inform our sourcing strategy and contingency plans.

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 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 any potential risks.

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 the *Governance* section 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>.

We embed social responsibility clauses in applicable procurement contracts detailing our values and expectations that vendors comply with our Supplier Guidelines and remediate identified issues. Abbott's Supplier Guidelines are made available in multiple languages and can be found here: <https://www.abbott.com/partners/suppliers.html>.

Effectiveness of our Policies

We continue to refine and improve our approach to assessing effectiveness. For Financial Year 2022, Abbott (which includes Abbott UK) assessed the effectiveness of its actions in the following ways:

(1) Abbott's Supplier Sustainability Survey and Audit Program (detailed above) acts as a supplier audit mechanism. In Q4 2022, 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 we screened 88% 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 in 2023.

(2) In 2022, we also continued partnering with suppliers from key sourcing categories, engaging over 3,900 suppliers on sustainability risks and opportunities and influencing over 49% of our supply chain spend. These activities addressed 260 potential high sustainability risk suppliers through desktop assessments and 74 high sustainability risk suppliers through sustainability audits. Through our 2022 audit programs, we engaged with seven suppliers to implement corrective actions to address employee health and safety, environment, and supply chain management issues.

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. This can be found here: <http://speakup.abbott.com>

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 2022. This Statement was approved by the below directors on behalf of their respective Boards on 26 June 2023.

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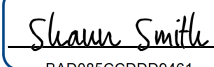
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Neil Harris

Director

Abbott Laboratories Limited

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Shaun Julian Smith

Director

Abbott Diabetes Care Limited

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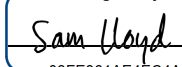
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Samantha Lloyd

Director

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