

# ANNUAL REPORT ON DUE DILIGENCE AND TRANSPARENCY IN RELATION TO CHILD LABOUR (ART. 964J ET SEQQ. CO) FOR THE FINANCIAL YEAR 2023

## Introduction

This Report on Abbott's due diligence efforts concerning child labour applies to certain Swiss entities of Abbott, namely those listed below:

1. Abbott AG;
2. Abbott Products Operations AG;
3. Abbott Finance Company SA;
4. Abbott Laboratories GmbH;
5. Abbott Medical (Schweiz) AG;
6. Thoratec Switzerland GmbH;
7. Abbott Rapid Diagnostics Schweiz GmbH;
8. Abbott Switzerland Investments GmbH; and
9. Alere Switzerland GmbH.

Together, these entities are referred to as "**Abbott Switzerland**" 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 recognizes 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.

Abbott Switzerland has determined that it is not subject to the obligations regarding transparency on non-financial matters (art. 964a et seqq. CO), transparency in raw material companies (art. 964d et seqq. CO) and due diligence and transparency in relation to minerals and metals from conflict-affected areas (art. 964j et seqq. CO). This Report sets out Abbott Switzerland's efforts in the prevention of child labour.

## 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 Switzerland. Abbott is a global diversified healthcare company with a central purpose of helping people live their healthiest possible lives, through our broad portfolio of

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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>

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 Switzerland.

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

Abbott's approach to human rights and child labour 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.

### **Supply Chain**

Abbott is a multinational business which procures goods and services from approximately 75,000 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, 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.

### **Policies, Employee Training, and Due Diligence Process**

#### **Policies**

Our approach to identifying, assessing, addressing, and managing child labour risk is guided by company-wide policies and processes. These policies and processes are embedded across our business (including Abbott Switzerland) and, in relation to our supply chains, are overseen by the GOC. This ensures a consistent approach towards mitigating child labour risk.

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

<b>Policies and Practices Concerning Child Labour</b>	
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>

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

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

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

### **Due Diligence Process**

Our due diligence and risk assessment processes not only aim to identify child labour risks, but they also assist us in addressing and assessing these risks, taking into account the likelihood of child labour 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 (ESG) 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 the environment and human rights and labour, and drive collective action in two ways:

- (1) Issue-specific initiatives: Cover the 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, 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 assess 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 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 potential risks.

### **Effectiveness of Our Program**

We continue to refine and improve our approach to assessing effectiveness. For the 2023 Supply Chain Sustainability Due Diligence program, Abbott (which includes Abbott Switzerland) 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, we screened 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 in 2024.
- (2) In 2023, our due diligence program evaluated more than 900 potentially high-sustainability-risk suppliers through desktop assessments and, where necessary, performed onsite audits of high-sustainability-risk suppliers. We also engaged with select suppliers to address employee health and safety, environment, and supply chain management issues.
- (3) In 2023, Abbott (including Abbott Switzerland) did not identify any instances of child labour in our supply chain. If instances of child labour are identified in the future, we have processes and procedures to investigate and, if warranted, work with our suppliers to remediate the concern.
- (4) We also continued partnering with suppliers from key sourcing categories, engaging over 4,000 suppliers on sustainability risks and opportunities.

### **Reporting Mechanism**

Internal and external parties can confidentially and anonymously raise concerns of potential child labour 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>.

**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 \(abbott.com\)](#)