

HUMAN RIGHTS POSITION STATEMENT UNDER THE NORWEGIAN TRANSPARENCY ACT (ÅPENHETSLOVEN)

1 INTRODUCTION

At Abbott, 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. This Human Rights Policy applies to the Norwegian entities of Abbott, namely Axis-Shield AS, Abbott Norge AS, Abbott Medical Norway AS, Abbott Diagnostics Technologies AS and Abbott Rapid Diagnostics AS (together referred to as “**Abbott Norway**” or “**Abbott**” or “**we**”).

As a healthcare business, we continuously work to identify ways in which we can help people, society, and the planet through better health. We want to take this further, actively expanding the ways we benefit people and the planet. This focus on innovation, access and affordability is central to our 2030 Global Sustainability Plan and we will also take targeted action in key areas, including building the workforce of tomorrow, responsibly applying data to advance care, building a more resilient, diverse, and responsible supply chain, and protecting health by supporting the environment.

Beyond these target areas, we will continue to build a sustainable business through the actions we take – from ensuring product quality and safety, to acting ethically and supporting human rights.

Abbott Norway is committed to operating its businesses in a legal and ethical manner and doing what is right, not just by our customers, but by the world in which we live. Abbott is committed to complying with the human rights protected under the Norwegian Transparency Act.

2 COMMITMENT

In our own operations, we have policies and processes in place to help prevent and address violations of human rights laws in the course of our business activities.

The leaders and managers of Abbott Norway are responsible for cultivating compliance with this Human Rights Policy and applicable national standards for human rights, in addition to embedding the standards in Abbott Norway’s business operations.

3 HUMAN RIGHTS DUE DILIGENCE

Abbott’s corporate due diligence supply chain framework is set up in accordance with the due diligence obligation set out by the Norwegian Transparency Act (Act) and UN Guiding Principles on Business and Human rights and includes:

1. Supply Chain Risk Analysis and Management

Abbott has installed a risk management system and has established internal responsibilities for monitoring this system. We work with our Global Procurement and other Abbott teams to understand where our products are manufactured, where raw materials are sourced, and what steps are being taken in these geographical locations to help ensure local laws, our guidelines and our standards are upheld. In addition, we partner with the Abbott Global Corporate Procurement Supply Chain Sustainability team to understand our supply chain with particular attention to the human rights matters protected by the Act.

As part of its risk management, Abbott's supply chain sustainability due diligence process enables assessment and engagement of direct and select indirect suppliers in Norway on key sustainability topics, including those related to the human rights matters identified in the Act.

Abbott utilizes third-party supply chain sustainability risk mapping technology to assess and provide a more detailed understanding of our direct suppliers' sustainability risks, including human rights and labour. These tools assign sustainability risk intensity factors based on a supplier's industry and region through referencing a variety of public and non-profit sustainability, geopolitical, security, and infrastructure indices and sources.

2. Risk-based Control Measures

Abbott's Supplier Guidelines require that all our suppliers commit 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 can be found at the following link: [Supplier-Guidelines-FINAL-ENGLISH.pdf \(abbott.com\)](#)

Abbott's suppliers are required to adhere to our Supplier Guidelines and our teams conduct assessments and monitoring of suppliers to identify and mitigate potential risks for human rights protected by the Act. Our suppliers are also required to maintain documentation necessary to demonstrate compliance with the Supplier Guidelines and applicable laws, regulations, rules, ordinances, permits, licenses, approvals, and orders.

We also seek to make contractual agreements with our suppliers and business partners that require them to respect human rights in the work they carry out for Abbott Norway. We embed a social responsibility clause in our direct material procurement contracts. The clause details our values and sets the expectation that suppliers will comply with our Supplier Guidelines. This enables assessment of this compliance and requires our suppliers to remediate any issues identified.

By working with the Abbott Global Corporate Procurement Supply Chain Sustainability Team, we carry out scoping exercises to identify the most significant and relevant supply chain risks including the activities of Abbott Norway's supply chain and business partners. We will conduct assessment, monitoring and auditing of relevant suppliers to identify and attempt to mitigate potential risks, including those related to human rights.

3. Preventive and remedial measures

As a result of our risk analysis, if a potential or actual violation of human rights as referred to in the Act is identified, Abbott takes appropriate steps to attempt to prevent, address, minimize and/or remediate the issue. Examples of remediation could include, but are not limited to certification, supplier training, audits, or contract termination among other measures.

4. Complaint procedure

Abbott has an appropriate complaint process in place which allows all concerned persons to inform us about human rights related and environmental related issues.

Abbott's "Speak Up" programme is our Ethics and Compliance Helpline that is multilingual, and available globally 24/7. The helpline can be used to voice concerns about potential violations of Abbott's values and standards of conduct, including the human rights and environment-related rights protected by the Act ([EthicsPoint - Abbott Laboratories](#)). You can also email investigations@abbott.com to report a potential violation.

5. Documentation and reporting obligations

In accordance with the Norwegian Transparency Act section 5, Abbott Norway will publish a statement of the due diligence assessments by 30 June each year, and in case of significant changes to the enterprise's risk assessments. The statement will be published on Abbott Norway's website, and information where it can be accessed will be a part of Abbott Norway's annual report. Abbott Norway will also reply to inquiries from stakeholders in a timely manner, pursuant to section 6 and 7 of the Transparency Act.

On a global level, Abbott has several governing ESG documents that also apply to Abbott Norway, namely Abbott's Third-party Guidelines, Supplier Guidelines, Position Statement on Human Rights, Comprehensive Ethics and Compliance Program, Environmental policies, Position statement on Conflict Minerals, and Code of Business Conduct. The relevant documents are referred to below in section 5 of this Human Rights Position Statement.

Abbott Norway does not tolerate retaliation against whistle blowers, or anyone else who reports a violation in good faith. This foundational principle is embedded in several sections of our Code of Business Conduct, which employees are required to certify their adherence to annually.

4 IMPLEMENTATION AND FOLLOW-UP

This version of Abbott Norway's Human Rights Position Statement was approved by the Board of the relevant Norwegian entities on June 29, 2023. Abbott Norway will ensure the complete implementation of this Position Statement by tracking its progress and allowing for revisions to the Position Statement if needed.

5 **REFERENCES:**

Abbott’s Third-Party Guidelines	Third-Party Guidelines Abbott U.S.
Abbott’s Supplier Guidelines	Suppliers Products and Services Abbott U.S.
Abbott’s Position Statement on Human Rights	Position Statement on Human Rights (abbott.com)
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)
United Nations Universal Declaration of Human Rights	Universal Declaration of Human Rights United Nations
OECD Due Diligence Guidance for Responsible Business Conduct	OECD Due Diligence Guidance for Responsible Business Conduct - OECD
ILO Core Conventions	Conventions and Recommendations (ilo.org)