

MEDIA RELEASE

AbbVie's commitment to diversity and inclusion lands them #5 on the Best Workplaces list

97% of employees agree that the culture at AbbVie embraces equity, equality, diversity and inclusion.

17 August 2022, Sydney – AbbVie (NYSE: ABBV) Australia has again been named on the 2022 Australia's Best Workplaces list by Great Place to Work®, citing their inclusive culture where employees can equally thrive as a key contributor to their success.

AbbVie Australia ranked 5th on the 2022 Best Workplaces list, medium category up from 9th place in 2021.

This year AbbVie is being recognised for reimagining what it takes to be a great workplace, with a shared vision of changing patient lives and an ethos centred around employee trust, open communication, transparency, flexibility and equity.

Chris Stemple, General Manager and Vice President of AbbVie Australia and New Zealand, says this recognition is testament to the long-term focus the organisation has placed on increasing diversity and inclusion in the workplace.

AbbVie is committed to delivering on its Equity, Equality, Diversity and Inclusion (EED&I) strategy that reinforces the belief that everyone is accountable for delivering on the principles of EED&I no matter what their role. An important part of this has been to instil an inclusive mindset in all leaders and employees so the full value of AbbVie's diverse workforce can be realised.

Key results from the 2022 Great Place to Work survey of AbbVie employees:

- 99% of employees agree that AbbVie treats people fairly regardless of their sexual orientation;
- 98% of employees agree that they are treated fairly regardless of gender;
- 97% of employees agree that they are treated fairly regardless of their race;
- 95% of employees agree that they are treated fairly regardless of their age.

“Our workplace is united by our purpose. At AbbVie, we realise that greatness does not happen in silos. It takes all of us learning and growing together to make a difference. We empower our employees to be their best selves — not just at work, but also in everyday life.

“We foster a culture of core behaviours, known as our Ways of Working, and they are not just a set of words; they are core to our DNA and help drive our culture. Employees tell us that they join AbbVie because of our reputation as a fantastic place to work and they stay because it's true,” said Chris.

We are dedicated to providing an inclusive culture and treating all employees with dignity and respect. Key to this culture is our deep commitment to equality, diversity and inclusion. Our EED&I Committee is sponsored by the senior leadership team and resourced cross-functionally with a structured program to support success and measure results.

“AbbVie has an absolute commitment to equality, equity, diversity and inclusion. It is a way that we bring people together, celebrate differences and drive positive change not only internally at AbbVie but externally as well,” – **Poonam Chapke, AbbVie's EEDI Council Chair**.

The Great Place to Work methodology is one based on building a high-trust workplace culture that can be a great workplace For All™. The Best Workplaces badge – a globally



recognised accolade – is awarded to Certified™ companies with a high-trust, high-performance workplace culture. This is evaluated through the Great Place to Work® [Trust Index™ survey](#) data which measures the three key relationships that drive an employee's experience in their workplace—relationships with management, colleagues, and their job. The Trust Index score represents the percentage of employees who consider their company to be a great workplace and is an indicator of their actual workplace experience.

“The Great Place to Work philosophy and methodology is one based on building a high-trust workplace culture that can be a great workplace for all. This means that companies should go beyond perks and the benefits when thinking of building a strong employer brand. It is about building quality relationships and employees having a consistently positive workplace experience,” said Ms Evelyn Kwek, Managing Director of Great Place to Work ASEAN and ANZ.

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About AbbVie in Australia

AbbVie's mission is to discover and deliver innovative medicines that solve serious health issues today and address the medical challenges of tomorrow. We strive to have a remarkable impact on people's lives across several key therapeutic areas: immunology, oncology, neuroscience, eye care, virology and gastroenterology, in addition to products and services across its Allergan Aesthetics portfolio. For more information about AbbVie, please visit us at www.abbvie.com.au. Follow [@abbvie AU](#) on Twitter, [Facebook](#), [Instagram](#) or our [LinkedIn](#) page.

About Great Place to Work®

Great Place to Work® is the global authority on workplace culture. Since 1992, they have surveyed more than 100 million employees worldwide and used those deep insights to define what makes a great workplace: trust. Their employee survey platform empowers leaders with the feedback, real-time reporting and insights they need to make data-driven people decisions. Everything they do is driven by the mission to build a better world by helping every organisation become a great place to work For All™.

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