

MEDIA RELEASE

AbbVie reinvents ‘pharma culture’ and takes Australia’s #2 spot for Best Place to Work

Wednesday 22 July 2020, Sydney – AbbVie (NYSE: ABBV) Australia has been named one of the 2020 Best Places to Work in Australia, defying commonly held misconceptions about what it’s like to work in ‘Big Pharma’.

AbbVie Australia has taken out the #2 spot on the 2020 Best Places to Work list, in the 100-999 employee category. This is the eighth consecutive year AbbVie has been included in the prestigious list and is the only pharmaceutical company represented in the category. AbbVie was ranked #5 in 2019.

AbbVie has redesigned the traditional culture of a pharmaceutical company with three long-established cultural features. Employees credit these practices for easing the transition through the COVID-19 pandemic and cementing AbbVie’s position as one of the top workplaces in the country:

- **Emphasis on mental health and wellbeing:** AbbVie ensures a long-term ongoing and practical commitment through its employee-led Mental Health Reference Group and active partnerships with external experts.
- **Truly embedded flexibility and remote working practices:** AbbVie remains flexible with employees based on what specific, individual support they may need to enable effective work-life integration. This includes ensuring the right technology capability, access to all forms of leave including parental leave for all employees and senior leadership demonstrating flexible behaviours.
- **Regular, transparent communication:** AbbVie prioritises honest and democratic communication with its people. This is done through opportunities for informal or anonymous conversations with leadership, tailored content and regularity. Speaking up with authenticity is encouraged.

Melissa Pantano, Business Unit Manager – Dermatology at AbbVie Australia and Co-Lead of the Mental Health Reference Group, believes the importance of workplace mental health and wellbeing has never been more visible than it is right now.

“COVID-19 has heightened mental health challenges globally through working from home, elevated carer responsibilities and financial uncertainties. Our Mental Health Reference Group plays a key role in ensuring we are not static on these issues, and continue to pivot to best support our people. I am very proud to be a part of such a positive initiative,” said Melissa.

Key results from the 2020 Great Place to Work survey of AbbVie employees:

- 96% of employees agree AbbVie is a Great Place to Work
- 97% are proud say they work at AbbVie
- 95% have great pride in what they do
- 92% employees report high trust
- Results represent a 9%-point increase from 2019-20, on average

Chris Stemple, General Manager of AbbVie Australia and New Zealand, says this recognition is testament to the very essence of AbbVie, and how a long-term focus on employee engagement and wellbeing is crucial to navigate positively through the pandemic.

“At AbbVie, our commitment to having a remarkable impact on patients, the communities in which we operate and our employees is woven into every part of our culture. This is uniquely brought to life in the ways that we change the lives of patients, give back to communities and reward and develop our employees,” said Chris.



“While we have generous and inclusive policies, we continue to inspire, invent and innovate with new initiatives that are sensitive to the needs of our people. This is especially important as we navigate an incredibly dynamic and changing environment.”

According to Zrinka Lovrencic, Managing Director at Great Place to Work Australia, the COVID-19 pandemic has put a premium on being a high trust, people-first culture.

“The organisations in the study, like AbbVie Australia, are leading the way amid the pandemic by demonstrating care for their employees, customers and communities during this challenging time,” said Zrinka.

The ranking of Australia’s Best Places to Work 2020 is based on data collected prior and during the novel coronavirus outbreak.

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About AbbVie in Australia

AbbVie is a global, research-driven biopharmaceutical company committed to developing innovative advanced therapies for some of the world’s most complex and critical conditions. Our heritage in Australia reaches back more than 75 years and we employ more than 320 people with our therapies currently benefiting more than 40,000 Australians. The company’s mission is to use its expertise, dedicated people and unique approach to innovation to markedly improve treatments. Recently, we acquired Allergan which immediately diversified our business across several therapeutic areas: Immunology, Hematologic Oncology, Neuroscience and Allergan Aesthetics.

Our commitment to making a remarkable impact doesn’t end at developing medicines; it begins there. We provide broader support to our patients and help address the health needs of underserved communities. We strive to protect our environment and to make a positive impact in the areas where we live and work.

For further information please visit www.abbvie.com.au. Follow [@abbvie_AU](https://twitter.com/abbvie_AU) on Twitter, [Facebook](#) or our [LinkedIn](#) page.

About Great Place to Work Australia

Great Place to Work Australia, part of Great Place to Work Inc, is a global research and consulting firm specialising in employee engagement, organisational alignment, and its effect on high performance workplace cultures. Through proprietary assessment tools, including Trust Index® Employee Engagement Survey and Culture Audit®, Great Place to Work provides the framework and expertise needed to create, sustain, and recognise outstanding workplace cultures. Visit www.greatplacetowork.com.au for more.

About the Best Places to Work in Australia Benchmarking Study

Companies nominated for the Best Places to Work benchmarking study must go through an application process and are selected and ranked on the basis of employees’ responses to our Trust Index© Employee Engagement Survey (2/3 of the score), which measures employee perceptions of their workplace. The Culture Audit©, completed by management



and evaluated by the Great Place to Work® Australia research team, accounts for 1/3 of the total score.

Companies receiving high scores on these assessments appear on our national Best Places to Work lists; the highest scores enjoy the highest rankings. The list recognises companies in three size categories: Under 100 employees; 100-999 employees; and Over 1,000 employees. The 2020 study was conducted between September 2019 and June 2020. The results represent 39,156 Australian-based employees from 124 companies.