



Abbott

# IRELAND

SUSTAINABILITY  
REPORT 2017-2018



# ABBOTT IN IRELAND

## LETTER FROM THE ABBOTT LEADERSHIP TEAM IN IRELAND

WELCOME TO ABBOTT IRELAND	1
ABBOTT IN IRELAND	2
OUR APPROACH TO SUSTAINABILITY	5
MAKING A DIFFERENCE	6
INNOVATING TO MEET CURRENT AND FUTURE HEALTH NEEDS	8
EMPOWERING HEALTHCARE PRACTITIONERS	12
OPERATING SUSTAINABLY AND RESPONSIBLY	16
AWARDS AND RECOGNITION	26

### ABOUT THE COVER

Sustainability is not a destination but an ongoing journey. In Ireland, our journey to helping people live their best lives starts with working together to preserve and promote healthy living around the world. A sustainable business needs a healthy planet, and we are committed to making positive impacts as we look toward our future.

Dear Stakeholders,

Abbott's business is to help people live fully with our life-changing technology.

In Ireland, our continuing success is built upon innovation, including the way we run our business. Over the last several years, we have substantially increased our research and development capacity and are proud to be a source of innovative solutions for Abbott, worldwide.

*Alinity™, FreeStyle Libre® and XIENCE Sierra®* are just three of the offerings from our broad portfolio of products manufactured by Abbott in Ireland that rely upon our talented and innovative workforce.

Our success is the result of more than 3,500 employees in Ireland, who contribute to a dynamic work culture with 99,000 employees globally. A culture of respect and empowerment is our priority, which we support through employee learning and development programmes, supporting employees through life challenges and focusing on employees' holistic well-being. We are continually creating exciting opportunities for talented individuals with determined and agile minds: people who continue to support Abbott's product innovation; people who can make our processes and our supply chain more efficient and sustainable; people who are keen to develop life-changing solutions and positively impact our environment, as well as give back to the community.

As a major employer in Ireland, we must ensure that we help build a healthy, thriving society. We are proud of how we support our communities and the partnerships we have created with schools, universities and charitable organisations.

In 2017, we marked a milestone with the 10th anniversary of our Croí an Óir employee volunteering programme, through which our employees have volunteered more than 70,000 hours of community service. Programmes like Abbott Family Science and others enable schools and universities, as well as parents and children, to discover the joy of science and technology and to contribute to future innovation.

We are proud of the role our employees have played and continue to play in supporting the communities in which we operate. We are also proud to support the Ireland National Plan on Corporate Social Responsibility 2017–2020, and we are active members of the National Corporate Social Responsibility Stakeholder Forum.

Finally, we know that a sustainable business needs a healthy planet. Globally, we align our work with the United Nations Sustainable Development Goals (SDGs) and actively participate in Ireland's National SDG Stakeholder Forum. These steps help us ensure that our efforts address some of the most critical social and environmental needs.

We have our eyes firmly fixed on the future, and we look forward to innovating for the benefit of a healthy world and making a unique, positive contribution to Ireland.

We are delighted that you are reviewing the highlights of our performance. We welcome you to send any feedback to [responsibility@abbott.com](mailto:responsibility@abbott.com) and to visit [www.ireland.abbott](http://www.ireland.abbott) for further updates.

Sincerely,

Abbott Leadership Team in Ireland  
December 2018

# ABBOTT IN IRELAND

At Abbott, we are proud of our long history in Ireland and the way we have grown our operations over the years to become one of the country's largest healthcare companies. Ireland plays an important role in Abbott's global mission to help people live fully with our life-changing technology.

The innovations we develop and manufacture here change lives for the better around the world, and our employees in Ireland are committed to enabling fuller lives closer to home, as well. Across all four provinces of Ireland, we are working to build a sustainable and inclusive business that strengthens local communities, preserves healthy living environments and inspires all people to fulfil their potential through good health.

In this report, we highlight some of the initiatives taking place in Ireland that will help Abbott enable more people to live their best lives.

**72** YEARS  
**3,500+** PEOPLE  
**130+** COUNTRIES  
**€2** BILLION  
**6,500+** HOURS

ABBOTT HAS OPERATED IN IRELAND SINCE 1946.

WE EMPLOY MORE THAN 3,500 PEOPLE ACROSS ALL FOUR PROVINCES.

HEALTHCARE PRODUCTS WE MANUFACTURE IN IRELAND ARE EXPORTED TO MORE THAN 130 COUNTRIES AROUND THE WORLD.

ABBOTT CONTRIBUTED ALMOST €2 BILLION TO THE IRISH ECONOMY IN TAXES, PAYROLL AND PURCHASES OF LOCAL MATERIALS AND SERVICES OVER THE PAST FIVE YEARS.

ABBOTT EMPLOYEES VOLUNTEERED MORE THAN 6,500 HOURS IN THEIR LOCAL COMMUNITIES DURING 2017.



**KEY**

- Diabetes Care
- Diagnostics
- Nutrition
- Branded Generic Pharmaceuticals and Commercial Operations
- Financial Shared Services Hub
- Vascular
- Rapid Diagnostics



## OUR APPROACH TO SUSTAINABILITY

At Abbott, we believe that innovative, responsible and sustainable business plays an important role in building a healthy, thriving society. We strive to foster economic, environmental and social well-being by delivering life-changing technology, as well as in our broader work across our business and in partnership with others.

Given the nature, scale and reach of our business, we recognise that we can make a meaningful contribution in addressing some of the world's most pressing challenges, and we are committed to supporting the United Nations Sustainable Development Goals (SDGs). The SDGs, adopted by global leaders in 2015, offer a strategic framework to help us identify opportunities that align with the priorities of governments and healthcare providers around the world. They enable us to focus on the areas where we can create the greatest positive impact.

We maximise the impact of our sustainability initiatives by focusing on areas where business opportunities intersect with positive social and environmental impact. Across all of our businesses in Ireland, it's our employees who make this possible.



We earn trust for our brand and products through high standards of ethics, integrity, quality and safety.



We innovate new solutions to meet changing healthcare needs and get high-quality healthcare to those who need it.



We promote and preserve healthy living environments by minimising the environmental footprint of our operations and protecting clean water sources around the world.



We work closely with suppliers to apply the highest standards of environmental and social responsibility throughout our supply chain.



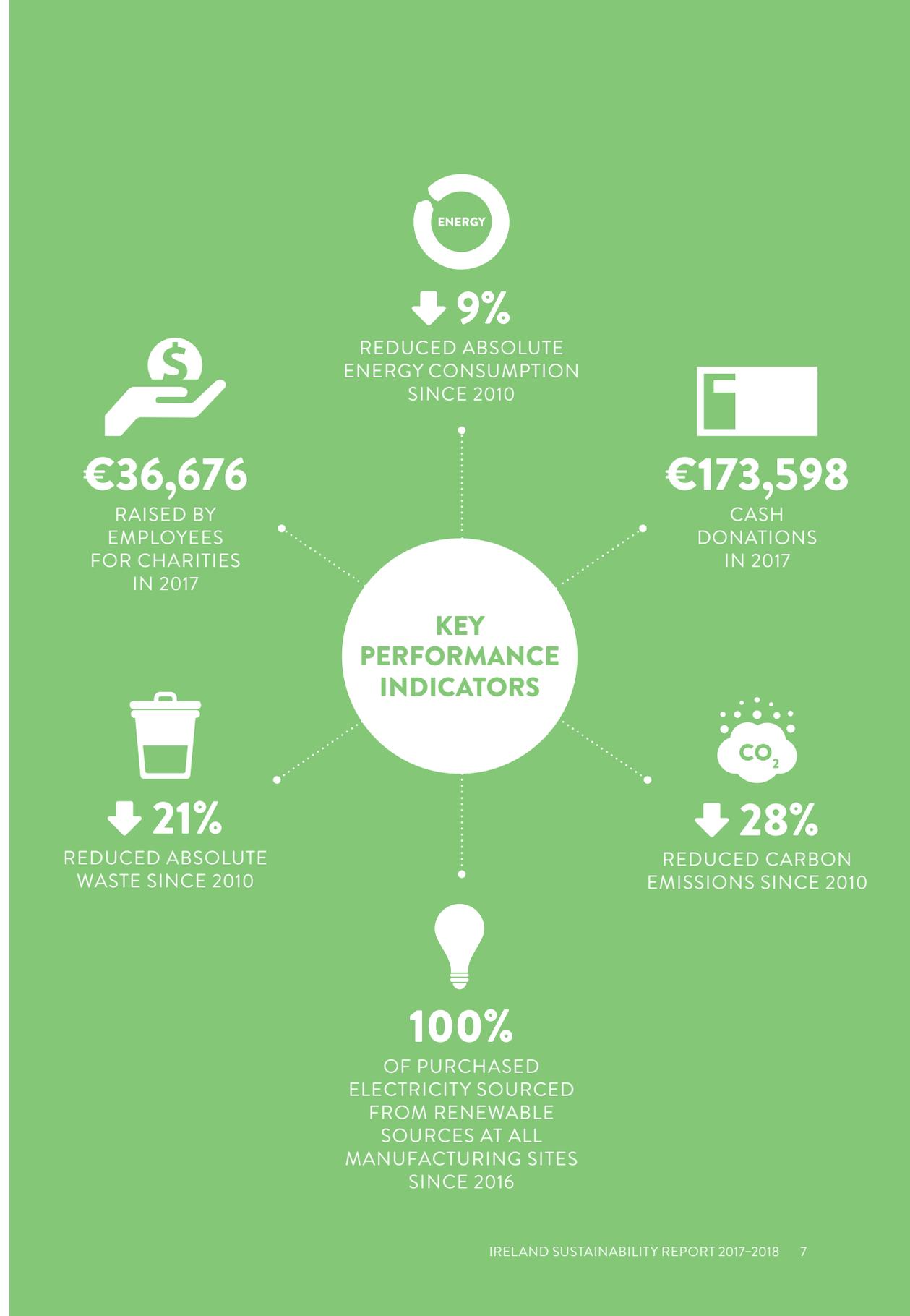
We protect the health and well-being of our colleagues to help them fulfil their potential.

# MAKING A DIFFERENCE

Abbott employees in Ireland work across our diagnostics, nutrition, medical devices and branded generic pharmaceuticals businesses. Each of these businesses is involved in our efforts to make Abbott more sustainable, responsible and inclusive.

We **innovate** new solutions to meet changing healthcare needs. We work to **empower** healthcare practitioners, patients and consumers to enable informed choices for better health. We **operate** sustainably and responsibly to maintain trust in our business, preserve healthy living environments, mitigate the effects of climate change and safeguard clean water resources.

Read on to learn how our employees in Ireland are working to build a more sustainable Abbott and to help people around the world live fully with our life-changing technology.



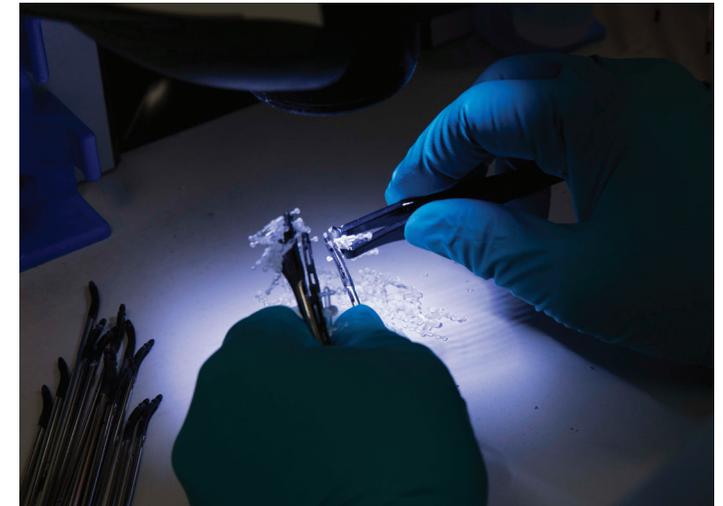


## INNOVATING TO MEET CURRENT AND FUTURE HEALTH NEEDS

People around the world depend on Abbott's innovations and life-changing technology to help them lead fuller and healthier lives. Abbott's skilled teams are working to make Ireland a centre of excellence in helping to develop new treatments, new technologies and new methods of diagnosis.

### INNOVATION RECOGNISED

IN 2018, THE STENT DEVELOPED AT OUR CLONMEL SITE WAS SHORTLISTED FOR THE PRESTIGIOUS AMERICAN CHAMBER OF COMMERCE AND ROYAL IRISH ACADEMY U.S.-IRELAND RESEARCH INNOVATION AWARDS.



### 50% FASTER

FOR THE FIRST TIME, *XIENCE SIERRA* R&D WAS CONDUCTED IN THE SAME LOCATION AS MANUFACTURING, RESULTING IN GOING TO MARKET 50 PERCENT FASTER THAN COMPARABLE PRODUCTS.

### SOLVING COMPLEX CARDIOLOGY CHALLENGES THROUGH LOCAL EXPERTISE

Abbott's 250,000-square-foot manufacturing facility in Clonmel helps meet world-wide demand for vascular devices. The modern facility, which sits on a 19-acre site, is a centre of excellence in manufacturing, winning the Shingo Prize for Operational Excellence in 2014.

In 2017, our cardiovascular devices team in Clonmel launched a new type of coronary stent, which is more deliverable and more flexible and can be used more precisely across a wider range of sizes.

The *XIENCE Sierra* stent makes it easier to treat more complex coronary artery disease, which accounts for a significantly growing portion of patients.



The research and development (R&D) for our new type of drug-eluting stent was conducted in co-location with manufacturing in Clonmel for the first time, which resulted in the product being able to go to market 50 percent faster than other comparable products. The new stent was met with very positive feedback from medical professionals across Europe, the United States and Japan.

In 2018, it was shortlisted for the American Chamber of Commerce and Royal Irish Academy prestigious U.S.-Ireland Research Innovation Awards. R&D activities for Abbott in Clonmel continue to grow on the success of the *XIENCE Sierra*, and the team is currently working on a range of next-generation devices.

#### **SIMPLIFYING DIAGNOSTICS FOR BETTER HEALTHCARE DECISIONS**

Fast, accurate diagnostic tests can both save lives and change them for the better. However, pressure on testing facilities is intensifying around the world. That's why our diagnostic experts at Longford and Sligo have been working with Abbott colleagues across different markets to find a way for hospitals, laboratories and health systems to process tests more efficiently.

The *Alinity* system is the result of a detailed analysis of customer needs, resulting in a highly differentiated solution. Abbott's *Alinity* family of harmonised solutions is unprecedented in the diagnostics industry, working together to address the challenges of using multiple diagnostic platforms and simplifying diagnostic testing.

Both the Sligo and Longford diagnostic sites were critical to the development and launch of the new *Alinity* platforms, which are now available in many global markets. Building off the capability demonstrated during the development of *Alinity*, the Sligo site established a dedicated Process and Product Innovation Centre. The Centre employs scientists who work on enhancements to existing processes and products to meet customer and regulatory requirements.



### **VOLUME, SPEED AND EFFICIENCY**

ALINITY IS ENGINEERED WITH SMART CAPABILITIES THAT UPGRADE DIAGNOSTIC TEST VOLUME, SPEED AND EFFICIENCY WITHIN A SMALLER AND MORE VERSATILE FOOTPRINT, WHICH MAKES IT FLEXIBLE AND SCALABLE.





## EMPOWERING HEALTHCARE PRACTITIONERS

Everywhere that we operate, Abbott invests in spreading ideas, information and inspiration to enable better healthcare choices. This often involves working in partnership with training institutions and professional bodies to equip healthcare practitioners with the insights, techniques and experience they need.

### BUILDING LEADERSHIP SKILLS TO PROVIDE EXCELLENCE IN NUTRITIONAL CARE

Since early 2016, Abbott's nutrition team in Dublin has been working with the Irish Institute of Training & Development (IITD) to support nursing home residents, staff and directors of nursing to achieve excellence in clinical nutrition management. The Abbott Management and Leadership Programme

for Directors of Nursing ultimately aims to improve the health and well-being of nursing home residents.

Demand for the programme has exceeded our expectations, with more than 80 directors and assistant directors of nursing enrolled so far. The IITD has praised the tangible impact that heightened nutrition awareness and enhanced clinical leadership has achieved within this section of the community.

### 80+ DIRECTORS

MORE THAN 80 NURSING HOME DIRECTORS ENROLLED IN OUR INNOVATIVE PROGRAMME TO IMPROVE THE WELL-BEING OF NURSING HOME RESIDENTS.





## 52 STUDENTS

FIFTY-TWO STUDENTS PARTICIPATED IN OUR NEW COLLEGE GRADUATE PROGRAMME DESIGNED TO HELP STUDENTS PREPARE FOR THE WORKFORCE.



### EQUIPPING GRADUATE DIETITIANS TO HELP CHANGE LIVES

Graduates leaving higher education with degrees in nutrition and dietetics have the academic knowledge they need to help change people's lives for the better. However, to leverage that knowledge, they must learn to work and contribute as part of a diverse medical team. Our nutrition business in Ireland has worked with the Irish Nutrition & Dietetic Institute (INDI), Dublin Institute of Technology and Trinity College Dublin to develop a two-day graduate development programme that prepares graduates for the world of work.

Established in 2016, this programme is designed to support graduates in preparing for interviews, understanding their individual working style and exploring a variety of career options available to them. It gives graduates the chance to hear from dietitians working in a wide range of careers who share their insights about the importance of nutrition expertise and the difference it can make. The programme also helps to build working relationships between Abbott and our future customers. Fifty-two students have participated in the programme since it first started.



## OPERATING SUSTAINABLY AND RESPONSIBLY

Trust is essential to Abbott's ability to change lives for the better. We earn that trust through our commitment to quality, reducing our environmental impact, valuing our people and their well-being, and enabling healthy living environments. Every Abbott employee is committed to working this way, applying the same standards across our business and throughout our supply chain.

### VALUING OUR PEOPLE

It is the skill and dedication of Abbott's employees that enable fuller and healthier lives for all those who depend on our products. Our people are the heart and soul of our business, and we are committed to providing every single one of them with the ability to pursue fulfilling careers and helping them develop their capabilities in a safe and supportive working environment. We foster a dynamic working culture that embraces diversity and inclusion and provides exciting opportunities for all our employees.

### BUILDING NETWORKS OF SUPPORT FOR FUTURE WOMEN LEADERS

In January 2018, we launched the Ireland chapter of the Women Leaders of Abbott (WLA) employee network, which offers networking events, a speaker series and a community of professional women, giving insights and support to other women as they advance their careers. Like other Abbott employee networks, WLA Ireland is designed to increase visibility and opportunity for its members, and it has a clear objective to ensure diversity in all of our business functions.

### WOMEN LEADERS OF ABBOTT

THE IRELAND  
CHAPTER OF WOMEN  
LEADERS OF ABBOTT  
(WLA) LAUNCHED IN  
JANUARY 2018.





## 120+ LEADERS

MORE THAN 120 EMPLOYEES HAVE PARTICIPATED IN THE MINDFUL LEADER PROGRAMME, WHICH PROMOTES SELF-AWARENESS IN LEADERSHIP.

### PROMOTING PROFESSIONAL DEVELOPMENT THROUGH MINDFULNESS

In an increasingly noisy and fragmented world, full of interruptions and never-ending inflows of information, mental health and mindfulness are vital to well-being. Abbott's Mindful Leader Programme is designed on the principle that self-awareness and mindfulness are essential parts of being an effective leader. Launched in 2013, this programme encourages our employees to feel more invested in their professional development through one-on-one coaching sessions with a mindfulness coach, three-way discussions that include their direct line managers and group master classes.

We use these frameworks to introduce mindfulness tools and techniques and to define 'leadership stretches' that can assist our employees in making full use of their potential at Abbott. Since 2013, more than 120 participants have gone through the programme, and due to its success in Ireland, Abbott is expanding the program in other parts of our global business.





## 10 YEARS

IN 2017, WE CELEBRATED THE 10TH ANNIVERSARY OF OUR CROÍ AN ÓIR EMPLOYEE VOLUNTEERING PROGRAMME.

## 70,000+ HOURS

OVER THE LAST 10 YEARS, ABBOTT IRELAND EMPLOYEES HAVE VOLUNTEERED MORE THAN 70,000 HOURS THROUGH CROÍ AN ÓIR.

## GIVING BACK TO OUR COMMUNITIES

Abbott employees share a commitment to creating healthier communities worldwide. Our people give generously of their time, expertise, money and enthusiasm to help strengthen our communities in Ireland and inspire young people to help change lives for the better through science.

### CELEBRATING 10 YEARS OF CROÍ AN ÓIR

In 2017, we celebrated the 10th anniversary of our Croí an Óir (Hearts of Gold) employee volunteering programme. As part of this programme, each Abbott site in Ireland nominates a range of community initiatives to which employees can volunteer their time, with activities ranging from career talks and science experiments in schools to fundraising for local charities. Over the last 10 years, Abbott employees in Ireland have volunteered more than 70,000 hours through Croí an Óir.



In Donegal, Croí an Óir volunteering has focused on the Abbott Family Science initiative, which was first launched in the region in 2009. Each year, Abbott hosts initiatives encouraging young people to explore real-world applications of science outside of the classroom environment. In September 2017, our Donegal employees created the Living Classroom initiative, donating a greenhouse to a local school and using it to host curriculum-based activities about living things, energy and forces, and environmental awareness.

As the European Volunteering Capital for 2017, Sligo has been another key focus of our Croí an Óir initiative. Abbott employees in Sligo developed Ignition, a six-week programme designed to introduce primary school pupils to engineering. As part of Ignition, Abbott volunteers visit local primary schools to illustrate different areas of engineering through hands-on experiments. The pupils and their teachers also are able to visit the Abbott site and explore how science and engineering help change people's lives for the better.

## SAFEGUARDING THE ENVIRONMENT

A sustainable environment is essential for better health, stronger communities and more fulfilling lives. Abbott is committed to safeguarding a healthy environment for everyone by reducing the environmental impact of our business, and our employees in Ireland are leading the way.

### GROWING OUR BUSINESS WHILE REDUCING ENVIRONMENTAL IMPACT

Despite growing the scale of our operations in Ireland considerably, Abbott has succeeded in reducing total energy consumption by 9 percent since 2010 and reducing CO<sub>2</sub>e emissions resulting from our energy use by almost three times more – 28 percent.

The CO<sub>2</sub>e reduction we achieved in Ireland was almost double that achieved by the rest of Abbott's business – the majority of emissions reductions were a result of green energy availability and purchase.

In addition, we have succeeded in managing the growth of our business without any increase in total water consumption, as compared to 2010. We have reduced the amount of waste sent to landfill by our sites in Ireland by 21 percent over the same period.

### LOWERING CONSUMPTION IN COOTEHILL

In 2016, we installed natural gas steam boilers and combined head and power units at our nutrition facility in Cootehill that have since reduced CO<sub>2</sub>e emissions by 8,000 tonnes per year.



## 9% REDUCTION

WE HAVE REDUCED TOTAL ENERGY CONSUMPTION BY 9 PERCENT SINCE 2010 AND REDUCED CO<sub>2</sub>e EMISSIONS RESULTING FROM OUR ENERGY USE BY 28 PERCENT.

## 21% REDUCTION

WE HAVE REDUCED THE AMOUNT OF WASTE SENT TO LANDFILL BY 21 PERCENT SINCE 2010.





## 123-TONNE REDUCTION

WITHIN THE PAST YEAR, WE HAVE REDUCED 123 METRIC TONNES OF NON-HAZARDOUS WASTE AT OUR SLIGO DIAGNOSTICS FACILITY.



## ZERO WASTE TO LANDFILL

OUR DONEGAL SITE WAS CERTIFIED ZERO WASTE TO LANDFILL AFTER REDUCING TOTAL WASTE BY 26 PERCENT AND INCREASING RECYCLING BY 24 PERCENT.

### REDUCING WASTE IN SLIGO

In 2017, our diagnostics facility in Sligo initiated a waste reduction project with one of our vendors. The new reusable packaging underwent qualification testing and was successfully implemented in September 2017. This resulted in a reduction of 123 metric tonnes of non-hazardous waste and a significant reduction in manual handling and de-boxing. This was a first-in-division project to remove corrugate packaging from commodities.



### SETTING NEW STANDARDS IN DONEGAL

Abbott's diabetes manufacturing site in Donegal achieved sweeping reductions in its environmental impact at the same time as it increased production to record levels. The plant was certified as Zero Waste to Landfill after reducing total waste by 26 percent and increasing recycling by 24 percent.

We also sourced 100 percent of our purchased electricity at our manufacturing sites from renewable sources, helping Abbott in Ireland to reduce CO<sub>2</sub>e emissions by 28 percent from 2010. These achievements, combined with an excellent safety record, resulted in Donegal being named Abbott's Environmental Health and Safety Small Plant of the Year.

## AWARDS AND RECOGNITION

Abbott's state-of-the-art nutrition facility in Sligo became the third Abbott site in Ireland to receive the prestigious **Shingo Prize for Operational Excellence** in 2017. It joins Longford and Clonmel on an exclusive list of only 11 facilities worldwide that have received the Shingo Prize.

---

Our diagnostics plant in Longford won the **International Society for Pharmaceutical Engineering (ISPE) Facility of the Year Award (FOYA)** in the Operational Excellence category (2017).

---

Abbott was named **Industry Group Leader** by the Dow Jones Sustainability Index for the sixth year in a row (2018).

---

Our *FreeStyle Libre*® system won **Most Innovative Product Multi-National Award** at the Irish Medical and Surgical Trade Association (IMSTA) Medtech Awards (2017).

---

Abbott was named **Employer Team of the Year** and won the **Finance Director of the Year Award** at the Irish Accountancy Awards (2018).

---

Abbott was awarded the **Top Employer Europe Certification** by the Top Employer's Institute (2018).

---

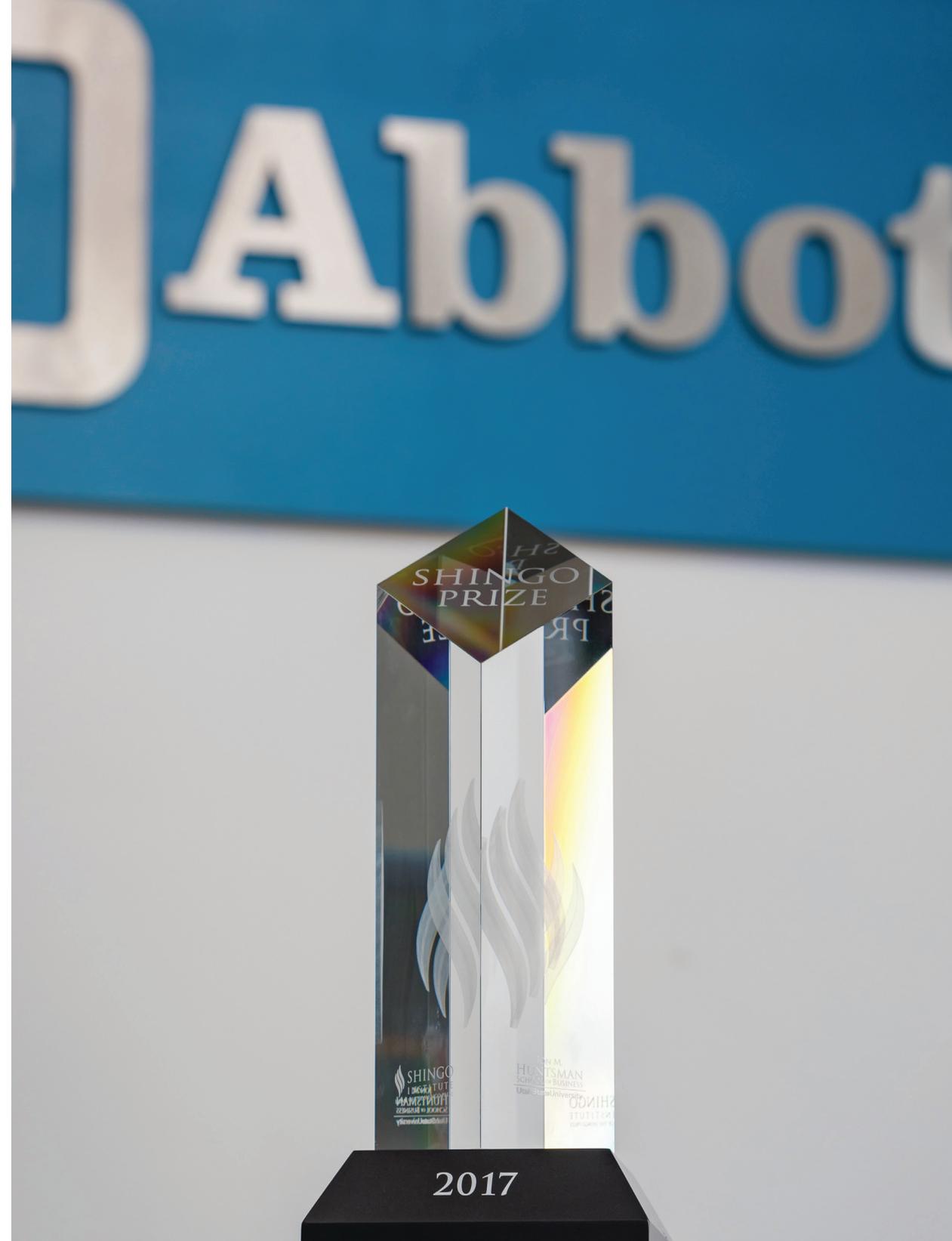
Our diabetes care manufacturing site in Donegal was named as Abbott's 2017 **Environmental Health and Safety Small Plant of the Year**.

---

Abbott was named to **Fortune magazine's 2018 Change the World list**, which recognises organisations that deliver shared value by making an important social or environmental impact through their business strategy and operations.

---

Abbott won the **Business Recycling Champion Award** at the Pakman Awards 2018, which recognises excellence in Waste Management and Recycling.





VISIT US ONLINE TO FIND OUT MORE ABOUT OUR WORK AND  
TO DOWNLOAD OUR LATEST SUSTAINABILITY REPORTS.

**WWW.IRELAND.ABBOTT**



*life. to the fullest.™*

**Abbott**

Please contact us with your questions and comments:

Abbott Ireland Sustainability  
Block B, Liffey Valley Office Campus,  
Quarryvale, Dublin 22  
D22 X0Y3, Ireland  
[responsibility@abbott.com](mailto:responsibility@abbott.com)

Copyright © 2018 Abbott. All rights reserved.

[WWW.ABBOTT.COM/SUSTAINABILITY](http://WWW.ABBOTT.COM/SUSTAINABILITY)