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# Human Rights Statement

Improving Lives by  
Living Our Values

Respecting human rights is foundational to responsible business and, more importantly, simply the right thing to do. AstraZeneca's ambitious business goals and sustainability commitments are the result of our people striving to improve the lives of patients all over the world.

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### Respect for Human Rights

AstraZeneca respects the rights of all people. We are committed to treating everyone with dignity and respect and to ensuring that third parties we work with do the same.

Our commitment to human rights arises from our Values, which is the basis of our Code of Ethics, and is formalised in our Code, Global Standard on Expectations of Third Parties, Modern Slavery Statement, sustainability initiatives, and other requirements, procedures, and practices. We are also guided by international human rights principles in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. A member of the United Nations Global Compact since 2010, AstraZeneca is committed to its 10 principles.

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We have an expansive global impact on people and know that our role in advancing human rights is critical to improving the lives of patients around the world.”

**Katarina Ageborg, EVP Sustainability and Chief Compliance Officer, AstraZeneca**

### Respect for Our Employees

We provide our workforce with an inclusive environment where diversity of thought is valued and respected, fuelling discovery of medical innovations that transform and sustain health, and helping our employees reach their full potential while they push the boundaries of science.

Our Code of Ethics confirms our commitment to abide by all applicable wage, benefit, and safety laws, allowing for freedom of association and collective bargaining, and providing a workplace free of discrimination and harassment, and forced and child labour. Our Code goes beyond legal requirements with our commitment to run every part of our business with integrity, honesty, and transparency everywhere we operate, not allowing, asking, or enabling others to behave unethically.

We have worked hard to create a culture of safety in our sites all over the world. Beyond safe practices, we know that we must prioritise the development and wellbeing of our employees to achieve our ambitious business goals and sustainability commitments, so we work to protect and improve the health of our workforce, with focus in four areas: healthy eating and drinking, tobacco cessation, physical fitness, and workplace pressure management. We also develop and train the next generation of talent and make sure that employees at all levels, from various backgrounds, ethnicities, ages, and genders, have an equal opportunity to be leaders in our organisation. To help check our progress, our Human Resources team gives employees an opportunity to give candid feedback anonymously.

## Respect for Our Patients

We aim to meet the needs of patients around the world, ranging from those who have readily available healthcare and ease of access to our medicines, to those in Emerging Markets who may need help to access our medicines, to those in developing economies where barriers to healthcare may be unrelated to cost. For many disadvantaged people, roadblocks to healthcare create roadblocks to active participation in society.

While governments have traditionally provided healthcare to their citizens, the private sector has a key role to play to improve the level of available care. At AstraZeneca, we do this in many ways, including:

- **Developing targeted pricing strategies that consider ability to pay**
- **Giving training materials to healthcare professionals**
- **Building health system capacity in areas with limited infrastructure**
- **Not filing for patent applications in many low-income countries**
- **Supporting increased access in underserved areas**

We design clinical programmes that maximise potential benefits to our patients while minimising risks, and make our trial results available promptly, demonstrating our transparency and commitment to our patients and their healthcare providers, who have a right to information on our clinical trial results. As is required, we post our clinical trial results on [clinicaltrials.gov](https://clinicaltrials.gov).



## The Role of Our Suppliers

Our suppliers are critical to AstraZeneca's delivery of life-changing medicines to patients. We conduct innovative research, development, and manufacturing to high standards of ethics and integrity everywhere we operate and require those in our broad supply chain to behave the same way. We believe that we can have a superior supply chain only when our suppliers foster an environment similar to ours, sharing our commitment to protect labour rights (including ensuring there is no modern slavery or human trafficking anywhere in our supply chain) and proactively helping their workforce to reach their full potential. We are committed to ensuring our suppliers adopt their own human rights strategy, and we strongly encourage our suppliers to urge their own suppliers to do the same.

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## United Nations Guiding Principles on Business and Human Rights Principle #13:

The responsibility to respect human rights is directly linked to a parent companies' business relationships, even if they have not contributed to those impacts.

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Respecting human rights throughout our supply chain impacts the lives of thousands of people, helping them to achieve their full potential. It's the right thing to do for our business and for our society.”

**John Dickson, Chief Procurement Officer, AstraZeneca**



## Respect for Our Communities

We are committed to engaging with stakeholders in the communities where we operate to ensure that we consider their views as we conduct our business. Where appropriate, we engage in dialogue with stakeholders on human rights issues related to our business. We are also committed to creating economic opportunity and fostering goodwill in our communities through initiatives such as our programmes for local access to healthcare. And, of course, in times of crisis, we help our fellow citizens through our disaster relief programmes.

## Respect for the Environment

We work to minimise our reliance on natural resources, and we carry out initiatives to promote environmental responsibility and reduce our carbon footprint. We encourage the development, manufacture, use, and disposal of products in ways that minimise negative effects on the environment, and promote understanding and effective management of potential adverse environmental impact.

## Implementation and Oversight

We identify, prevent, and mitigate adverse human rights impacts that could be caused by our business activities before they occur. If an incident occurs, we will conduct a thorough investigative and corrective action process to prevent any future similar event and build capabilities.

Within AstraZeneca, we conduct biannual human rights labour reviews in all countries where we have employees. The review focuses on the International Labour Organisation's core themes, including freedom of association and collective bargaining; child labour; discrimination; and working hours and wages.

Our annual Code of Ethics training reminds employees of our duty to report any concern they may have about behaviours or activities which may violate our Code or its supporting requirements. The Code specifies avenues for employees to raise concerns or ask questions without fear of retaliation through a confidential Helpline, which includes the AZethics telephone line and the AZethics website, or through managers, Human Resources, Legal, or Compliance. AZethics and the Global Compliance email and postal channels are also available to the public for reporting concerns (anonymously, if preferred and where permitted by local law), including human rights concerns related to clinical trials and our supply chain.

