

ABBVIE RECOGNISED AS IRELAND'S #1 WORKPLACE

Biopharmaceutical company presented with prestigious title at the 2018 Great Place to Work Awards

AbbVie, the global biopharmaceutical company with a significant presence in Ireland, has been named as the country's #1 large workplace. The accolade was presented at the annual Great Place to Work Awards in Dublin recently.

AbbVie is listed among the Best Large Workplaces in Ireland for the fifth successive year and was placed 3rd on the prestigious list in 2016 and 2017. The company's first place finish ensures it remains the highest placed employer in the biopharmaceutical/pharmaceutical industry across all categories.

AbbVie is spread across five sites in Ireland. Alongside three manufacturing facilities in Sligo and Cork, two offices in Dublin serve the needs of the company's Commercial and Operations activities.

The Great Place to Work Institute audits the policies and practices in place in organisations which enter the assessment in nine key areas. These include employee development, hiring practices, recognition and communication. It then benchmarks these against other organisations. AbbVie scored highly across all areas at each of its five sites in Dublin, Cork and Sligo.

AbbVie delivers world-class discovery, production and supply of critical medicines. The company has a significant footprint in Ireland that is focused on novel and breakthrough therapies for tough-to-treat diseases and unmet medical needs, with a reputation for quality.

AbbVie's **Director of HR in Ireland, Caroline McClafferty** said achieving the #1 position represented a significant improvement on the company's 2016 and 2017 rankings.

"This 1st place ranking demonstrates our collective effort to foster an environment where people can thrive and develop. It's a tremendous achievement for the company and a reflection on our employees across our five sites in Ireland who have embraced the AbbVie culture and continue to remain focused on making AbbVie a truly great place to work" she said.

The company's **General Manager Todd Manning** said that the result reflected an enormous employee effort and illustrated the focus which has been placed on building a strong culture since the company was formed five years ago.

"We are very focused on creating a company culture which reflects our values and aspires to make a remarkable impact on patients' lives in Ireland and beyond," he added.

The Great Place to Work Institute publishes three different lists annually and presents these at a gala event: the Best Large Workplaces in Ireland (>301 employees), the Best Medium Workplaces in Ireland (101 to 300 employees), and the Best Small Workplaces in Ireland (20 to 100).

Companies are ranked in order on each of these lists primarily on the basis of the confidential input from the employees. Two-thirds of each workplace's score comes from the results of the Trust Index Employee Survey, with up to one third of the remaining marks based on a thorough assessment by

Great Place to Work of a company-wide Culture Audit. AbbVie scored higher in the survey than its large company peer group in key practice areas.

The Great Place to Work Institute team were also impressed by AbbVie's ongoing efforts to build a unique culture and praised the company's wellness programme, employee development projects, and ongoing commitment to communities and patients.

CEO of Great Place to Work Ireland, John Ryan paid tribute to all companies who were recognised this year. "The organisations on this year's list know that employees want an environment where they feel psychologically safe, encouraged to grow, provided with opportunities to develop, and empowered to do their best work," he said.

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Notes to the editor:

About AbbVie

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. It employs more than 600 people at five manufacturing and commercial sites across Ireland. The company's commercial headquarters is based in Dublin as is a separate international manufacturing and engineering services centre. AbbVie has two manufacturing plants in Sligo and one in Cork.

The company's mission is to use its expertise, dedicated people and unique approach to innovation to markedly improve treatments across four primary therapeutic areas: immunology, oncology, virology and neuroscience. In more than 75 countries, AbbVie employees are working every day to advance health solutions for people around the world. For more information about AbbVie, please visit us at www.abbvie.com. Follow @abbvie on Twitter, Facebook or LinkedIn.

About Great Place to Work® and the Assessment Process

Great Place to Work Ireland is part of a global network of culture consultants, with offices in 48 countries using an established methodology to publish lists at country, regional, and global levels. The best known of these is the *Fortune 100 list of Best Companies to Work For* in the United States. Our media partner in Ireland is The Irish Times, who develop the annual *Best Workplaces Special Report*.

The key defining feature of a great workplace is the level of trust that exists within it. From an employee's viewpoint, the definition of a great workplace is one where you trust the people you

work with, you have great pride in what you do, and you enjoy the people you work with. The Great Place to Work Institute assesses the policies and practices in place in organisations under nine key areas: Inspiring, Speaking, Listening, Caring, Developing, Thanking, Hiring, Celebrating, and Sharing. They then benchmark these practices against other organisations in that country. The second key component of the assessment is an anonymous Trust Index survey that gathers the perceptions of employees under five dimensions: Credibility, Respect, Fairness, Pride, and Camaraderie. Finally, there is an in-depth qualitative analysis of open ended comments from employees.

The 2018 full list of organisations and award winners, as well as rankings from previous years, are available at www.greatplacetowork.ie.