

Biopharmaceutical company AbbVie is recognised as one of Ireland’s Best Workplaces for Women and receives a Great Place to Work ambassador accolade

AbbVie, the global biopharmaceutical company which has three manufacturing facilities in Sligo and Cork and two commercial offices in Dublin, has been listed among the Best Large Workplaces in Ireland for the sixth successive year. The announcement was made at the Great Place to Work Awards in Dublin recently.

AbbVie was listed as the **No. 2 Best Large Workplace in Ireland 2019** at the workplace awards ceremony. It remains the highest placed company in the biopharmaceutical/pharmaceutical industry across all categories. **Caroline McClafferty, Director of Business Human Resources for Manufacturing Engineering Services** with AbbVie, was also the recipient of the 2019 ‘Great Place to Work Ambassador’ award.

AbbVie employs more than 700 people at five manufacturing and commercial sites across Ireland. Colleagues located in the company’s manufacturing sites in Sligo and Cork entered into the Great Place to Work evaluation process with a combined submission with employees from the commercial sites located in Dublin.

The Great Place to Work Institute assesses the policies and practices in place in organisations under nine key areas, including employee development, hiring practices, recognition and communication. It then benchmarks these against other organisations in each country. AbbVie scored exceptionally highly across all areas at its 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.

Ms McClafferty said she was delighted that AbbVie had once again been recognised by the Great Place to Work Institute as a company that has invested in fostering a high trust, innovative and inclusive workplace culture.

“I am incredibly proud to be recognised as the Great Place to Work 2019 Culture Ambassador, but accept the award on behalf of a very large team of wonderful colleagues. This honour reflects the massive contribution, dedication and drive of our dedicated HR and Communications teams, culture and engagement groups, our leadership teams and, most of all, our 700 team members across our sites in Ireland, who have believed in the importance of building a strong and vibrant company culture, and have helped to drive so many important culture programmes since our formation in 2013.”

The Great Place to Work Institute also recognised AbbVie as a **Best Workplace for Women** at the awards event. This is the first time the Institute has awarded the accreditation to businesses in Ireland and AbbVie is one of only 13 companies to receive the prestigious honour. The programme recognises top organisations which, while providing a great work environment for everyone in general, are also creating positive and supportive workplaces for women in particular.

AbbVie’s **Associate Director of HR in Ireland, Samantha Commons** said the second place ranking and individual awards represented a strong endorsement of the company’s commitment to

continually investing in the on-going development of its employees. In 2018, a particular focus was placed on talent-development, diversity and inclusion, health and well-being and providing employees with opportunities to engage with their local communities.

“To be named as a Great Place to Work six years in a row is a tremendous achievement. The on-going recognition we have received from the Great Place to Work Institute has further strengthened our commitment to create the best working environment possible for our people, enabling them to thrive, develop and grow as individuals.”

The Institute publishes three different lists: 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.

CEO of Great Place to Work Ireland, John Ryan paid tribute to all companies who were recognised this year. “Securing a place on the list of Best Workplaces in Ireland is a greater achievement than ever before. Even though we’re dealing with an unprecedented level of economic and political uncertainty, these Irish organisations are ready to deal with the challenges: they have built agility and plasticity into the core of their workplaces, developing the high levels of trust that are critical for adaptability.

“Today’s workplace is a partnership, creating the future in tandem. It’s inclusive and has diversity at its core. It’s a really exciting place to be, and I’d like to congratulate each and every organisation that has achieved the goal of creating truly sustainable, high trust workplaces all across Ireland,” he added.

-ENDS-

Notes to the editor:

About AbbVie

Founded in 2013, 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 700 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 full 2019 lists of organisations and award winners, as well as rankings from previous years, are available at www.greatplacetowork.ie.

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