



Teva's
Position on
Human
Rights

teva

Teva Pharmaceutical Industries Ltd (hereinafter “Teva”), including all its directors, executives, employees and subsidiary and affiliated companies, is committed to respecting internationally-recognized human rights. We support the spirit and provisions of the Universal Declaration of Human Rights and the subsequent guidance set forth in the United Nations Guiding Principles on Business and Human Rights. As a signatory of the United Nations Global Compact since 2010, we have formally and publicly confirmed our resolve to take all measures that are reasonably possible within our business and throughout our supply chain to respect all individuals and uphold their human rights, while ensuring we are not, even unwittingly, complicit with Human Rights violations in our extensive global supply chain. We believe compliance with all applicable laws, regulations and other requirements designed to protect human rights is fundamental to our corporate well-being and that by striving for excellence in this area, we also protect, enhance and create value for our organization. This is consistent with our Purpose and Values and Code of Conduct.

Our position on Human Rights applies to all companies owned or operated by Teva, as well as suppliers and supply chain partners through Teva’s Supplier Code of Conduct. We educate, inform and engage in dialogue with employees and vendors to ensure all those covered by this position are aware of our expectations and their responsibilities. We acknowledge the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work as a guiding reference for our policies and approach to human rights.

Our Human Rights Aspiration, Approach and Commitments

Respect for all: We operate with respect for all individuals and preserve the dignity of every individual with whom we interact. We do not tolerate any form of discrimination, harassment, retaliation, intimidation, humiliation, bullying, unfair treatment or hurtful or inappropriate behavior at any time. We hope everyone involved in Teva’s business feels proud, respected and valued each day they come to work.

Health and safety standards: We value our employees’ right to working conditions that do not place them at undue risks to personal safety or health. We comply with all applicable health and safety laws and go beyond regulatory requirements to provide a safe work culture, including continuously monitoring for health risks and implementing safeguards. Further details can be found in our Health and Safety at Work Policy. We also expect our vendors to ensure their employees’ safety and provide safety risk management.

Security standards: Teva operates in countries with varying risk profiles, and it is our responsibility to reasonably protect our employees during the course of their work. We maintain strong security at all our sites and provide protection, where relevant, for employees traveling for business.

No discrimination, harassment or retaliation: Teva values diversity and inclusion and recognizes that a tolerant working culture is one in which each individual is empowered to perform productively and without inhibition. We have zero tolerance for discrimination or

harassment based on nationality, place of residence, sex, gender identification, sexual orientation, age, race, ethnicity, color, religion, language, ability, income, political opinion or any other protected status. We welcome employees of diverse backgrounds, as well as vendors that represent small or minority businesses or integrate employees of diverse backgrounds in other operations. We do not tolerate retaliation under any circumstance.

Upholding freedom of association and collective bargaining: We respect our employees' right to choose whether to be part of a labor union or other framework for collective bargaining. In cases in which employees have elected to be represented by a legally recognized union, we engage in constructive dialogue to achieve the best outcomes for the employees and Teva as a whole. We permit employees' elected representatives to conduct their affairs within the workplace, offering support, where relevant, and ensuring they are not disadvantaged as a result of their roles. We expect our vendors to apply similar policies in their operations.

Prohibition of forced labor: Teva supports employees' free will to engage with Teva or Teva's suppliers. We prohibit any form of forced labor, including prison labor, bonded labor or work that restricts employees' free choice and movement. We do not create situations in which employees are forced to work to pay off debt to the company. No employee is forced to work excessive overtime or intimidated to agree to work overtime. We proactively ensure employees are aware of their rights with respect to working hours and overtime.

Prohibition of child labor: Teva does not employ individuals under the age of 18 in any of our operations, anywhere in the world. All new hires provide identification with proof of age, and it is our responsibility to ensure we have accurate information when hiring. We expect our vendors to apply similar practices in their operations.

Work hours and compensation: We comply with applicable regulations governing hours of work and rest in every country in which we operate. This includes respecting limits for overtime work and irregular work hours, including weekends and national or religious holidays. We compensate our employees fairly based on market norms and in line with legal requirements for wages and social benefits, often exceeding legal minimum levels.

Conflict resolution mechanisms: We have established conflict resolution processes that enable all employees to raise any concern or suspected or alleged violation of any of the above commitments. These processes include anonymous or identified reporting through various channels. We investigate all reported instances with thoroughness and fairness until resolution. No individual will be retaliated against or disadvantaged in any way for taking such action.

Application of this Position

This position is endorsed by Teva's Board of Directors. It is supported by internal procedures that ensure our commitments are upheld, including periodic audits. We communicate this position to our employees and our website, and we share our progress in our annual Social Impact Report.