

AmerisourceBergen

July 21, 2021
António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

Reference is made to the United Nations Global Compact to encourage corporate consideration of universally-accepted principles to harmonize the role of business and society. The Global Compact recognizes that, because of the wealth that business creates, businesses are part of the solution to world peace and security and a decent standard of living and quality of life.

I am pleased to confirm that AmerisourceBergen supports the ten principles of the Global Compact with respect to human rights, labour standards, protection of the environment, and anti-corruption. We express our intent to support and advance those principles within our company and entities controlled by it. We undertake to make a clear statement of our support of the Global Compact in our annual report or other public documents.

It is our understanding that the Global Compact reflects shared values and principles between the United Nations and businesses such as our company, but that the Global Compact is not a grading or enforcement mechanism nor does it involve any concepts of profit or technology transfers. Moreover, our participation in the Global Compact does not limit our freedom as permitted by law to oppose public or private sector activities which we do not believe are in the best interests of our company. We note that the general intentions behind the Global Compact may be implemented differently in different countries, in keeping with local laws and customs.

Please find enclosed some general information regarding our company, as well as the contact person responsible for contacts with the UN Office of the Global Compact.

Sincerely yours,



Steven H. Collis
Chairman, President and Chief Executive Officer
AmerisourceBergen Corporation



AmerisourceBergen Contacts

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Corporate responsibility and sustainability

At AmerisourceBergen, we are building healthier futures by fostering positive impact on the planet and people through the work we do, the team members who do it, and communities we serve.



Inspired team members

Around the globe, we engage team members and foster a diverse and inclusive workforce in which our purpose is shared and individuality is celebrated.



Resilient operations

We are committed to sustainable and responsible operations across the supply chain.



Healthy communities

We are striving to help enable healthy and resilient communities nearby where we live and work.

The AmerisourceBergen Foundation

The AmerisourceBergen Foundation is an independent, not-for-profit charitable giving organization whose mission is to improve the health and wellbeing of its patient populations—both human and animal—by investing in the communities where we live and work.

Human health: supporting human health-related causes around the globe that specifically target underserved populations and increase health equity.

Animal health: supporting access to care to improve animal health, including service, companion, and production animals and disaster response.

Prescription drug safety: combating prescription drug misuse and safe disposal in the U.S. through prevention education and innovative solutions.

2020 impact



Inspired team members

- Provided access to mental health resources, telemedicine, additional paid time off, and greater financial support through our Associate Assistance Fund for associates most impacted by COVID-19
- Formed long-term Diversity & Inclusion strategy, hired new Chief Diversity Officer
- Listed as one of the “Best Places to Work for LGBT Equality” by the Human Rights Campaign
- Named a “Noteworthy Company” for the fourth year in a row by DiversityInc



Resilient operations

- In FY19, reduced greenhouse gas emissions by 5%
- Transitioned to more innovative and sustainable packaging solution—using reusable totes and non-toxic plant-based refrigerants—for our cold chain shippers; 79% waste diversion at US Human Health locations
- Conducted physical climate risk assessments for 100+ locations to ensure supply chain resiliency
- Used the Fair Share Allocation Program to safeguard products in high demand



Healthy communities

- Nearly \$3 million in product donations, Nearly \$2 million in corporate giving
- AmerisourceBergen Foundation: 100+ organizations supported worldwide; nearly \$10 million in donations including \$1 million in COVID-19 funding
- Supported efforts to promote social justice and health equity through our programs
- Rolled out the myCommunityImpact (our matching gifts and Dollars-for-Doers programs) to all global associates

For more information, visit [AmerisourceBergen's Global Sustainability microsite](#) and [ESG Reporting Index](#)

The background of the entire page is a photograph of the interior of Antelope Canyon. The walls are composed of smooth, undulating sandstone that has been eroded into flowing, wave-like patterns. The lighting is warm and golden, coming from above, which creates a strong contrast between the bright, sunlit areas and the deep shadows within the crevices. The colors range from a pale yellow at the top to deep reds and purples in the lower, shadowed sections.

AmerisourceBergen

2020

Global Sustainability Report summary



Steven H. Collis

Chairman, President, and
Chief Executive Officer

"AmerisourceBergen is united in our responsibility to create healthier futures worldwide. We are incredibly proud of the work we do to ensure access to quality care, drive efficiency in the supply chain, and support the viability of healthcare providers and pharmaceutical innovators—especially in times as uncertain as these."



Gina K. Clark

Executive Vice President and
Chief Communications &
Administration Officer
President, AmerisourceBergen
Foundation

“We have an obligation to improve the wellbeing of human and animal populations by expanding access to quality healthcare, promoting diversity and inclusion, operating sustainably even in unprecedented times, and upholding the highest standards of safety and quality—all while ensuring our worldwide AmerisourceBergen family feels represented, heard, and valued.”

01

About AmerisourceBergen

Built for worldwide health

AmerisourceBergen impacts the core of healthcare delivery with a focus on pharmaceutical care. We put people first. We fuel growth. We move markets. We increase access to care for millions of patients. We are built for health.

\$185B+

annual revenue

4MM+

products shipped daily

22,000

team members

25,000+

daily deliveries from wholesale
distribution centers

200+

global offices

29,000+

daily deliveries from animal health
distribution centers

50+

countries

"Before we didn't have any shields, we didn't have any goggles...I am so grateful. I'm going to be able to tell my nurses we don't have to worry. We are going to have enough gowns. We are going to have enough masks. We are going to be able to stay open. We're going to be able to serve all our underserved patients who are really afraid."

Josefina, Clinic Coordinator at Neighborhood Clinic in Tacoma, Washington, AmeriCares, AmerisourceBergen Foundation COVID-19 grant recipient

Our COVID-19 response

True to our purpose to create healthier futures, our primary goal throughout the pandemic has been to keep our team members and the pharmaceutical supply chain safe, while continuing to ensure more than four million medications arrive where and when people need them every day. Working closely with health agencies and monitoring government guidance, we navigated new ways of working together and employed innovative thinking to meet client and patient needs.

The AmerisourceBergen Foundation provided \$1 million to support communities, individuals and team members impacted by COVID-19. Grantees include:

- Direct Relief (\$250,000)
- AmeriCares (\$250,000)
- Healthcare Ready (\$150,000)
- Hyperlocal grants in key regions where our team members live and work
- Microgrants to existing non-profit partners



Corporate responsibility and sustainability at AmerisourceBergen

At AmerisourceBergen, we are building healthier futures by fostering positive impact on the planet and people through the work we do, the team members who do it, and communities we serve.

Our global sustainability strategy focuses on three priorities that align with our services and beliefs at the intersection of creating healthier futures.

Priorities



Inspired team members

Around the globe, we engage team members and foster a diverse and inclusive workforce in which our purpose is shared and individuality is celebrated.



Resilient operations

We are committed to sustainable and responsible operations across the supply chain.



Healthy communities

We are striving to help enable healthy and resilient communities nearby where we live and work.



02

Inspired team members

**At AmerisourceBergen, we believe in putting people first.
The rest will follow.**



We strive to provide a safe, supportive work environment where team members can be authentic and have a voice to share their unique perspectives. We continuously work to ensure team members have clear pathways for career development, have access to programs and benefits that allow them to live fuller, healthier lives, and can participate in the community in ways that inspire and celebrate individuality.

Diversity & inclusion

In FY20, we conducted a comprehensive situation assessment, created a new long-term diversity and inclusion strategy, and added a new Chief Diversity role. Our new long-term strategy is focused on three critical dimensions—people, culture, and community—and is grounded in deep organizational insights, our people data, and industry research and benchmarks. We are proud that our efforts continue to be recognized:

- Awarded a perfect score of 100 percent on the Human Rights Campaign's Corporate Equality Index for the third consecutive year
- Listed as one of the "Best Places to Work for LGBT Equality" by the Human Rights Campaign
- Named a "Noteworthy Company" for the fourth year in a row by DiversityInc

For more information on our diversity & inclusion efforts, click [here](#).

Supplier diversity

- We are also committed to promoting the success of small-, minority-, women-, disabled-, veteran-, and LGBTQ+-owned businesses, supporting policies and programs designed to increase the inclusion of diverse suppliers across our sourcing process and committing to achieve a target spend with these businesses

Benefits

We are committed to enhancing our resources and benefits to enable a high-performance culture and to support our team members' ability to live with purpose every day. Our aim is to create a positive work environment where everyone can thrive and find opportunities to grow, learn, and pursue their passions while contributing to our purpose.

Some of the highlights of our benefits program include:

- During COVID-19, we offered greater access to mental health telemedicine, additional paid time off for those needing to self-quarantine or care for a family member, and financial support through our Associate Assistance Fund for those who had catastrophic impact
- We offer healthcare, life and other insurance, a retirement plan with a company match, an employee stock purchase program, an employee assistance program, tuition assistance, commuter benefits, tobacco cessation support, medical coverage for same sex partners and domestic partnerships, and vacation, holiday and paid time off
- To support working families in the U.S, eight weeks of paid paternal leave and supportive return-to-work conditions, as well as fertility services coverage and benefits to support the needs of dependents on the autism spectrum

Development

Growing our people is a strategic priority at AmerisourceBergen, and we are making thoughtful investments to build our talent and culture.

- This year, we partnered with leaders across the company to create a new integrated talent framework aligned to our business strategy and purpose
- In FY21, we are introducing to our global team members the new framework, including a new leadership competency model, enterprise learning strategy, and modern approach to performance management

Safety

Our relentless focus on team member safety is ingrained in everything we do:

- DC team members receive training on proper safety procedures and incentive opportunities, with safety performance tracked and shared across the organization
- Our National Safety Committee meets regularly to review and evaluate data to prevent future accidents and issue operational excellence scorecards

03

Resilient operations

The health of people and animals is closely linked to the health of our planet. Everyone benefits when we operate in ways that respect the earth and preserve resources for the next generation through environmental sustainability. We are taking bold steps to address climate issues, moving our focus beyond operational efficiencies to adaptation strategies.



Greenhouse gas emissions reduction

- In FY19, reduced greenhouse gas emissions by 5%
- Advanced transportation efficiency through route optimization, as well as piloting electronic vehicles (EV) in parts of our business



Packaging innovations

- Transitioned to more innovative and sustainable packaging solution—using reusable totes and non-toxic plant-based refrigerants—for our cold chain shippers
- Innovations in packaging also create less waste for our customers



Climate change adaptation

- Conducted physical climate risk assessments for 100+ locations to ensure supply chain resiliency
- Continue to align disaster response initiatives with climate analysis

Our total greenhouse gas emissions:

Scope	FY 2019 emissions (MT CO ₂ e)
Scope 1	33,597.5
Scope 2	86,713.9
Scope 3	28,356.6 ¹

Total waste:

Waste	FY 2020 total (metric tons)
Landfilled	4,399
Recycled	16,565
Total	20,964

¹ Scope 3 emissions account for business air and ground travel only.

² Energy and GHG data are reported from fiscal year 2019 (October 1, 2018 to September 30, 2019)

Supply chain & stewardship

Supply chain & responsible sourcing

AmerisourceBergen's commitment to healthier futures begins with our promise of efficiency and security at the first point a product enters the supply chain. As the distributor of tens of thousands of products, our infrastructure is built to enable secure, daily ordering and distribution. When there is strain on the supply chain, like during COVID-19, securing it is even more critical.

AmerisourceBergen also seeks to buy goods and services from suppliers, contractors, and vendors who share our responsible-sourcing goals and uphold our values exemplified in our Supplier Statement.

Product safety

AmerisourceBergen takes numerous steps to ensure product safety and compliance:

- Continuously improving the traceability of our business processes and technology, enhancing patient safety
- Educating stakeholders on the Drug Supply Chain Security Act (DSCSA)

Sustainable food production

We are taking a leading role in finding ways to feed a growing, hungry world.

- Micro Technologies, through advanced technology solutions for livestock operations, helps producers optimize animal production and reduce the resources needed in that production process
- The AmerisourceBergen Foundation partners with the National FFA Organization to cultivate a new generation of talent and leadership to address sustainable food production by supporting FFA's school-based agricultural education model



04

Healthy communities



AmerisourceBergen works to advance human and animal wellbeing, broadening access to quality healthcare, improving health equity, and providing resources to ensure prescription drug safety in the communities where we live and work.

Corporate engagement

Our corporate giving approach is consistent with our beliefs, values, and company purpose. We have a culture that inspires an active and caring group of team members who continually give selflessly of their time and resources, making a real difference in their communities in times of need or crisis.

Corporate Giving

- In FY20, provided nearly \$2 million in financial contributions to community-based organizations and global non-profits
- Many of our non-profit partners champion diversity, equity, and inclusion, and we supported efforts to promote social justice and health equity through our programs

Production donations

- In FY20, provided nearly \$3 million in over-the-counter product donations to organizations such as Americares, Feeding America, and Direct Relief
- Donated excess inventory to enable medical teams to dispense medications to underserved populations and those impacted by natural disasters and the pandemic

Volunteerism

U.S.- and Canada-based team members receive eight hours of paid volunteer time off annually; those working part time receive four hours

We supported the United Nations Foundation for International Women's Day to **raise awareness about gender equity** as part of the Equal Everywhere campaign

American Health Packaging partnered with Direct Relief to **donate 12,000 Tyvek containment suits** to protect those cleaning up after the explosion in Beirut

The AmerisourceBergen Foundation

Our approach

Established by AmerisourceBergen, the AmerisourceBergen Foundation is an independent, not-for-profit charitable giving organization whose mission is to improve the health and wellbeing of its patient populations—both human and animal—by investing in communities and partnering with organizations to expand access to quality healthcare, promote health equity, and provide resources to ensure prescription drug safety.

In FY20, the AmerisourceBergen Foundation donated nearly \$10 million to over 100 non-profits.

We focus our efforts on three pillars:



Human health: supporting human health-related causes around the globe that specifically target underserved populations and increase health equity.



Animal health: supporting access to care to improve animal health, including service, companion and production animals, and disaster response.



Prescription drug safety: combating prescription drug misuse and safe disposal in the U.S. through prevention education and innovative solutions.

myCommunityImpact

We believe in supporting our team members in giving back to the causes that matter most to them. In FY20, we rolled out myCommunityImpact to all global team members. myCommunityImpact includes our Matching Gifts and Dollars-for-Doers programs.

Over past year, together with our team members donated over \$1 million to more than 750 organizations through myCommunityImpact

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Associate assistance fund

The AmerisourceBergen Associate Assistance Fund is a non-profit charitable organization established in 2012 to provide financial assistance to our team members and their families who are victims of natural disasters (e.g., fire, tornado, floods, etc.) or who are facing severe financial hardships.

Over the past year, nearly **2,000 of our team members** have supported **76 of their peers** through this program, which collectively granted **over \$140,000** in donations to team members in need

AmerisourceBergen

Please visit sustainability.amerisourcebergen.com
and the [ESG Reporting Index](#) for more information
on our 2020 Global Sustainability Report.

AmerisourceBergen by the numbers

\$200B

Revenue

Growth aligned with our customers' long-term success

41,000+

Team members

Diverse expertise all focused on improving global health

600+

Global offices

Delivering a range of services to address specific, local needs

50+

Countries with a local presence

Growing knowledge of market-specific healthcare environments

Industry recognition

Ranked #8 on Fortune 500 list

Ranked #23 on the
Fortune Global 500 list

Named a “Noteworthy
Company” by DiversityInc in 2020 and
2021

Fortune included AmerisourceBergen
among the 2020 list of World’s Most
Admired Companies

Our CEO Steve Collis featured as one
of Modern Healthcare’s 100 Most
Influential People in Healthcare 2020

Named to Newsweek’s list of Most
Responsible Companies of 2020
(Ranked #103 out of 500)





Industry recognition

100%

Score from the Human Rights Campaign on its annual Corporate Equality Index (CEI)¹

\$10MM

Donations and grants to support our local communities through the AmerisourceBergen Foundation²

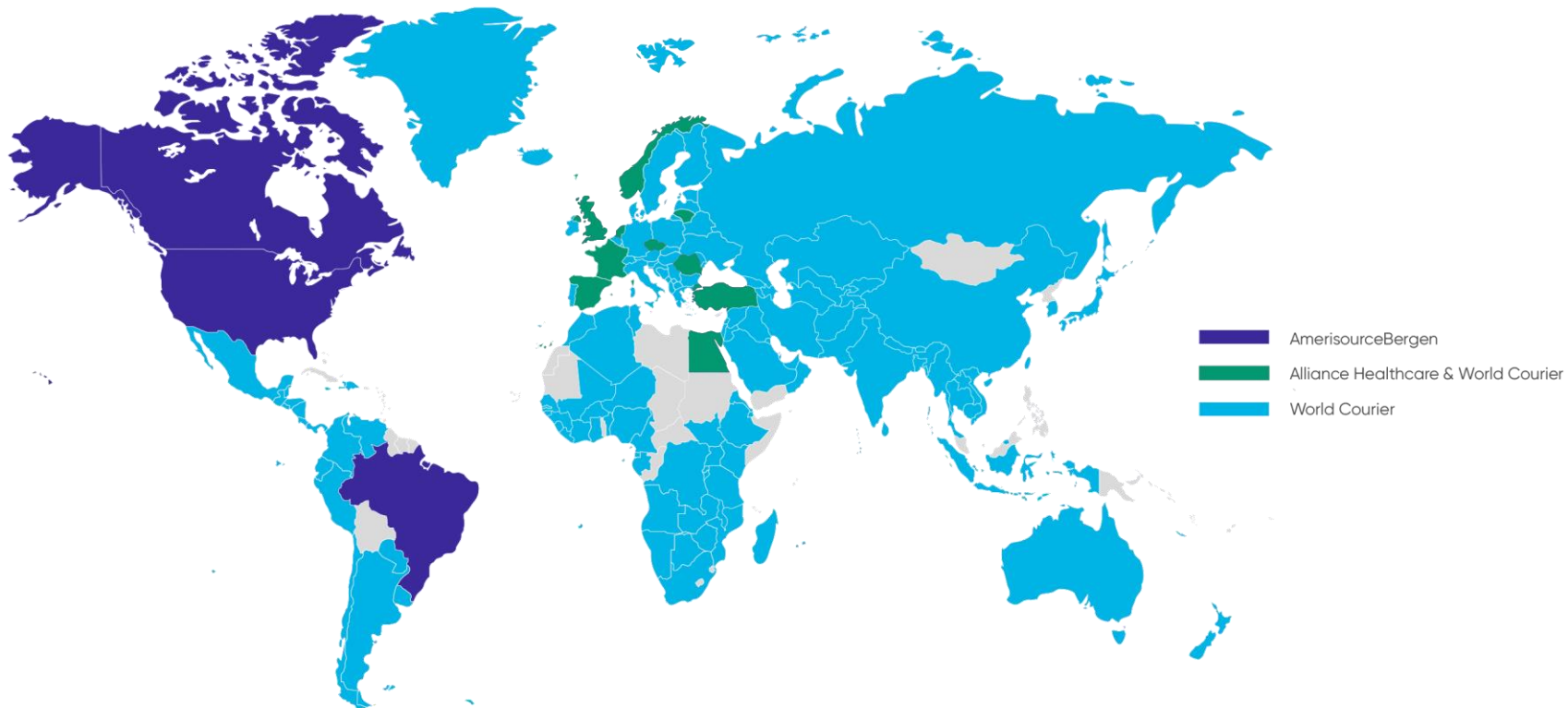
\$2.7MM+

Over-the-counter product donations provided to non-profit organizations²

¹Human Rights Campaign Corporate Equality Index 2021; <https://hrc-prod-requests.s3-us-west-2.amazonaws.com/CEI-2021-revised-030121.pdf?mtime=20210304182627&focal=none>

²Global Sustainability ESG Index 2020, page 4 ; (October 1, 2019 to September 30, 2020) : <https://www.sustainability.amerisourcebergen.com/reports>

Our global presence



Moving health forward

At AmerisourceBergen, we foster a positive impact on the health of people and communities around the world by advancing the development and delivery of pharmaceuticals and healthcare products.



**Pharmaceutical
distribution solutions**



Provider solutions



Manufacturer solutions



Animal health solutions

We improve the health and well-being of people and animals

Medication accessibility

We partner with manufacturers to enable medication availability and serve providers to make certain they have access to the products they need to care for their patients

Healthcare efficiency

Across the healthcare supply chain and for our customers, we drive efficiency making healthcare more affordable

Supply chain reliability

We safeguard the integrity of healthcare products in the supply chain by ensuring uncompromised quality and reporting suspicious activity

