

THE RED BOOK

Code of Business Conduct

Lilly

**Lilly unites caring with
discovery to create
medicines that make life
better for people around
the world.**



“Our purpose has never been more important and our commitment to the highest standards of conduct more critical. I hope we never forget how, when it mattered most, Lilly people rose to the challenge and embraced our values so that we could deliver for society with integrity.”

Dave Ricks

Chairman and CEO
Eli Lilly and Company

Our Social Contract With a Modern World

We help people get better, feel better, and live better. It's been our purpose for more than 140 years. And it's still our promise to society in the 21st century. We make life better through our medicines, our people, and our commitment to improve lives and communities around the world.

Every day, we work to grow our business in responsible ways that improve people's lives and benefit society. We set and measure challenging goals to continually improve what we do and how we do it. *The Red Book* is the ethical framework that guides the development of these goals and our pursuit of them.



Who We Are



Our **PURPOSE**

Lilly unites caring with discovery to create medicines that make life better for people around the world.



Our **VALUES**

Integrity, Excellence, and Respect for People





Our Ethical Foundation

Lilly values of Integrity, Excellence, and Respect for People inspire us to do the right things for the right reasons. *The Red Book* sets the expectation for behavior that we demonstrate every day.

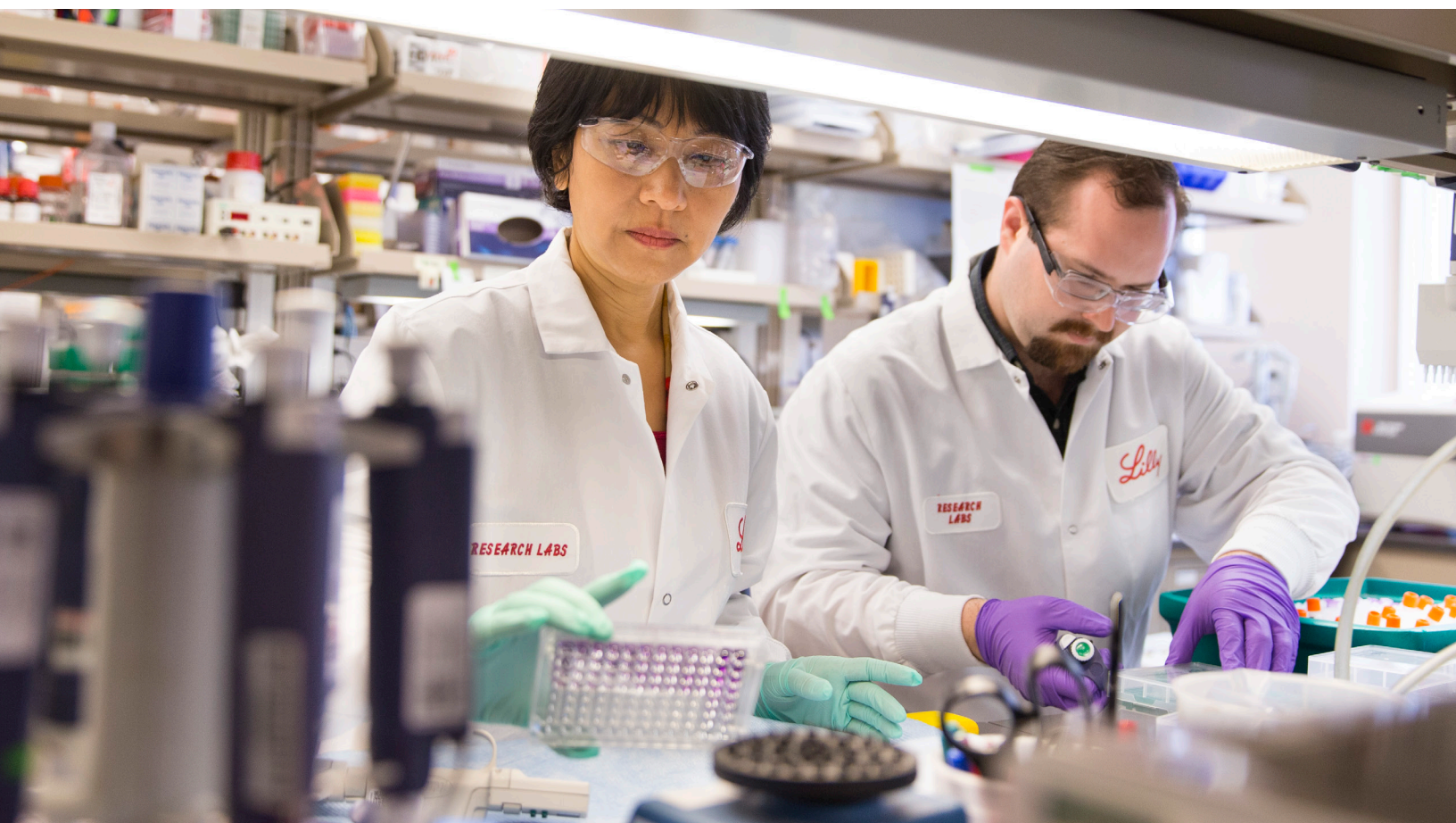
We are committed to act legally and ethically, following both the letter and the spirit of the laws, regulations, policies, and procedures that govern our business. We understand our responsibilities to Lilly, to each other, and to those we serve. We apply good judgment and we seek help when we're not sure of the right thing to do.

We never underestimate the critical role each of us plays—supervisors and employees alike—in making life better for people around the world.

Guided by Our Values

We understand the importance of adapting, evolving, and improving while remaining grounded in our core values: Integrity, Excellence, and Respect for People. With these standards as our guide, we'll continue to find effective ways to partner within and across health systems to increase access to the latest treatments.

Our approach to social impact starts with our medicines and our commitment to expand access to those medicines to as many people as possible. We'll continue to extend our reach by being part of the solution for complex global health challenges—from chronic diseases such as diabetes and cancer to a global pandemic unprecedented in modern times.



Our Responsibilities

- 1 We are **dedicated to scientific excellence** in our advancement of research and discovery.
- 2 We are fair in our employment practices and **value diverse backgrounds, skills, and global perspectives**.
- 3 We work to **assure a reliable supply of quality products** and accurate and complete product, safety, and efficacy information.
- 4 We **communicate in an honest, transparent, and accurate way**.
- 5 We **do not buy the business** or do anything to give the appearance of buying the business.
- 6 We **ensure the integrity of our financial records** by establishing and following robust internal processes, controls, and accounting principles.
- 7 We **respect privacy** and are committed to the ethical management of all personal information.
- 8 We appropriately **manage and protect information assets**.
- 9 We strive to **maintain a safe and secure workplace**, to **protect people, our assets, and the communities** in which we operate, and to **conduct business in an environmentally responsible manner**.
- 10 **We speak up when we experience, observe, or reasonably suspect something** that could harm Lilly or those we serve. We **share concerns openly and honestly**, knowing that **Lilly does not tolerate retaliation**.

Exercise Good Judgment

In some situations, it is not easy to know the right action to take. If you are unsure what to do, consider the following questions:

- » Does the action align with Lilly's values and brand?
- » Do I know what company requirements apply and what is expected of me?
- » Will the customer feel genuinely cared for, able to trust us, and that their interactions with us were as easy as possible?
- » Do I know for certain that my proposed actions are legal and consistent with the letter, and the spirit, of the law, company policies, and other company requirements?
- » Does the action appropriately consider the best interests of customers, shareholders, fellow employees, and other stakeholders?
- » Would I be proud if my colleagues or my family knew that I was the person responsible for the action?

In moments of uncertainty, seek help from Lilly resources including your supervisor, subject-matter experts, Human Resources, Ethics and Compliance, or Lilly Legal.

A collage of diverse people of various ages and ethnicities smiling and interacting. The collage is composed of several overlapping photographs: a man kissing a baby, an elderly man laughing, a man in a military uniform with a child, a woman reading to a child, a woman smiling, a woman with a child, a woman with glasses taking a selfie, a woman with glasses smiling, a woman with a child, a woman with glasses smiling, and a woman with a child. The text "People all over the world are counting on us." is overlaid in the center in a white, sans-serif font.

**People all over the world
are counting on us.**

The Red Book Code of Business Conduct is reviewed annually and updated as appropriate. The online version of *The Red Book Code of Business Conduct*, accessible on [Lilly.com](https://www.lilly.com), supersedes all previous versions.

