

The Red Book

Code of Business Conduct

“Our medicines can improve people’s health profoundly. Whether they know us by name or not, our customers count on each of us at Lilly, in our own ways, to help them with difficult health care challenges. We must act with integrity to earn society’s trust and the privilege to be in—and stay in—this business.”

Dave Ricks

Chairman and CEO
Eli Lilly and Company



A history steeped in values

The Red Book Code of Business Conduct sets the expectation for behavior that we demonstrate every day and establishes the ethical framework on which we conduct our business. It reflects our core values of Integrity, Excellence, and Respect for People—values that inspire us to do the right things for the right reasons.

As members of the Lilly global community, we have inherited a strong history of principled conduct. Each of us has the responsibility, not just of carrying it forward “to successive generations unsullied” (J.K. Lilly, Sr.), but also to “take what [we] find here and make it better and better” (Colonel Eli Lilly).



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.





*“Ours is the responsibility for
preserving the customs and ideals
upon which this organization was
built, so that we may pass on to
those who follow us an even finer
inspirational record than that
which we inherited.”*

Eli Lilly, grandson of our founder, 1947

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, see, 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.

**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.